

1-16-18

TENTATIVE AGREEMENT
BETWEEN CHICAGO TRANSIT AUTHORITY,
LOCAL 241 AND LOCAL 308 AMALGAMATED TRANSIT UNION
CTA PROPOSAL

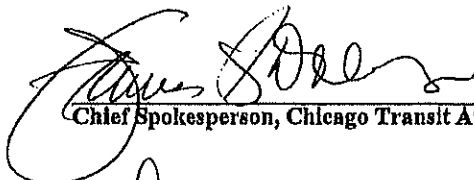
Wages

This counterproposal applies to all and only those individuals represented by ATU Local 241 or ATU Local 308 who are employed by the CTA on the date of the ratification of the parties' complete tentative agreement. It does not apply to individuals who are the subject to counterproposal 5 below.

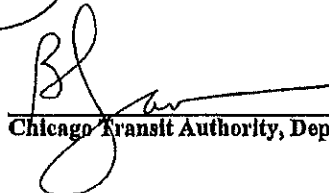
January 2016	1.00%
July 2016	1.00%
January 2017	1.00%
July 2017	1.00%
January 2018	1.00%
July 2018	1.50%
January 2019	1.00%
July 2019	2.00%
	9.50%


The CTA agrees to add an additional \$450,000 to the July 2019 wage increase.

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Chief Spokesperson, Chicago Transit Authority


Chief Spokesperson, Local 241 ATU


Chicago Transit Authority, Deputy General Counsel


Chief Spokesperson, Local 308 ATU

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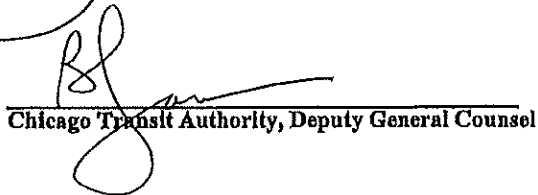
Progression for Bus Mechanics and Car Servicers

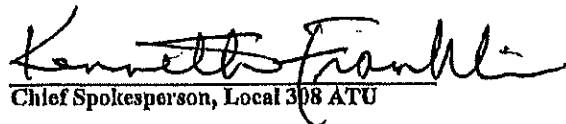
All newly hired employees in the bus mechanic and car repairer classifications shall be paid at the 80% progression rate at the time of hire, at the 90% progression rate upon completion of one year of employment, and at the 100% progression rate upon completion of two years of employment. All currently employed persons in these classifications will if necessary have their progression rates increased to correspond to the schedule of increases in the proceeding sentence.

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Chief Spokesperson, Chicago Transit Authority


Chief Spokesperson, Local 241 ATU


Chicago Transit Authority, Deputy General Counsel


Chief Spokesperson, Local 308 ATU

TENTATIVE AGREEMENT
BETWEEN CHICAGO TRANSIT AUTHORITY,
LOCAL 241 AND LOCAL 308 AMALGAMATED TRANSIT UNION

The provisions of the Wage and Working Conditions Agreement between the Chicago Transit Authority and Locals 241 and 308 of the Amalgamated Transit Union terminating December 31, 2015, shall be continued in their new Agreement except to effect the modifications and/or additions set forth hereafter.

The Agreement will be amended in whatever manner necessary to accomplish the changes herein.

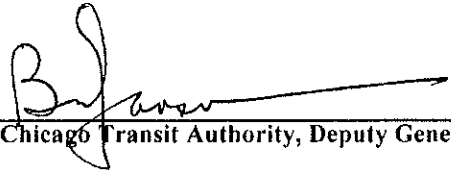
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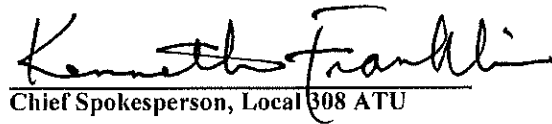
Chief Spokesperson, Chicago Transit Authority



Chief Spokesperson, Local 241 ATU



Chicago Transit Authority, Deputy General Counsel

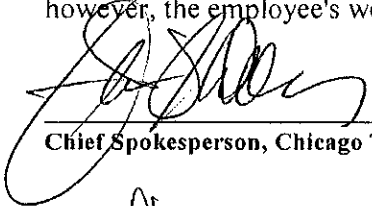


Chief Spokesperson, Local 308 ATU


MEMORANDUM OF UNDERSTANDING

The parties agree that in applying Section 3.6 I. K. of the CBA, FTTFs who have qualified as operators and who have completed one (1) year of continuous service will not be required to pass a record review in order to be offered an available bargaining unit position; however, the employee's work record shall follow the employee into the new position.


The parties also agree that in applying Section 10 of the CSR-CSA Agreement, CSAs will not be required to pass a record review in order to be offered an available bargaining unit position; however, the employee's work record shall follow the employee into the new position.



