



ANTHONY SESSA
General Chairperson

GENE ANIRINA, SR.
Vice Chairperson - Sec.-Treas.

September 8, 2026

Subject: Track Foreman Training Agreement – A Major Step Forward

Brothers and Sisters,

After nearly a decade of working to improve the Track Foreman Training Program at Amtrak, we have finally reached an agreement.

This is something we have worked toward for years, and I'm proud of what we were able to accomplish for our membership.

As you will see in the attached documents, we have improved the wages, strengthened the training, and established a full one-year program with rotations designed to better prepare our members to become successful Track Foremen.

For the first year, Amtrak will run the new program alongside the existing training structure. After that year, the old training program can cease. Just as importantly, we negotiated an opt-out provision during the first year to protect our membership in the event something occurs that was not bargained for, or the program does not operate as intended.

This agreement gives us the opportunity to move forward while ensuring that the Union maintains protections for our members.

I want to personally thank all our Vice Chairmen, our office staff, and our in-house counsel for the countless hours and diligent work that went into getting this across the finish line. An agreement like this does not happen because of one person it happens because of a team working together and refusing to give up.

Nearly ten years is a long time to fight for change, but today we can celebrate the result.

Attached are the new Track Foreman Training Program, the signed deal, and the agreement for everyone to review.

Thank you to our membership for your continued support, patience, and solidarity throughout this process.

In Solidarity,

Anthony Sessa
General Chairperson
UPRF – BMWED/IBT

AGREEMENT

BETWEEN

AMTRAK

&

BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYEES

AMTRAK and the BMWED have agreed to establish a Track Foreman Training Program as set forth herein designed as a cooperative effort to train new Foremen to become qualified Maintenance of Way Foremen across the Amtrak system.

During their training, employees shall receive such instruction and experience in all branches of the craft as is necessary to develop a practical and versatile foreman, versed in the theory and practice of the trade.

I. ADMINISTRATION

Amtrak will appoint an individual or team to supervise and administer the Foreman Training Program as outlined herein. It is noted that this may include Network Instructors as outlined under the agreement, as they meet the business need. They will be assisted by designated representatives assigned to the training facilities and work locations to successfully carry out the training curriculum. These personnel will coordinate formal and on- the-job training with Managers to carry out the program.

II. DURATION

A Track Foreman Trainee shall serve a 1-year program assignment comprised of five eight or four ten hour days for classroom instruction and a preference for ten hour days for on-the-job training, where possible. In the instance a trainee would prefer a 5/8 hour schedule while assigned on-the-job training, the trainee may make the program leader aware and if possible the trainee may be assigned to the 5/8 hour schedule.

III. QUALIFICATIONS FOR TRACK FOREMAN TRAINING PROGRAM

- A. All Track Foreman trainees seeking to enter the program will have no less than two years in the track department at the time they apply for the program. Qualification being equal, seniority will govern.
- B. Track Foreman trainees will establish a Track Foreman seniority date once they successfully complete the training Program. Said seniority date will be retroactive to their Track Foreman Trainee award date.

IV. TRAINING FOR TRACK FOREMAN TRAINEES

- A. The Program will consist of varying combinations of academic instruction, classroom and on-the-job training. At each point where trainees are employed, there will be established a schedule of work in order that, upon completion of the program, the trainee will be able to perform satisfactorily all of the work that is required at that point.

- B. If possible, when arranging to utilize the training facilities, classes will not be scheduled on agreed upon Holidays. If scheduled on a holiday trainees will be paid time and one-half for all hours trained, including any required travel from their headquartered location.
- C. During the time Trainees are in classroom training sessions, the classroom site will be their recognized headquarters and they shall be considered as working with and under the direction of the designated instructors. Starting times may be changed in accordance with 72 hours' notice.
- D. All Trainees in the program will be furnished the appropriate training material at the beginning of each period of training to enable them to prepare for examination for each period of training.

All required training materials and documents will be furnished by Amtrak at no expense to the employee.

Throughout the term of the Program, the Track Foreman Trainee will receive instruction in the practices of safety. The designated Amtrak officers and the General Chairman shall review the work schedule at least once each calendar year to assure that it is revised periodically to keep abreast-of the changing conditions. All training schedules will be forwarded to the BMWED.

V. COMPENSATION AND EXPENSES

- A. The following Differentials will apply: Rule 32, 42, 10%-night differential, and Per Diem.
- B. All hours spent outside of the trainees regularly assigned tour of duty will be paid at the applicable overtime and double time rate.
- C. The Company will arrange and pay for lodging facilities where necessary. Amtrak will make lodging available for whom the daily one-way commute between the trainee's home and the assigned headquarters (other than their original assigned headquarters) exceeds forty-five (45) miles and who indicate their desire for and intent to utilize such lodging. Lodging will be of adequate quality and with the assignment of not more than two (2) employees to a room with beds spaced not less than 3' apart.
- D. In the instance of lodging, transportation between the Company-arranged place of lodging and the classroom facility or headquarters will be made available by the Company.
- E. The Company will arrange transportation for travel from their regular headquarters to the lodging at the classroom training location and return. If transportation is not provided by the Company and personal transportation is authorized and used, mileage will be allowed for one round-trip per week between the employee's regular headquarters and the lodging facility at the classroom training location at the applicable IRS mileage rate and actual time spent, or the rate of 2 (two) minutes per mile, whichever is greater.
- F. Employees taking re-examination at training points will be reimbursed for any necessary lodging and transportation incident to taking such re-examination.

VI. ROTATION OF POSITIONS

- A. While it is noted Amtrak may establish headquarter points in accordance with the

governing agreement, Track Foreman Trainee positions will be advertised with a headquarter location within their seniority district based on the projected need for permanent Foreman positions in that location. Initially, all classroom training will occur at one of the below referenced headquarter points. During on-the-job training, trainees may be assigned to any one of the following locations (within or adjacent to their original awarded work zone) as their headquarters in accordance with the schedule of the program with 72 hours' notice:

1. Providence, RI
2. New Haven, CT
3. Hamden, CT
4. Midway Groton, CT
5. Albany, NY
6. Farley, Penn Station, or SSY
7. Adams MW Base
8. Morrisville, PA
9. 30th Street Station or PCY
10. Thorndale/Downingtown, PA
11. Wilmington, DE
12. Quad Ave
13. Perryville, MD
14. Lancaster, PA
15. Harrisburg, PA
16. Washington, D.C
17. Boston, MA
18. Hunter Yard, Newark, NJ
19. Linden, NJ
20. Off Corridor – Amtrak and BMWED to meet and discuss.

