

Jamaica Station  
Jamaica, NY 11435-4380  
718 558-7405

Patrick A. Nowakowski  
President

Michael D. Chirillo  
Vice President - Labor Relations



## Long Island Rail Road

September 6, 2017

Mr. Ricardo Sanchez, General Chairman  
International Brotherhood of Electrical Workers  
141 Waverly Avenue  
Patchogue, NY 11772

Dear Mr. Sanchez:

The parties agree to form a committee with representatives of the IBEW and Carrier to investigate and discuss changes to the apprentice program to make it more in-line with the apprentice programs used in the building trades. The program would include both on-the-job and classroom instruction designed to train employees to become fully qualified journeymen Electricians. The program would require employees to work in shops, yards and other Carrier locations during the day and attend mandatory non-compensated training at night. The committee would report their findings and recommendations back to the Carrier and the Organization.

Sincerely,

A handwritten signature in black ink, appearing to read "M. Chirillo", written over a horizontal line.

Michael D. Chirillo  
Vice President - Labor Relations

I Concur:

A handwritten signature in black ink, appearing to read "Ricardo Sanchez", written over a horizontal line.

Ricardo Sanchez, General Chairman  
International Brotherhood of Electrical Workers

9/6/2017  
Date

Jamaica Station  
Jamaica, NY 11435-4380  
718 558-7405

Patrick A. Nowakowski  
President

Michael D. Chirillo  
Vice President - Labor Relations



## Long Island Rail Road

September 6, 2017

Mr. Ricardo Sanchez, General Chairman  
International Brotherhood of Electrical Workers  
141 Waverly Avenue  
Patchogue, NY 11772

Dear Mr. Sanchez:

The parties agree to form a committee with representatives of the IBEW and Carrier to investigate and discuss improvements to the neutral doctor/panel of doctor provisions of the Controlling Agreement. The parties agree to meet and find solutions to improve and streamline the process with the intent to assure swift and professional results.

Sincerely,

A handwritten signature in black ink, appearing to read "M. Chirillo".

Michael D. Chirillo  
Vice President - Labor Relations

I Concur:

A handwritten signature in black ink, appearing to read "Ricardo Sanchez".

Ricardo Sanchez, General Chairman  
International Brotherhood of Electrical Workers

9/6/2017  
Date



## Long Island Rail Road

September 6, 2017

Mr. Ricardo Sanchez, General Chairman  
International Brotherhood of Electrical Workers  
141 Waverly Avenue  
Patchogue, NY 11772

Dear Mr. Sanchez:

So there is no misunderstanding, the Capital Plan side letter we signed September 6, 2017, included as part of this round of bargaining does not abrogate your right to progress a grievance in accordance with the Controlling Agreement resulting from an unresolved Capital Plan matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael D. Chirillo".

Michael D. Chirillo  
Vice President - Labor Relations



## Long Island Rail Road

September 6, 2017

Mr. Ricardo Sanchez, General Chairman  
International Brotherhood of Electrical Workers  
141 Waverly Avenue  
Patchogue, NY 11772

Dear Mr. Sanchez:

In response to your questions regarding the application of the proposed fines in lieu of suspensions first let me state that the Carrier will not be changing the standard and customary length of suspensions because of the introduction of fines in lieu of suspensions. Second, a fine in lieu of suspension may be offered to an employee as part of a trial waiver. An employee is under no obligation to accept such offer and may proceed to trial in the same manner an employee has the contractual right to do today.

I hope this answers all your concerns regarding this initiative.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael D. Chirillo".

Michael D. Chirillo  
Vice President - Labor Relations