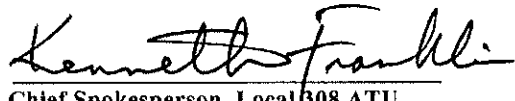
Chief Spokesperson, Chicago Transit Authority



Chief Spokesperson, Local 241 ATU



Chicago Transit Authority, Deputy General Counsel



Chief Spokesperson, Local 308 ATU

1-16-18

TENTATIVE AGREEMENT
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CTA PROPOSAL

Health Care

Current contract language remains in place and is subject to execution of the following MOU:

MEMORANDUM OF UNDERSTANDING

WHEREAS Articles 15.4 (e) and 3.6.1.0 provide for adjustments of employee contributions, now therefore the parties agree as follows:

Article 15.4(e) of the parties' Wage and Working Conditions Agreement effective as of January 12, 2012 provides as follows: "Effective subsequent to the January 1, 2015 monthly employee increase, an adjustment to the premium increase will be made on January 1st of the next year reflecting 75% of the premium increase 2016 over 2015. A similar adjustment will be made effective January 1 every year thereafter. In no case will any net additional deduction exceed the following amounts: for an employee with single coverage, \$0.13 per hour; for an employee with family coverage, \$0.25 per hour." Article 3.6.1.C.3 of the aforesaid Wage and Working Conditions Agreement is an identical provision applicable to part-time employees.

For calendar years 2019 and 2020 only, the CTA agrees to waive up to \$270.40 each year (2019 and 2020) per employee with single coverage and up to \$520.00 each year (2019 and 2020) per employee with family coverage from their annual premium contributions. The adjustment to the premium increase shall continue notwithstanding this waiver in 2019 and 2020 and thereafter unless the parties negotiate otherwise.

The open enrollment forms for 2019 and 2020 will set forth, respectively, the premiums in effect for 2019 and 2020 and the premiums employees will be paying as a result of this waiver in 2019 and 2020.

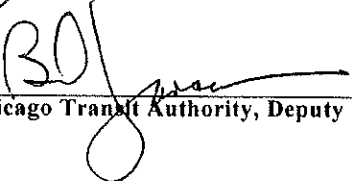
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Chief Spokesperson, Chicago Transit Authority



Chief Spokesperson, Local 241 ATU



Chicago Transit Authority, Deputy General Counsel



Chief Spokesperson, Local 308 ATU

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CTA PROPOSAL;

CSAs

CSA's shall receive 100% of the across-the-board wage increases.

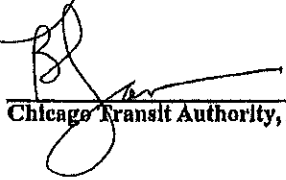
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Chief Spokesperson, Local 241 ATU



Chicago Transit Authority, Deputy General Counsel



Chief Spokesperson, Local 308 ATU

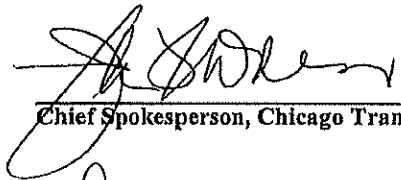
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CTA PROPOSAL

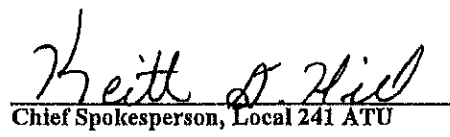
Maximum Picking Hours

Amend Article 5.1(d) and Article 7.1(a)v to delete the following sentence: "Maximum hours allowed to be picked within a work week will be a maximum forty-seven (47) hours during 2007 and forty-six (46) hours during 2008 and thereafter."

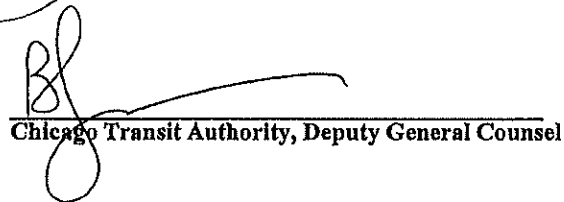
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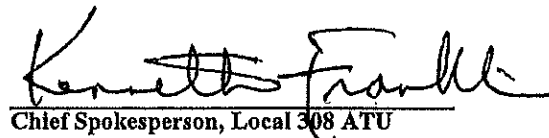
Chief Spokesperson, Chicago Transit Authority



Chief Spokesperson, Local 241 ATU



Chicago Transit Authority, Deputy General Counsel



Chief Spokesperson, Local 308 ATU

**CHICAGO TRANSIT AUTHORITY AND
ALMAGAMATED TRANSIT UNION
LOCALS 241 AND 308**

**COLLECTIVE BARGAINING NEGOTIATIONS
GROUND RULES**

The Chicago Transit Authority (hereinafter the Authority) and Amalgamated Transit Union Local 241 and Amalgamated Transit Union Local 308 (hereinafter the Unions or Joint Bargaining Committee) hereby agree that the following ground rules shall apply during the negotiations of their Wage and Working Conditions Agreements expiring December 31, 2015.

1. There shall be a Chief Spokesperson for Local 241, a Chief Spokesperson for Local 308 both having the right of substitution, and a Chief Spokesperson for the Authority with the right of substitution.