It should be noted this list is not exhaustive but represents the majority of headquarter locations within the various work zones. Amtrak will meet with BMWED in the instance it becomes necessary for trainees to be assigned training farther than outlined above to complete a needed module. BMWED agrees concurrence will not unreasonably be withheld.

- B. In the instance of a need to add to or modify this list, Amtrak and BMWED will promptly meet to discuss business need as soon as practicable. The provisions of the applicable collective bargaining agreement will continue to apply.
- C. Training Schedule - Trainees will receive training and on-the-job experience in the aspects of their trade sufficient to enable them to perform their duties in an efficient and workmanlike manner, in accordance with a detailed program to be prepared and furnished to the General Chairman by Amtrak, and the response of the General Chairman will be considered with the view of upgrading the training programs. Insofar as practicable, on-the-job training will be on the same subject at the same time. It is recognized that because the facilities and work vary from point to point and seniority district to seniority district, the training schedules and locations may vary accordingly in order to properly train the apprentice for the work they are most likely to be required to perform as a Maintenance of Way Employee. These training schedules are not intended to change classification of work rules or jurisdictional practice.

VII. Education

- A. (1) Each Trainee shall be required to take and pass courses of instruction on subjects related to the craft. Related instruction may be given on the job, at technical schools, or through correspondence lessons, or a combination of all three. The required tuition costs, textbook costs, and fees of required correspondence and technical school courses will be paid by the Corporation. If an employee fails a required course of instruction on the first examination, he will be given a paid opportunity within thirty (30) days after having been so notified to take the examination a second time. Examinations and the grading of examinations will be agreed upon by the AVP Learning and Development and the General Chairman, either of whom may designate an individual to represent them. An employee who has accumulated two outstanding failures will be called to attend a joint meeting with local officials and the local committee and will be issued a warning.

The General Chairman or his designated representative may examine records of the trainee at any time upon request. If a trainee is not making satisfactory progress, management and the General Chairman or his designated representative shall investigate to determine the cause and endeavor to correct any deficiencies. Illness or other causes beyond the control of the Trainee will be taken into consideration.

- (2) When it has been determined after a joint review of an employee's records that the employee has accumulated three (3) outstanding failures or is more than ninety (90) days behind in his correspondence lessons, they will be released from the program and will return to their former position as per Rule 6 and Rule 8 of their respective agreement.
- (3) Amtrak will prepare related instruction program materials and submit it to the General Chairman for review in a quarterly meeting.
- (4) Amtrak will provide two hours during the beginning and two hours during the end of Track Foreman training program so that they may be addressed by a duly accredited representative of the BMWED.
- (5) When an ARASA Foreman Mentor is not available a Track Foreman can act as a Track

Foreman Trainee Advisor and will assume an additional \$2.00 per hour while assigned to advise and mentor.

B. All Trainees will work the first shift during the first eight (8) weeks of the program and thereafter may be assigned the same hours and workdays as any Maintenance of Way Employee. However, Trainees shall not be considered for overtime calls in the instance the call would: require them to leave any aspect of training early; the call must be completed at least 12 hours prior to the start of classroom training; the call would make them late for the start of any aspect of training subsequent to the overtime work. Further, Trainees will not be considered for overtime on a day they mark off from training. Trainees can only be used for overtime assignments for which they are fully qualified.

C. Foreman Trainee Joint Committee –There will be established a Joint General Advisory Committee for the purpose of reviewing performance, reports, tests, progress of the training program and handling of disputes arising from the application of the training program. Any disputes or complaints that have not been resolved by the Joint General Advisory Committee shall be referred to Amtrak Labor Relations and the General Chairman, Brotherhood of Maintenance of Way Employees, for final disposition.

A course of instruction will be established for Track Foreman Trainees, in accordance with the program established by the Joint General Advisory Committee, in conjunction with the Amtrak Labor Relations and General Chairman, Brotherhood of Maintenance of Way Employees. Any disputes will be referred to the Amtrak Labor Relations and the General Chairman, Brotherhood of Maintenance of Way Employees for final disposition.

D. A certificate of completion shall be furnished each trainee on completion of their training. A copy of the certificate is included as part of this Agreement.

CERTIFICATE OF FOREMAN APPRENTICE TRAINING COMPLETION

This will certify that on 20 , completed the course of Foreman Training prescribed for by the National Railroad Passenger Corporation and is entitled to the rate of pay and conditions of service of a Maintenance of Way Employee in the BMWED.

Name and Title of Appropriate Officer of
the Corporation

General Chairman

E. Foreman will be placed in an assignment after completion of the program, however may, within five (5) calendar days from the date of completion of their training, exercise their seniority to displace junior employees or bid vacancies for which they are qualified.

VII. RATES OF PAY

Track Foreman Trainees will be paid either in accordance with the rate progression below,, or in the instance an employee is being paid a higher rate of pay prior to entering the program,

their current rate of pay provided it does not exceed the Foreman rate. Employees in this latter pay scenario will maintain said rate until the progression below exceeds their current rate.

Day 1 of Class through end of month 4- \$44.25

Beginning of month 5 through the end of month 8- \$46.00

Beginning of month 9 through completion- \$48.55

*These rates of pay are subject to subsequent general wage increases based on the 100% NEC Track Foreman rate.

Upon Graduation, participants will go to the 100% rate of pay when placed in their position.

VIII. EFFECT OF THIS AGREEMENT

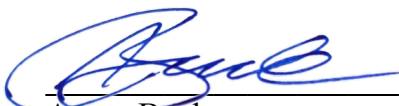
- A. This Agreement is effective the first date an employee is awarded a trainee position and enters the program, and shall remain in effect for 1 year. However, upon completion of the 1-year term, there will be a 30-day window during which the parties will meet to discuss continuation of the agreement. Either party may exercise their right to cancel this Agreement during the 30-day window. If said right is not exercised, this agreement will continue and may only thereafter be changed in accordance with the Railway Labor Act. In the instance this agreement continues beyond the 1-year term, the application of the 1977 Training Agreement for Track Foreman training will cease, unless the parties agree otherwise.

