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Catherine A. Rinaldi  
Interim President



May 1, 2023

Mr. Ricardo Sanchez, General Chairman  
International Brotherhood of Electrical Workers – Local 589  
38B Church Street  
Patchogue, NY 11772

**Re: IBEW Journeyman Wage Progression – Existing LIRR Employees**

Dear Mr. Sanchez:

This letter is regarding the eligibility of existing IBEW-represented Electrical Workers at the Long Island Rail Road (“Carrier”) for the newly executed agreement under separate cover providing for a Journeyman wage progression contingent on documented proof of a candidate’s prior combined educational, training and/or experience in the electrical industry. It is understood that this new wage progression is to be applied prospectively only.

However, for a period of six (6) months from the date of this letter, existing IBEW employees who are at a wage step below one hundred percent (100%) may submit for consideration proof of prior combined educational, training and/or experience in the electrical industry for time so spent before employment with the Carrier. If the documented proof meets the Journeyman eligibility criteria set forth in the letter agreement, the employee will be prospectively eligible for the Journeyman wage progression and will be given credit for the length of employment with the Carrier as if they were originally placed in this new expedited wage progression. The date of eligibility will be applied based on the date of the employee’s submission of documentation to the Carrier; however, if additional documentation is requested, the date of re-submission of additional documentation will trigger the eligibility.

For example, an Electrical Worker was hired as with the LIRR on April 11, 2021. They are currently at Step 3 at seventy-five (75%) of the wage progression for new hires after 2014. They provide proof that they had four (4) years of experience as an Electrician prior to being hired at LIRR and the documented proof of this experience is submitted to the Carrier on June 1, 2023. This proof of experience is verified. As a result, they are given credit for time spent in the wage progression as if they were initially hired as a Journeyman. As a result, effective with the date of submission of the documentation, they will be moved to one hundred percent (100%) of the Journeyman wage progression, since the steps are 80%, 85% and 100%. However, this is prospective only and without entitlement to retroactive monies (other than time spent to make the adjustment).

*The agencies of the MTA*

MTA New York City Transit  
MTA Long Island Rail Road

MTA Metro-North Railroad  
MTA Bridges and Tunnels

MTA Construction & Development  
MTA Bus Company

Employees who believe that they are eligible for this Journeyman consideration must submit their documentation to the Labor Relations Department for review and consideration. Further protocol will be developed to assist in this regard. An employee and/or the Organization on the employee's behalf shall submit the documentation electronically by email. An employee will receive written confirmation of receipt of the submitted documentation for consideration. If an employee does not receive written confirmation of receipt, it shall mean that the documentation was not received. Labor Relations will review the documentation, request additional documentation, and either approve or deny the request. If an employee is not approved, but believes he/she is eligible, the Organization may file a claim pursuant to Rule 55.

Lastly, no additional applications for consideration towards eligibility for the Journeyman rate of pay will be accepted or considered if an employee fails to submit the proof within six (6) months from the date of this letter. The only exception for this time limitation will be if an employee is on an approved long-term leave of absence for sickness or disability for the full duration of the six (6) month submission period.

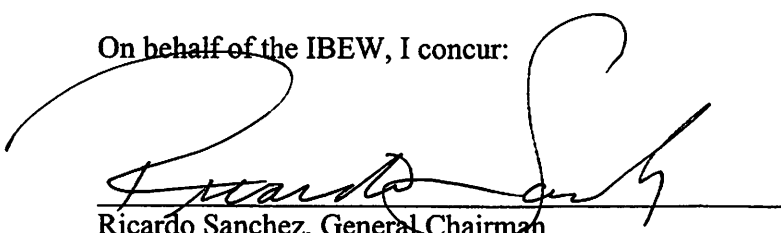
Please sign below if this letter accurately reflects the agreement reached between the parties.

Very truly yours,



Kelli Coughlin  
Deputy Chief Labor Relations Officer

On behalf of the IBEW, I concur:

  
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Ricardo Sanchez, General Chairman  
International Brotherhood of Electrical Workers

5/2/2023  
Date

cc: C. Daly, E. Rodriguez, C. Swicicki, J. McGrath, P. Dietlin, E. McGoldrick, F. Portela, S. Chandra, D. Cuomo, M. Reilly, L. Ramsaroop, A. Obioma, J. Mehm, T. Hessel-Andor, L. Martinez, K. Hanley, S. O'Connor, W. Jenkins, J. Tinghino, L. Kane, A. Conway, J. Klein – IBEW