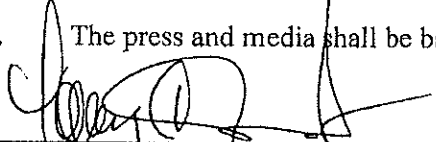
2. All tentative agreements will be reduced to writing, initialed and dated by the Chief Spokesperson of the CTA, the Chief Spokesperson of Local 241, and the Chief Spokesperson of Local 308.

3. The Parties agree that all agreements will be tentative until an entire agreement is final and approved by the ratification procedures of the Unions and the Chicago Transit Board. If either the Unions or the Chicago Transit Board fail to approve or ratify a Tentative Agreement, there shall be no Agreement.

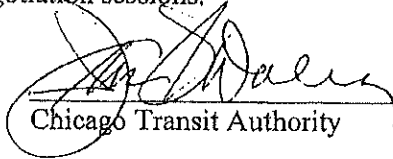
4. The Parties are responsible for the own notes of negotiation sessions. No tape recorders, court reporters, or stenographers will be allowed unless mutually agreed upon by the Parties.

5. The press and media shall be barred from negotiation sessions.

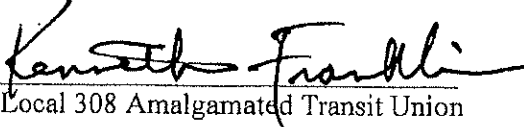
By:


Local 241 Amalgamated Transit Union

By:


Chicago Transit Authority

By:


Local 308 Amalgamated Transit Union

Dated:

12-23-15

Dated:

12-23-15

06-07-17) Rec'd

TENTATIVE AGREEMENT
BETWEEN CHICAGO TRANSIT AUTHORITY,
LOCAL 241 AND LOCAL 308 AMALGAMATED TRANSIT UNION
LOCAL 241 AND LOCAL 308 PROPOSAL 73

REGARDING MAINTENANCE PICKING

Amend Article 13.5(e) (add after first paragraph)

The bus mechanics listed below and the bus servicers listed below shall have the picking rights hereinafter described in this Article 13.5(e):

Mechanic Position:

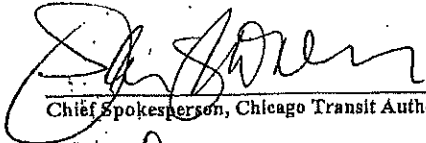
1. Inspection Relief
2. Benchman
3. Trouble Track
4. Tire Man
5. Mobile Bus Mechanic
6. Bay Inspection
7. Mobile Repair Relief
8. HVAC
9. Radio
10. Powertrain
11. Current Jobs included within Inspection A
12. Current Jobs included within Inspection B

Bus Servicers:

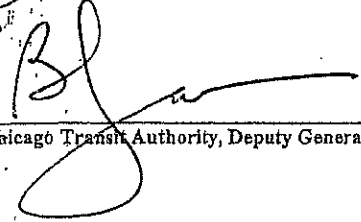
1. General Cleaner
2. Bus Servicer (pumps)
3. Spotter
4. Scheduler
5. Engine Wash
6. Bus Servicer I

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06-07-17


Chief Spokesperson, Chicago Transit Authority


Chief Spokesperson, Local 241 ATU


Chicago Transit Authority, Deputy General Counsel


Chief Spokesperson, Local 308 ATU

06-07-17

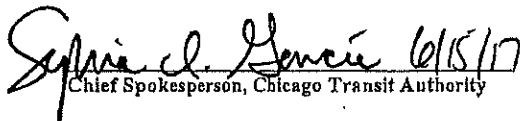
TENTATIVE AGREEMENT
BETWEEN CHICAGO TRANSIT AUTHORITY,
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LOCAL 241 AND LOCAL 308 PROPOSAL 76

REGARDING SHIFT CHANGES

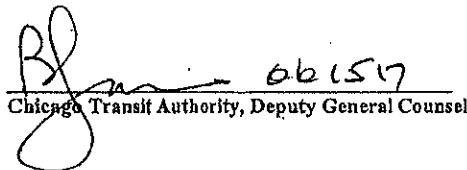
Add New Article 13.30

SHIFT CHANGES. Any Bus Maintenance Department employee who is late to work is eligible to work into the next shift to make up the amount of time which the employee lost from work on the employee's regular shift because the employee was late. This opportunity to work may be exercised no more than twice per year. The employee must notify the employee's supervisor when reporting to work that the employee wants to exercise the right to work into the next shift as provided for under this article.