Signed this date: September 3, 2026.

For:

National Railroad Passenger Corporation

Brotherhood of Maintenance of Way
Employees Division -IBT



Aaron Buck
Senior Director, Labor Relations
AMTRAK



Anthony C. Sessa
General Chairman – United Passenger
Rail Federation- BMWF

Track Foreman Training Program

August 2026

Confidential – do not distribute





Emergency Preparedness

Our physical address is various

Who will call 911, and who is their backup?

Who is CPR/AED qualified?

Know the location of emergency equipment (e.g., AED, spill kit)



Evacuation

Communicate the need to evacuate.

Follow the Facility Emergency Plan (FEP).

Know your evacuation plan/ route & muster point.

Assist those who may need help evacuating.

Wait for permission to re-enter the facility.



Safety Reporting

Proactively identify & report unsafe conditions or behaviors.

Use AVSRS through the Safety page on All Aboard or scan the QR code for the Enablon-Go mobile app.



Questions contact:
Systemsafety@amtrak.com



Health and Wellbeing

Take healthy actions:

Physical Activity

Healthy Nutrition

Adequate Sleep

Mental Well-being

Stay up to date with preventive services.

Take time to refresh & recharge.



Security

If You See Something, Say Something®. Call 800-331-0008 / text 27311.

Active Shooter:
Run, Hide, Fight.

Always be aware of surroundings.

Display and verify proper ID on Amtrak property.



Cybersecurity

Never share passwords or codes for multi-factor authentication (MFA).

Be alert for:

- Phishing traps and use "Report" in Outlook.
- Smishing traps and use "Delete and report as spam" in texts.
- Suspicious links or attachments from these sources.

Report other suspicious computer activity to:
AmtrakServiceDesk@amtrak.com
or Cybersecurity@amtrak.com

Agenda

1. Overview and Context
2. Program Development
3. Curriculum Planning
4. Key Feedback

CRISI Grant

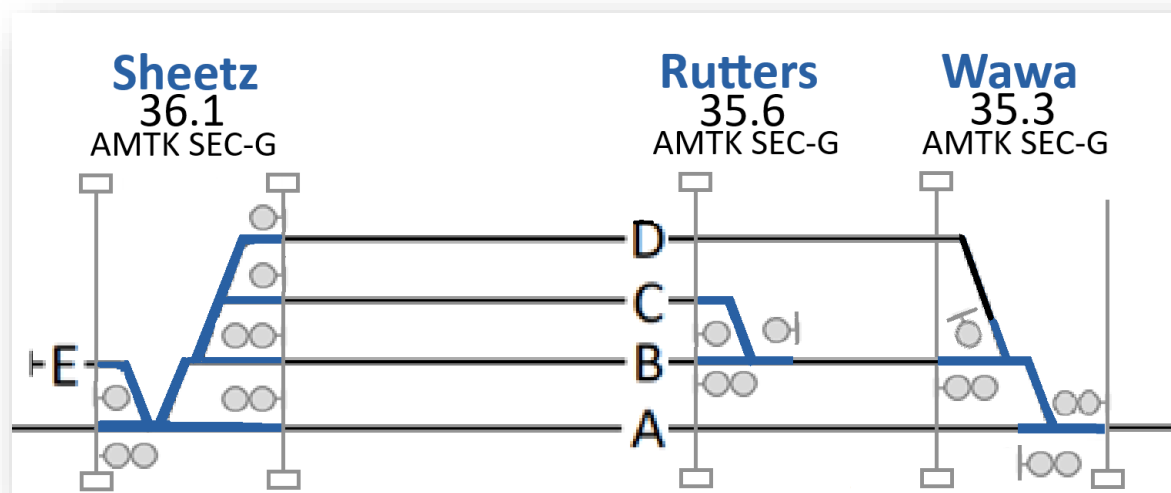
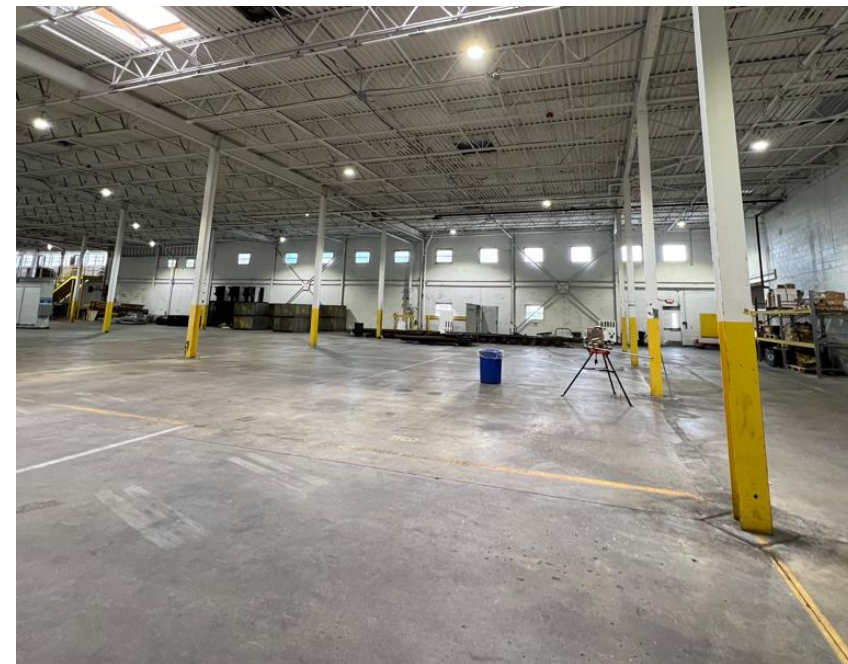
Engineering Track Foreman Workforce Development Training Program

- Performance Period and Funding Period to **08/31/2029**
- \$11,000,000:
 - 80% Federal Funding = \$8,800,000
 - 20% Amtrak Funding = \$2,200,000
- 12-month training program
- Dedicated staff and classroom
- Train 60 new track foremen