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Chief Spokesperson, Chicago Transit Authority


Chief Spokesperson, Local 241 ATU


Chicago Transit Authority, Deputy General Counsel


Chief Spokesperson, Local 308 ATU

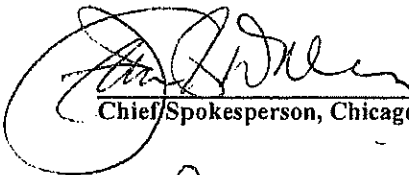
TENTATIVE AGREEMENT
BETWEEN CHICAGO TRANSIT AUTHORITY,
LOCAL 241 AND LOCAL 308 AMALGAMATED TRANSIT UNION
LOCAL 241 AND LOCAL 308 PROPOSAL #37

REGARDING TEST SCORES

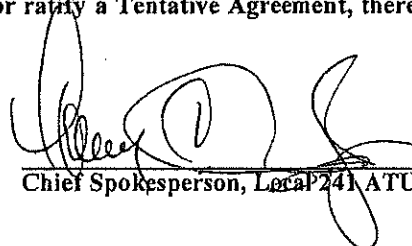
Move Article 13.20 TEST SCORES to a new Article 12.32

The Authority and ~~Local 241~~ shall allow the President of Local 241 or Local 308~~the Union~~, its Vice-Presidents or the Recording Secretary to check the accuracy of test scores when requested by an employee who has applied for a job vacancy in a Local 241 or Local 308 position respectively. They shall also be able to compare said employee's test scores with the test scores of other applicants who were accepted for the vacancy for which the employee was considered. The accuracy of the test scores shall be checked in the offices of the Authority by comparing the said employee's answers with the answer keys for the tests taken. The respective Local Union and its President, Vice-President and Recording Secretary agree to make no record directly or indirectly of any kind of the information disclosed pursuant to this Agreement. The respective Union agrees not to disclose directly or indirectly any information received pursuant to this Article ~~13.20~~ 12.32. The Authority reserves the right to take reasonable measures to ensure the integrity of the tests, test scores and test procedures.

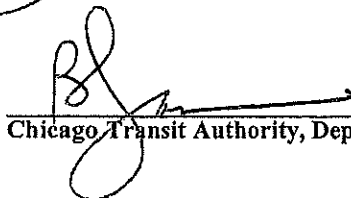
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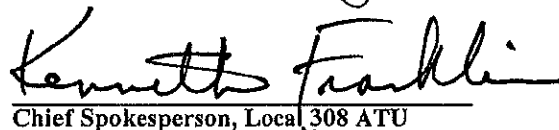
Chief/Spokesperson, Chicago Transit Authority



Chief Spokesperson, Local 241 ATU



Chicago Transit Authority, Deputy General Counsel



Chief Spokesperson, Local 308 ATU

MEMORANDUM OF UNDERSTANDING

The Chicago Transit Authority and Amalgamated Transit Union Local 241 enter into this memorandum of understanding to memorialize the following understandings concerning their Wage and Working Conditions Agreement:

1. Employees who are not qualified line instructors but who perform the duties of a line instructor shall be paid pursuant to Article 4.3 of the Wage and Working Conditions Agreement for time spent performing the duties of a line instructor.

2. Instructors temporarily assigned to a key instructor's position shall be paid pursuant to Article 4.12 of the Wage and Working Conditions for the period of their temporary assignment.

3. Supervisors temporarily assigned to a higher graded classification (JSN) on account of a temporary vacancy shall be paid pursuant to Article 4.12 of the Wage and Working Conditions Agreement for the period of their temporary assignment.

4. For the purposes of discipline pursuant to Article 17A of the Wage and Working Conditions Agreement pertaining to AVAS and not for the purpose of scheduling, no late departure shall be subject to discipline or count toward discipline unless the operator has had an actual (not scheduled) layover of at least five (5) minutes before the late departure.

CHICAGO TRANSIT AUTHORITY

AMALGAMATED TRANSIT UNION
LOCAL 241

By: *Sepina C. Garcia*
Title: Chief of Staff / Chief Operating Officer
Date: 6/15/17

Keith D Hill
President Business Agent
6-15-17

By: *B. Jansen*
Title: DEPUTY GENERAL COUNSEL
Date: 06-15-17

Kenneth Frankli
President
1-10-18

09-07-16

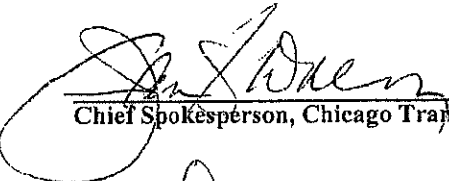
TENTATIVE AGREEMENT
BETWEEN CHICAGO TRANSIT AUTHORITY,
LOCAL 241 AND LOCAL 308 AMALGAMATED TRANSIT UNION
LOCAL 241 PROPOSAL 68

REGARDING NUMBER OF TRIPPERS

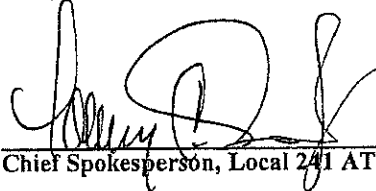
Amend Article 3.6.II.A:

To address the high rates of absenteeism which continue to pose difficulties in staffing and require greater flexibility in the use of part-time employees, the maximum number of part-time bus operators shall not exceed twenty-five (25) percent of the number of full time operators. The number of trippers set aside for part-time bus operators shall not exceed 1644 1500.