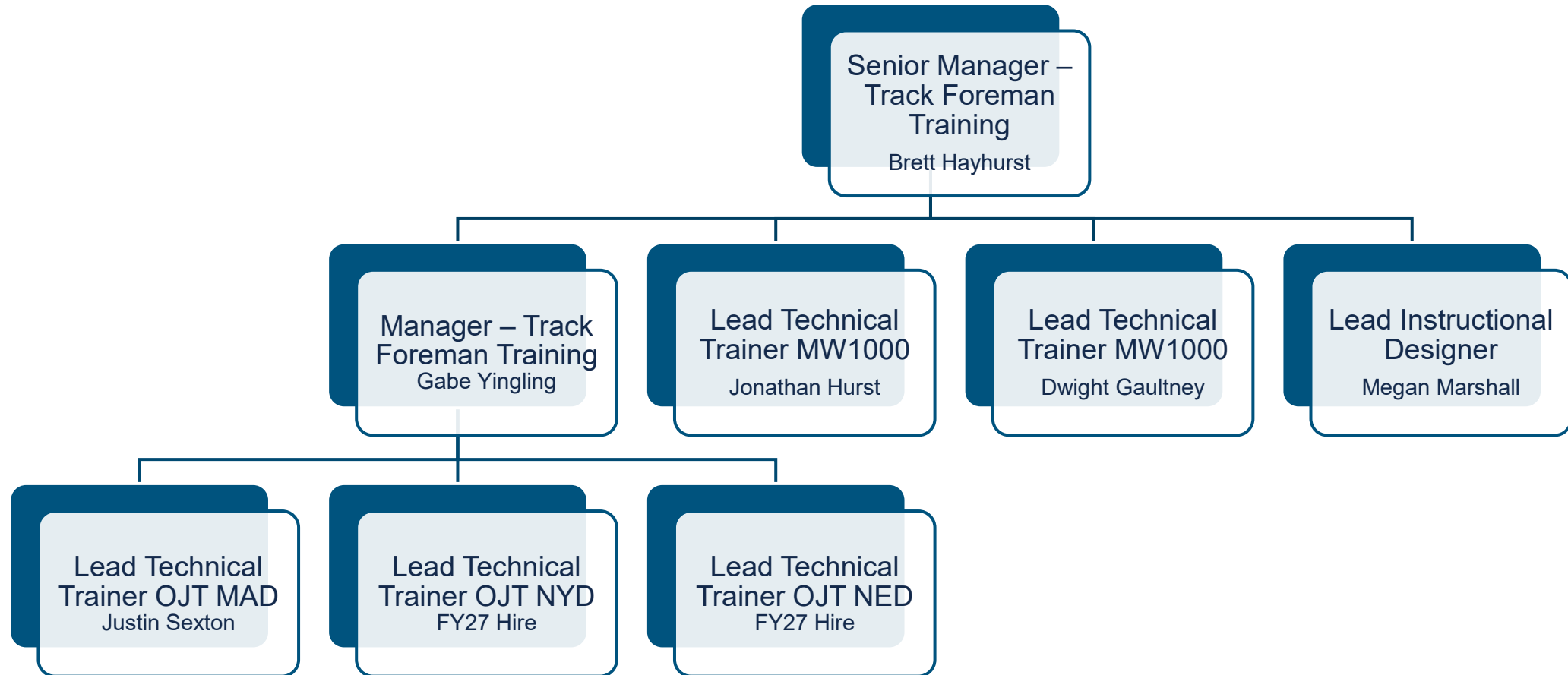
		Grant Agreement		
1. RECIPIENT NAME AND ADDRESS NATIONAL RAILROAD PASSENGER CORPORATION 1 Massachusetts Ave NW Washington, DC 20001-1401		2. AGREEMENT NUMBER: 69A36525421350CRSDC		3. AMENDMENT NO. 0
		4. PROJECT PERFORMANCE PERIOD: FROM 12/01/2024 TO 08/31/2029		
		5. FEDERAL FUNDING PERIOD: FROM 12/01/2024 TO 08/31/2029		
1A. IRS/VENDOR NO. 520910053 1B. UEL M22USH2CHRG1 1C. DUNS. 054427745		6. PRE-AWARD AUTHORITY: Yes 6A. PRE-AWARD DATE: 09/25/2023		
8. ASSISTANCE LISTING#: 20.325		7. ACTION New		
9. PROJECT TITLE Engineering Track Foremen Workforce Development Apprenticeship Training Program		10. PREVIOUS AGREEMENTS	11. THIS AGREEMENT	12. TOTAL AGREEMENT
		0.00	8,800,000.00	11,000,000.00
			2,200,000.00	11,000,000.00
			8,800,000.00	11,000,000.00
12A. OTHER FEDERAL FUNDING		0.00		
13. INCORPORATED ATTACHMENTS THIS AGREEMENT INCLUDES THE FOLLOWING ATTACHMENTS, INCORPORATED HEREIN AND MADE A PART HEREOF: General Terms and Conditions, Attachment 1; Project Specific Terms and Conditions, Attachment 2; Exhibits, Attachment 3				
14. STATUTORY AUTHORITY FOR GRANT/ COOPERATIVE AGREEMENT 49 U.S.C. 22907 / Consolidated Appropriations Act, 2022, Public Law No. 117-103 (March 15, 2022)				
15. REMARKS				
GRANTEE ACCEPTANCE		AGENCY APPROVAL		
16. NAME AND TITLE OF AUTHORIZED GRANTEE OFFICIAL		18. NAME AND TITLE OF AUTHORIZED FRA OFFICIAL		

Classroom Construction Manageable Risk

- Thorn Building:
251 S Bailey Street,
Downingtown, PA
- On-site piloting simulator
- Field training and
simulation conducted in
Thorn Yard



Track Foreman Training Program Staff



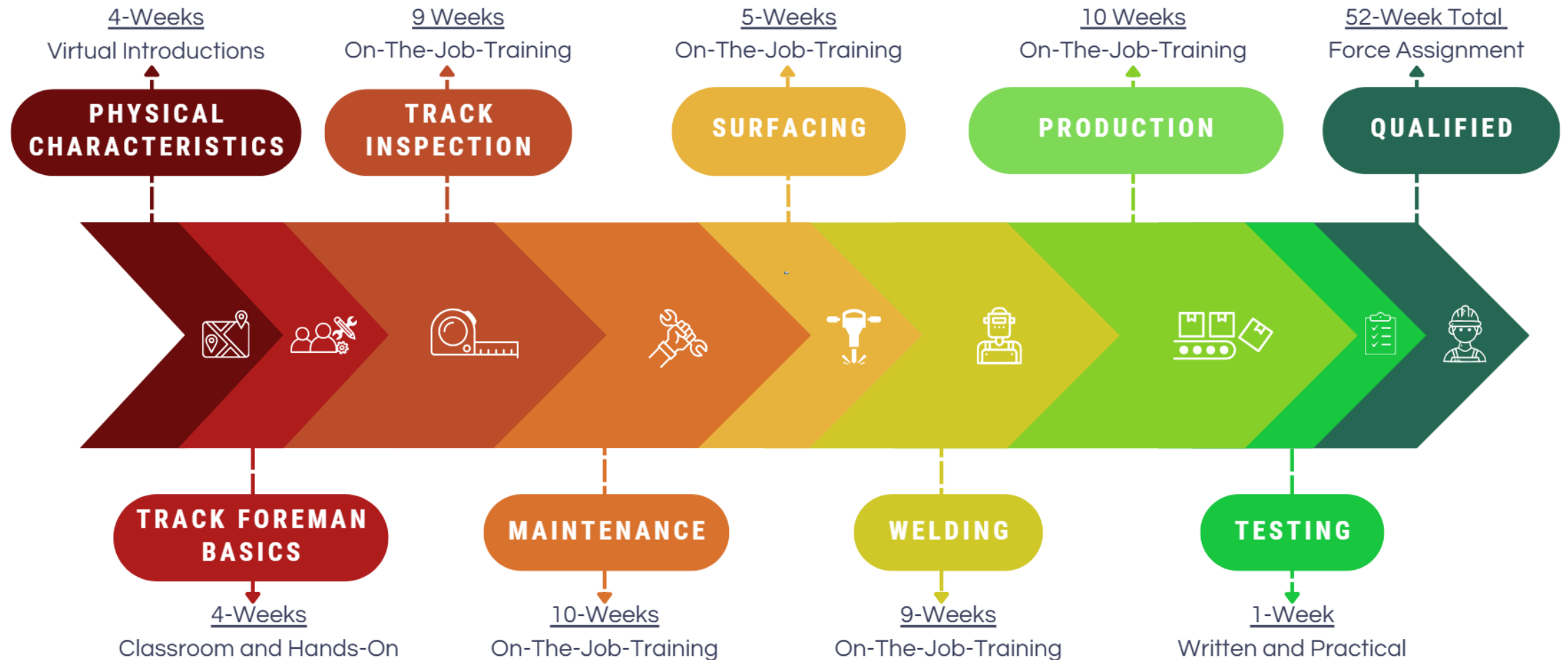


Duties of a Track Foreman

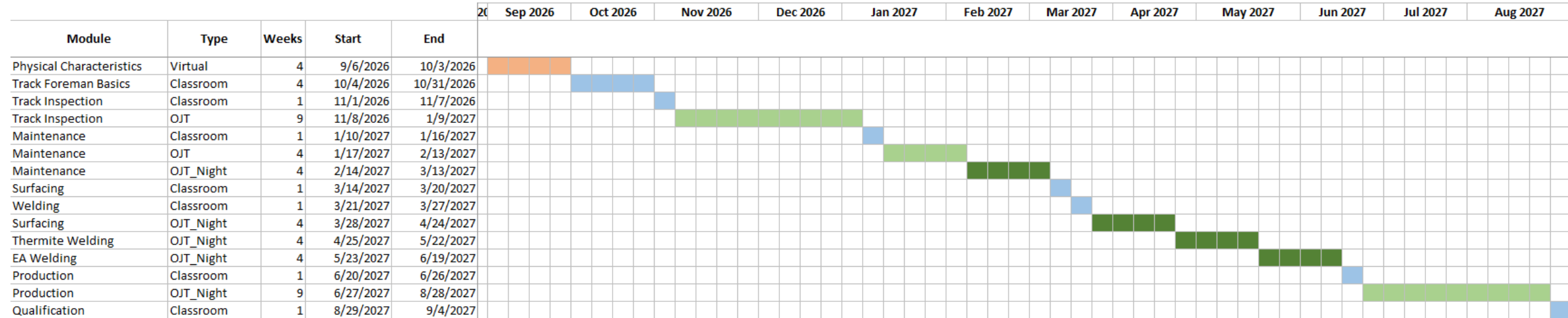
1. Be prepared and qualified to work
2. Complete MW1000 track inspections
3. Lead track maintenance/construction
4. Pilot railroad equipment
5. Provide on-track protection to others
6. Perform payroll functions
7. Coordinate an effective work group

Track Foreman Training Program

A 12-month program combining simulation, hands-on learning, and extensive on-the-job training to develop well-rounded, job-ready field leaders.



Training Program Overview



*Sample schedule subject to change; headquarter locations and tours of duty vary to align with local force accounts. Classroom trainings held in Downingtown, PA

Selection

📌 Positions are advertised and awarded by subdivision.

Pilot Cohort Positions:

- 9 Mid-Atlantic
- 3 New York
- 3 New England

Fundamentals

📖 Participants attend Track Foreman Basics to develop safety, leadership, and technical fundamentals before progressing through specialty training modules.

OJT Rotations

🔄 Participants alternate between learning new skills in specialty training and practicing these skills in OJT on their awarded territory, completing most of the program close to home.

Qualification

✅ Participants must demonstrate module-specific competencies and successfully complete written and practical examinations before becoming qualified Track Foremen.

Module 01: Physical Characteristics

- Positions advertised by subdivision with corresponding Physical Characteristics
- Virtual Program introduction
- Must obtain required PCs prior to start of class
- New study guides and instructions for each zone
- Prerequisites: **Two years** of track maintenance experience in track Class 4 or higher, NORAC, RWP, AMT-2

AMTRAK

Head End/Train Authorization and Train Inspection Permit Application Form

Please read the following before completing this form.