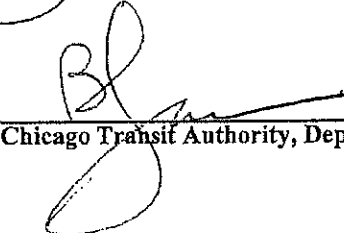
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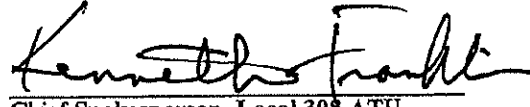
Chief Spokesperson, Chicago Transit Authority



Chief Spokesperson, Local 241 ATU



Chicago Transit Authority, Deputy General Counsel



Chief Spokesperson, Local 308 ATU

09-07-16

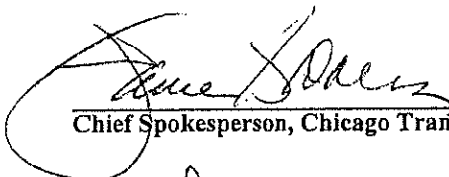
TENTATIVE AGREEMENT
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LOCAL 241 AND LOCAL 308 AMALGAMATED TRANSIT UNION
LOCAL 241 PROPOSAL 69

REGARDING PART-TIMER DAYS OFF

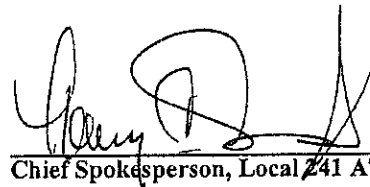
Amend Article 3.6 P:

Part-time operators shall be put in a group day off system providing for one (1) day off a week. Part-time operators shall ordinarily have two (2) days off provided that the CTA does not determine in its discretion that its operational needs do not require more than two (2) days off for any or all part-time operators. Part-time operators shall have at least one (1) day off per week.

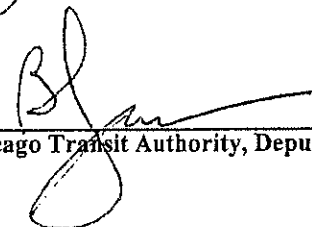
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Chief Spokesperson, Local 241 ATU



Chicago Transit Authority, Deputy General Counsel



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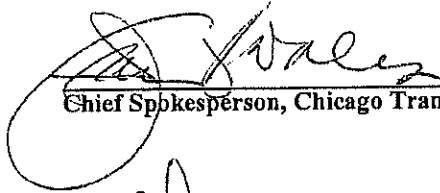
TENTATIVE AGREEMENT
BETWEEN CHICAGO TRANSIT AUTHORITY,
LOCAL 241 AND LOCAL 308 AMALGAMATED TRANSIT UNION
LOCAL 241 PROPOSALS 72 AND 74

REGARDING MECHANICS SENIORITY

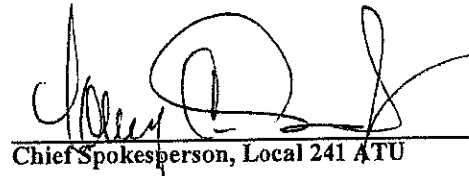
**Amend second paragraph of Article 13.5(e) BUS MECHANICS AND
BUS SERVICES**

Bus mechanics' job vacancies shall be filled through regular Human Resources Department procedures. As of the effective date of this Agreement, any person who fills a bus mechanic vacancy shall be placed at the bottom of the seniority list for bus mechanics.

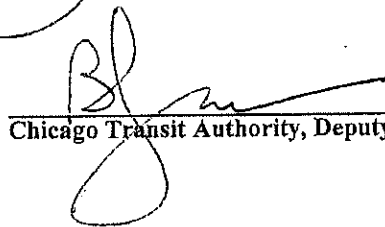
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Chief Spokesperson, Local 241 ATU



Chicago Transit Authority, Deputy General Counsel



Chief Spokesperson, Local 308 ATU

09-20-16

TENTATIVE AGREEMENT
BETWEEN CHICAGO TRANSIT AUTHORITY,
LOCAL 241 AND LOCAL 308 AMALGAMATED TRANSIT UNION
LOCAL 308 PROPOSAL 87.16

REGARDING WORKING RADIOS

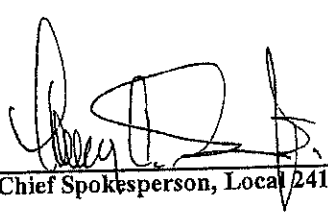
Add Article 14.1(i)

No employee shall be assigned to work on the right-of-way or in a rail yard unless the CTA has provided the employee with a working radio.