HEAD END/TRAIN AUTHORIZATION PERMITS
Head End/Train Authorization Permits are issued to employees who have duties that require frequent access to the head end or cars of Amtrak trains, and for commuter and/or freight trains operating over Amtrak owned or controlled rail right of way. They are issued to those employees whose duties require head end access for evaluation of engine crew performance, monitoring of train performance, inspection/evaluation and troubleshooting of locomotive and/or train equipment, or inspection of the railroad right of way.

Employees will only use these permits in the performance of their duties and are not authorized to use the permits for personal reasons, including commuting. Applications will only be accepted/approved if the individual is qualified on operating rules and the qualification date entered in the TESTS System is current.

TRAIN INSPECTION PERMITS
Train Inspection Permits are issued to those employees whose duties require access to the cars of Amtrak trains to evaluate the performance of the assigned crew, monitor the operational performance of the train, and the inspection, evaluation or troubleshooting of rail cars.

Employees will only use these permits in the performance of their duties and are not authorized to use the permits for personal reasons, including commuting.

AUTHORIZING SIGNATURE
All employees that are applying for an Amtrak Head End/Train Authorization permit or Train Inspection permit must fax the application to the Chief Transportation Officer for approval. If the application is approved, the appropriate permit will be issued by the pass bureau under the authority of the Vice President Transportation.

Employee For Whom Permit is requested:

Employee Name	Employee SAP No.
Title	Signature

Supervisor Requesting Permit for Employee:

Name	Title
Department	Signature
Amtrak Mailing Address:	Telephone
	Fax:

Type of Permit Requested:
☐ Head End/Train Authorization Permit (Must be Rules qualified and date must be entered in TESTS)
☐ Train Inspection Permit

Duration of Permit:
☐ One Year ☐ Two Years ☐ Three Years

Reason for Requesting Permit:

Comments:

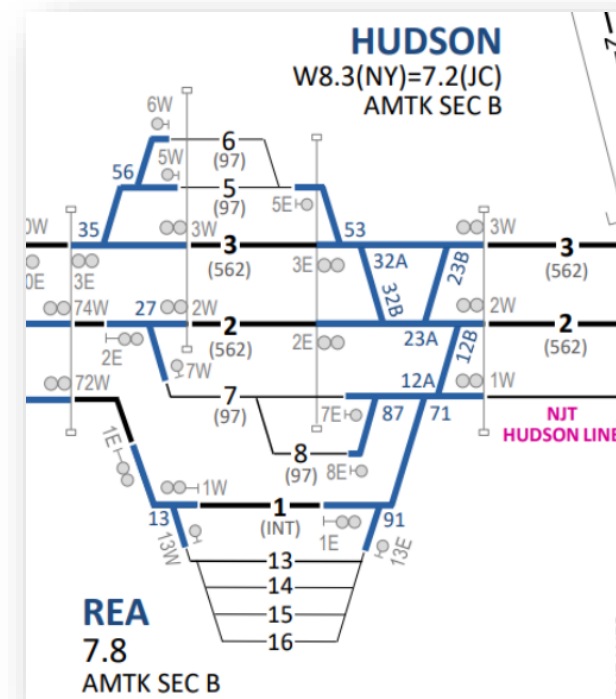
If your photo needs to be updated or is not in the database, you must:

1. Use "Amtrak Flash Pass Photo Mail-In Application Form" and attach to this form.
2. Mail both forms to: Chief Transportation Officer
Attn: H/E & TAP Applications
Amtrak CNOC
15 South Poplar Street
Wilmington, DE 19801

If your photo is in the database, please fax this form to: ATS 734-2325 or (302) 683-2325 for approval.
The Chief Transportation Officer must approve this form.

Approval Signature: _____ Date: / /

NORAC 3176 (03/02)
Amtrak is a registered service mark of the National Railroad Passenger Corporation.



Module 02: Track Foreman Basics

Daily Lineup Overview

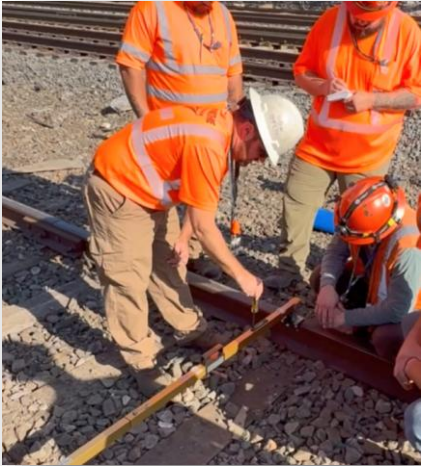
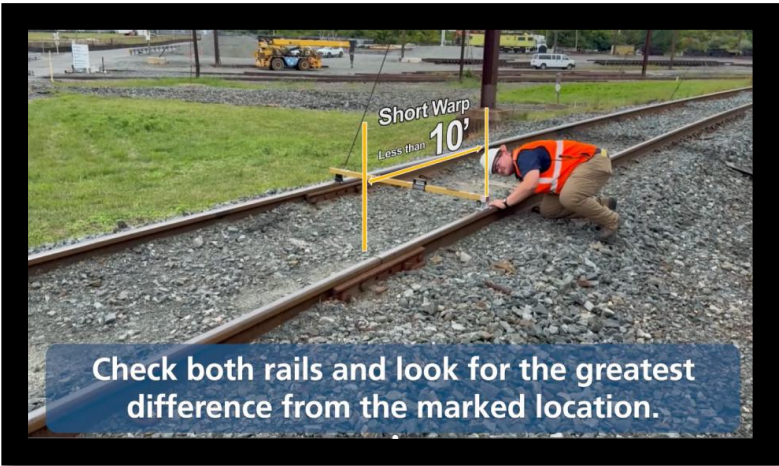
Day 1: Kickoff and Foreman Fundamentals	Day 11: Chasing the Geometry Car
Day 2: Building a Track Panel	Day 12: Inspecting Miter Rails
Day 3: Walking Track – Tangent and TAW	Day 13: Supporting Sperry Testing
Day 4: Walking Track – Curves and Fouls	Day 14: Inspecting from Hi-rail
Day 5: Inspecting a Turnout	Day 15: Piloting Equipment
Day 6: Replacing Ties	Day 16: Foreman Leadership 101
Day 7: Investigating a Rough Ride	Day 17: Installing CWR
Day 8: Replacing Jointed Rail	Day 18: Walking Track – Yards and Sidings
Day 9: Track Traveling	Day 19: Quality Control and Testing
Day 10: Replacing a Broken Joint Bar	Day 20: Preparing for On-the-Job Training