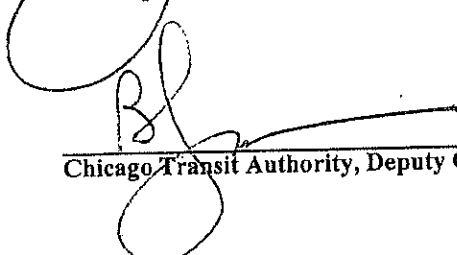
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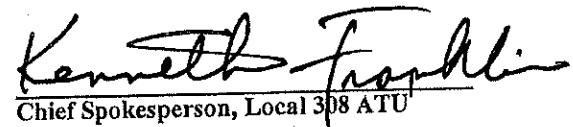
Chief Spokesperson, Chicago Transit Authority



Chief Spokesperson, Local 241 ATU



Chicago Transit Authority, Deputy General Counsel



Chief Spokesperson, Local 308 ATU

09-20-16

TENTATIVE AGREEMENT
BETWEEN CHICAGO TRANSIT AUTHORITY,
LOCAL 241 AND LOCAL 308 AMALGAMATED TRANSIT UNION
LOCAL 308 PROPOSAL 56

REGARDING TURNING IN CELL PHONES

Amend Article 7.2 (g) to provide as follows:

~~(g) COLLECTION AND TURN IN TRAIN SERVICE~~ Train service employees who collect fares and make out a trip sheet shall receive five cents (\$0.05) per hour in addition to the regular rate. Train service employees shall have an allowance of eight (8) minutes for turning in monies and registers.

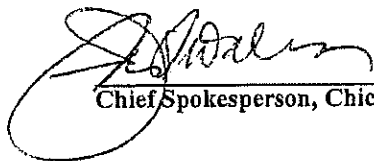
~~Foot collectors shall be classified as regular employees and shall enjoy all rights similar to other regular employees.~~

~~Platform collectors will be allowed ten (10) minutes reporting time and fifteen (15) minutes turning in time.~~

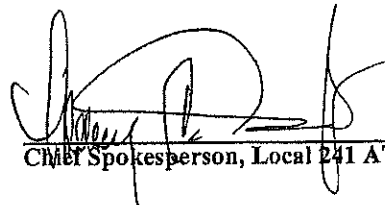
~~Ticket agents and conductors shall not be required to register transfers sold.~~

Motor operators and operators will be granted an allowance of five (5) minutes for turning in ~~train phones~~ CTA-issued cell phones each time they are required to do so. This allowance shall not be used in computing spread time.

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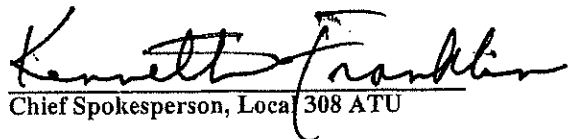
Chief Spokesperson, Chicago Transit Authority



Chief Spokesperson, Local 241 ATU



Chicago Transit Authority, Deputy General Counsel



Chief Spokesperson, Local 308 ATU

09-22-16

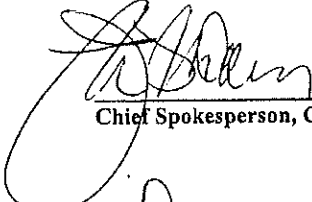
TENTATIVE AGREEMENT
BETWEEN CHICAGO TRANSIT AUTHORITY,
LOCAL 241 AND LOCAL 308 AMALGAMATED TRANSIT UNION
LOCAL 241 PROPOSAL 81

REGARDING REFERENCES TO BUS EXCEL

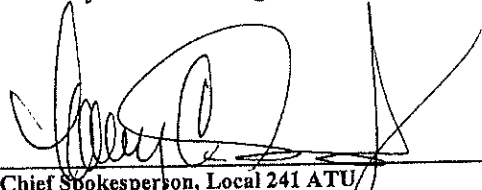
Side Agreement

The CTA agrees to remove all references to the Bus Excel Program in the Wage and Working Conditions Agreement and Attachments as it pertains to ATU Local 241 maintenance employees.


The Parties have agreed that all agreements will be tentative until an entire agreement is final and approved by the ratification procedures of the Unions and the Chicago Transit Board. If either the Unions or the Chicago Transit Board fail to approve or ratify a Tentative Agreement, there shall be no Agreement.

 9-22-16

Chief Spokesperson, Chicago Transit Authority



Chief Spokesperson, Local 241 ATU

 9-22-16

Chicago Transit Authority, Deputy General Counsel

 Kenneth Franklin

Chief Spokesperson, Local 308 ATU

09-22-16

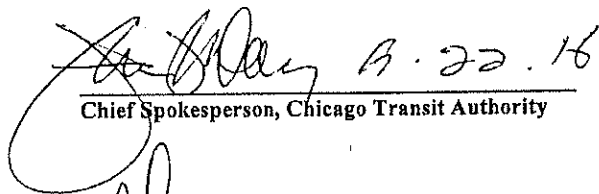
TENTATIVE AGREEMENT
BETWEEN CHICAGO TRANSIT AUTHORITY,
LOCAL 241 AND LOCAL 308 AMALGAMATED TRANSIT UNION
LOCAL 241 PROPOSAL 82

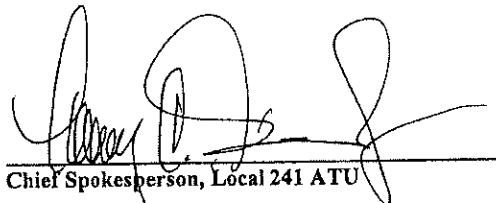
REGARDING DISCUSSION OF TRAINING PROGRAM

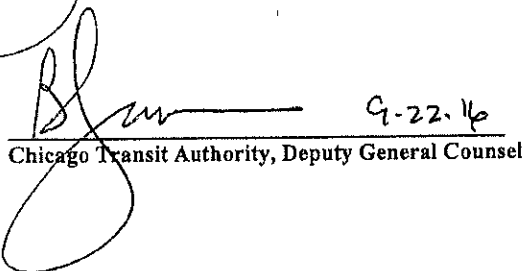
Side Agreement

The CTA and ATU Local 241 agree to meet and discuss the development and implementation of a training program for mechanic classifications.

The Parties have agreed that all agreements will be tentative until an entire agreement is final and approved by the ratification procedures of the Unions and the Chicago Transit Board. If either the Unions or the Chicago Transit Board fail to approve or ratify a Tentative Agreement, there shall be no Agreement.

 9-22-16
Chief Spokesperson, Chicago Transit Authority


Chief Spokesperson, Local 241 ATU

 9-22-16
Chicago Transit Authority, Deputy General Counsel


Chief Spokesperson, Local 308 ATU

09-22-16

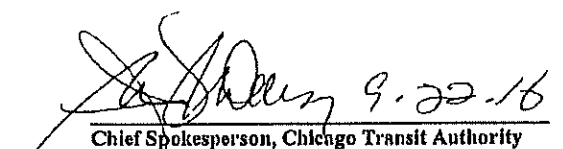
TENTATIVE AGREEMENT
BETWEEN CHICAGO TRANSIT AUTHORITY,
LOCAL 241 AND LOCAL 308 AMALGAMATED TRANSIT UNION
LOCAL 241 PROPOSAL 86.b.2

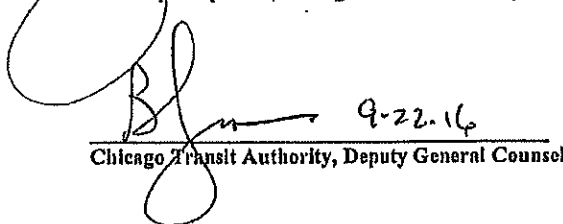
REGARDING EQUIPMENT TECH TRAVEL

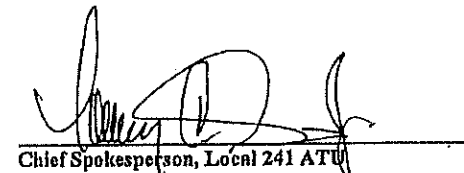
Add a new Article 13.31

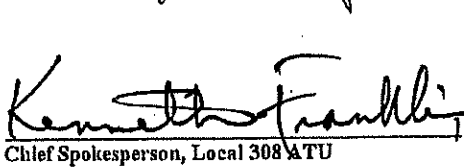
13.31 EQUIPMENT TECH TRAVEL When an equipment technician is delayed in his or her return from out of state rail work on account of travel delays caused by cancellation of trains or flights, the affected equipment technician shall be compensated for up to a maximum of eight (8) hours per day for each day the travel is delayed on account of such cancellations.

The Parties have agreed that all agreements will be tentative until an entire agreement is final and approved by the ratification procedures of the Unions and the Chicago Transit Board. If either the Unions or the Chicago Transit Board fail to approve or ratify a Tentative Agreement, there shall be no Agreement.


9.22.16
Chief Spokesperson, Chicago Transit Authority


9.22.16
Chicago Transit Authority, Deputy General Counsel


Chief Spokesperson, Local 241 ATU


Kenneth Franklin
Chief Spokesperson, Local 308 ATU

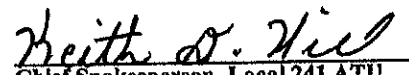
TENTATIVE AGREEMENT
BETWEEN CHICAGO TRANSIT AUTHORITY,
LOCAL 241 AND LOCAL 308 AMALGAMATED TRANSIT UNION
REGARDING CTA
PROPOSAL 1

The first sentence of the Wage and Working Conditions Agreement shall be amended by changing "2012" to "2016."