Teaching foreman fundamentals and track safety standards through real-world scenarios



Module 03: Track Inspection

Day	Task	Processes Learned/Practiced
Monday	Daily Inspection (AH 34-37)	TAW and foul time for walking inspections, identifying defects, applying track safety standards, evaluating geometry defects, protecting the track, track inspection reporting.
Tuesday	Yard Inspection (Thorn Yard)	RWP in a yard environment, planning and executing yard inspections, slow-speed turnout inspections, wide gage and other slow speed essentials, minor repairs
Wednesday	Monthly TNO with C&S (Thorn)	Coordinating with C&S, working under local control, monthly turnout measurements, minor turnout repairs, obstruction testing, MAXIMO monthly TNO inspection reporting
Thursday	Hi-Rail Track Inspection (Thorn Yard)	Piloting simulation, mounting and dismounting hi-rail vehicles, <i>feeling</i> and seeing track conditions, planning and executing hi-rail track inspections
Friday	Daily Track Inspection (AH 37-34)	TAW and foul time for walking inspections, investigating a rough ride, track reporting
9 Weeks	OJT in Awarded Zone	Shadow qualified track inspectors, receive field instruction from program staff, complete OJT Workbook and scaling tasks, demonstrate inspection competencies



Module 03-07: On-the-Job Training Rotations

Hands-On Learning

- Apply newly learned skills and concepts in the field alongside qualified foremen
- Remain local to your awarded territory throughout OJT
- Rotate through discipline-specific assignments

Structured Development

- Observe → Practice → Demonstrate
- Gain the opportunity to practice and refine foreman skills before assuming foreman responsibilities
- Complete workbook activities and topical micro-learning modules
- Track progress through performance leaderboards

Coaching & Evaluation

- Frequent field instruction from program staff
- Continuous coaching and developmental feedback
- Module-specific competency evaluations



Performance Levels

4 - Can perform this skill without supervision and with initiative and adaptability to problem situations.

3 - Can perform this skill satisfactorily without assistance or supervision.

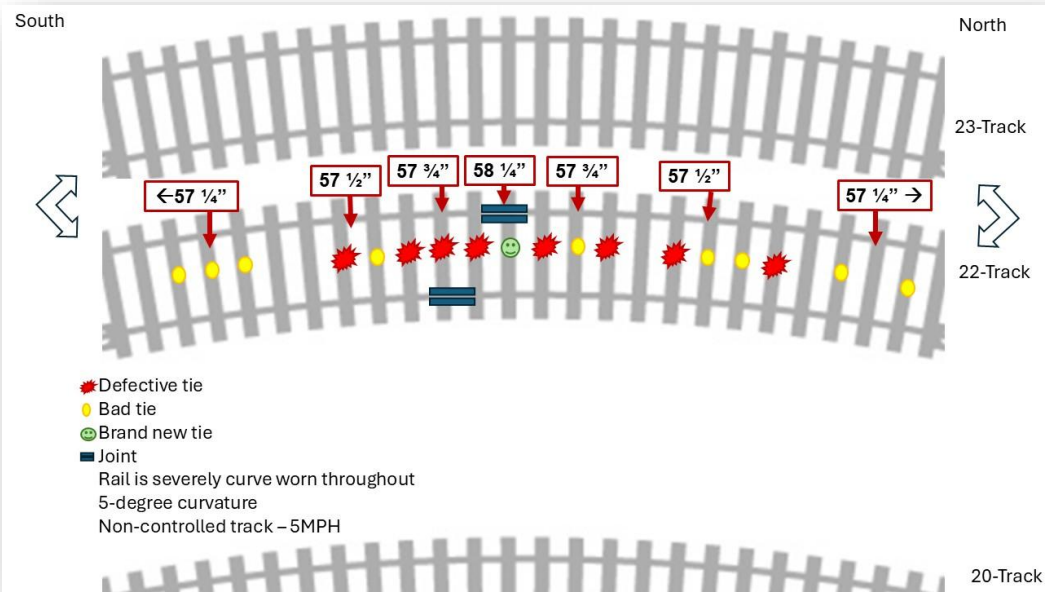
2 - Can perform this skill but requires assistance and/or supervision.

1 - Cannot perform this skill and requires assistance and/or supervision.

TRACK INSPECTION CHALLENGE		
DEFECTS REPORTED		
NAME	COHORT #	TOTAL
Aaron Abbott	3	168
Linda Green	8	132
James Palmer	5	78
Megan Cross	2	76

Module 04: Track Maintenance

Day	Scenario	Processes Learned/Practiced	Leadership Challenge
Monday	Wide gage condition in a curve	– How to replace ties and gage	Run through switch in yard
Tuesday	TOL - C&S has found a broken rail	– How to install a plug rail	Crane is not starting
Wednesday	Multiple Sperry defects	– How to install a string of rail	Vehicle accident
Thursday	Sperry defect in a switch point	– How to replace a switch point and stock rail	Employee is not wearing PPE
Friday	3/4" down and 7" back	– How to replace a frog	Injury – emergency response drill
8 Weeks	OJT in awarded zone	Shadow qualified maintenance gang foremen, day shift and night shift if available, field instruction from staff, complete OJT Workbook, demonstrate maintenance competencies	



RBM and JWM Frog Replacement Planner

Foreman: _____ Switch: _____ STANDARD PLAN AND PROCEDURE
Location: _____ Track: _____ QR CODE PLACEHOLDERS

New Frog Information

Frog Size: _____ Frog Type: _____ Plate/Fastener Type: _____

Log length AH: _____ Log length CH: _____
Log length BH: _____ Log length DH: _____

In-Track Information

Frog Size: _____ Frog Type: _____ Plate/Fastener Type: _____

Joint ☐ Plug ☐
Weld ☐ Needed? ☐
Min length: _____
Max length: _____
Parent rail wt: _____

Track Gage: _____
Guard Check Gage: _____
Guard Face Gage: _____
Guard rail type (if adjusting): _____

Joint ☐ Plug ☐
Weld ☐ Needed? ☐
Min length: _____
Max length: _____
Parent rail wt: _____

Notes (Timbers, surface, OTM to reuse, material locations, etc.): _____

*Information provided is for illustrative purposes only and is subject to change.

Maintenance Module First Week

Workday Simulation: Day 1

9-Weeks
On-The-Job-Training

MAINTENANCE

- Job Task: Wide gage condition in a curve – how to replace ties and gage
 1. Prepare for the day
 2. Review relevant reports
 3. Plan your means and methods
 4. Oversee transportation to job site
 5. Conduct onsite job briefing
 6. Establish RWP
 7. Oversee the work
 8. Perform Quality Control
 9. Remove Established RWP
 10. Oversee transportation to next location
 11. Complete CWR Reports
 12. Complete Production reports



Module 05: Surfacing

Day	Scenario	Processes Learned/Practiced	Leadership Challenge
Monday	Geometry conditions – junior tamper	Surfacing fundamentals, using jacks, piloting into an out of service track, adjacent track protection, Report A; Labor Reporting.	Close call with jacks
Tuesday	Surfacing a turnout	Piloting multiple track cars, surfacing equipment, operating systems, tamping around switch components, runoff, CWR and speed signs	Truck Driver refusing to watch
Wednesday	Surfacing a crossover	Piloting multiple track cars, considering both tracks, order of operations, managing long timbers, storing equipment	MORV
Thursday	Surfacing a curve	Piloting multiple track cars, curve geometry review, utilizing curve data, ballast dumping, Report B,	Tamper breaks down
Friday	Rail Vac and Pilot Tests	Piloting with a contractor, rail vac basics, ballast distribution, review	
4 Weeks	OJT in awarded zone	Shadow qualified surfacing gang foremen, field instruction from program staff, complete OJT Workbook, demonstrate surfacing competencies	*Interchangeable in schedule with welding modules



Module 06: Welding

Day	Scenario	Processes Learned/Practiced	Leadership Challenge
Monday	Welding a broken-out frog	RWP planning, torch safety, grinder safety, EA basics, QC inspection	Dispatcher asks for track back
Tuesday	Welding an open joint	Piloting, thermite welding basics, flash butt welding basics, welding safety, CWR refresher, Report A	
Wednesday	Thermite welding – plug rail adjustment	Piloting and equipment positioning, rigging safety, stretcher safety, CWR/reference marks, hot weather considerations, Report A, Report D	Hot weather
Thursday	Thermite welding – string adjustment	Piloting and equipment positioning, full destress and adjustment, Report A, Report D	Wet weather
Friday	Track Buckle	Piloting, track buckle investigation, review hot weather TBCM, torch/saw cutting in tension, review	Employee smells like alcohol
4 Weeks	OJT in awarded zone – EA	Shadow qualified welding gang foremen, field instruction from program staff, complete guidebook tasks, field evaluation from program staff	Interchangeable in schedule with surfacing module to avoid overloading qualified foremen
4 Weeks	OJT in awarded zone – Thermite		

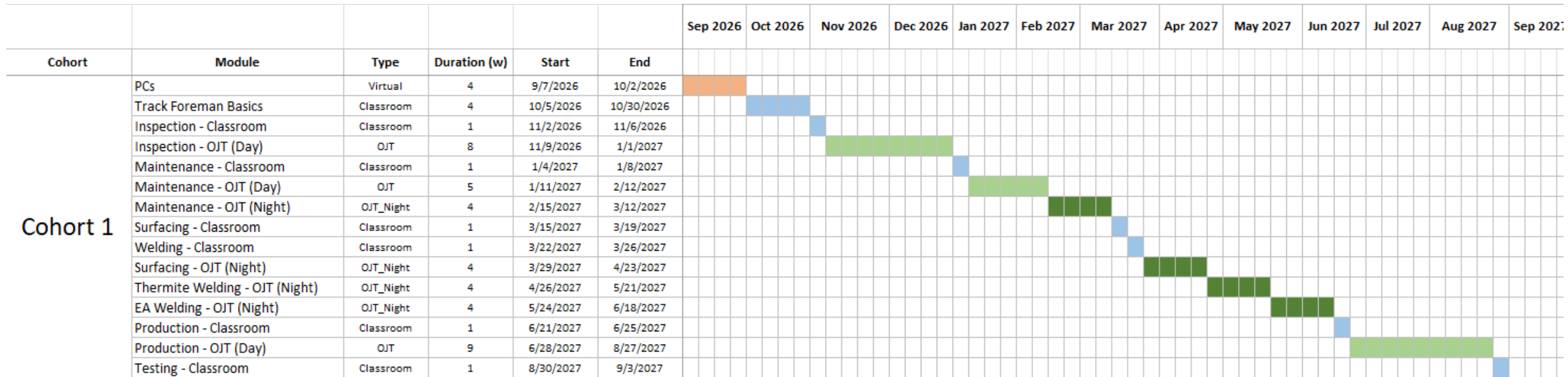
**Designed to build awareness of welding operations and RWIC responsibilities; welding qualifications are not part of this program*

Module 08: Testing and Graduation

Day	Scenario	What We are Doing
Monday	Written and field test review	Review period focusing on written test material and review material requested by trainees
Tuesday	Written testing and field test review	Open book written tests and begin field test review
Wednesday	Field testing	Field testing and re-tests for the written exam
Thursday	Field testing and makeups	Continued field testing and re-tests as necessary
Friday	Graduation	Graduation ceremony, guest speakers



Pilot Cohort One: 10/05/2026 – 09/03/2027



- Advertisements in August
 - 9 Mid-Atlantic Division
 - 3 New York Division
 - 3 New England Division
- Hire NYD and NED instructors in FY27
- Existing 5-week *Initial MW1000* course continues in parallel to offset attrition during rollout

Four Cohort Schedule

[illegible]

Thank You

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