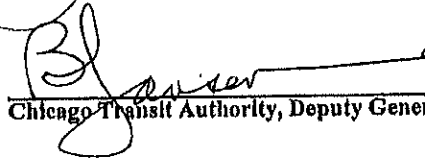
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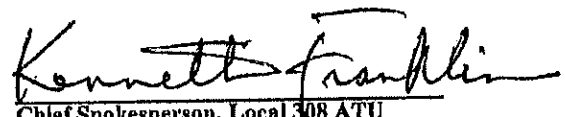
Chief Spokesperson, Chicago Transit Authority



Chief Spokesperson, Local 241 ATU



Chicago Transit Authority, Deputy General Counsel



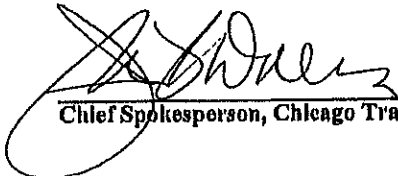
Chief Spokesperson, Local 308 ATU

1-16-18


TENTATIVE AGREEMENT
BETWEEN CHICAGO TRANSIT AUTHORITY,
LOCAL 241 AND LOCAL 308 AMALGAMATED TRANSIT UNION
REGARDING LOCAL 241 AND LOCAL 308
PROPOSAL 15

Article 4.5 shall be amended to state that the mileage amount shall be the amount permitted by the IRS.

The Parties have agreed that all agreements will be tentative until an entire agreement is final and approved by the ratification procedures of the Unions and the Chicago Transit Board. If either the Unions or the Chicago Transit Board fail to approve or ratify a Tentative Agreement, there shall be no Agreement.


Chief Spokesperson, Chicago Transit Authority


Chief Spokesperson, Local 241 ATU


Chicago Transit Authority, Deputy General Counsel

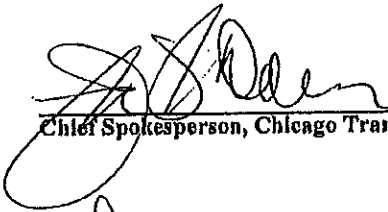

Chief Spokesperson, Local 308 ATU

1-16-18

TENTATIVE AGREEMENT
BETWEEN CHICAGO TRANSIT AUTHORITY,
LOCAL 241 AND LOCAL 308 AMALGAMATED TRANSIT UNION
REGARDING LOCAL 241 AND LOCAL 308
PROPOSALS 16, 18 AND 20

Article 4.6.I and 4.6.II shall be revised if necessary to reflect the employee classifications that are receiving uniform, work clothing, and or shoe allowances.

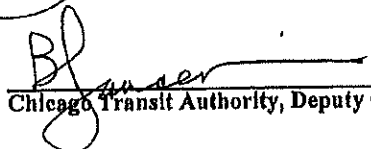
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Chief Spokesperson, Chicago Transit Authority



Chief Spokesperson, Local 241 ATU



Chicago Transit Authority, Deputy General Counsel



Chief Spokesperson, Local 308 ATU

1-16-18

TENTATIVE AGREEMENT
BETWEEN CHICAGO TRANSIT AUTHORITY,
LOCAL 241 AND LOCAL 308 AMALGAMATED TRANSIT UNION
REGARDING CTA
PROPOSAL 21

Article 12.28 shall be added and read as follows: "The CTA shall make available to bus mechanics and car repairers all tools necessary for them to perform their job duties."

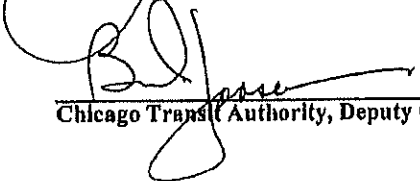
The Parties have agreed that all agreements will be tentative until an entire agreement is final and approved by the ratification procedures of the Unions and the Chicago Transit Board. If either the Unions or the Chicago Transit Board fail to approve or ratify a Tentative Agreement, there shall be no Agreement.



Chief Spokesperson, Chicago Transit Authority



Chief Spokesperson, Local 241 ATU



Chicago Transit Authority, Deputy General Counsel



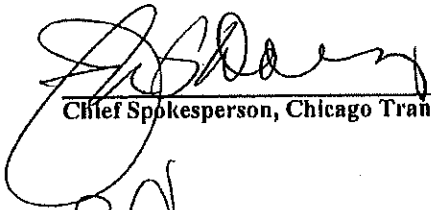
Chief Spokesperson, Local 308 ATU

1-16-18

TENTATIVE AGREEMENT
BETWEEN CHICAGO TRANSIT AUTHORITY,
LOCAL 241 AND LOCAL 308 AMALGAMATED TRANSIT UNION
REGARDING LOCAL 241 AND LOCAL 308
PROPOSAL 33

Article 12.8 shall be amended by changing "2008" in the second paragraph to "2010."

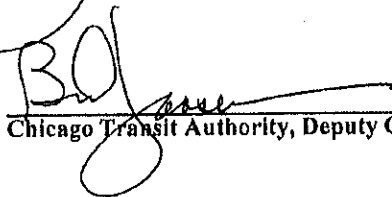
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Chief Spokesperson, Chicago Transit Authority



Chief Spokesperson, Local 241 ATU



Chicago Transit Authority, Deputy General Counsel



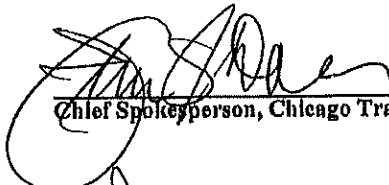
Chief Spokesperson, Local 308 ATU

1-16-18

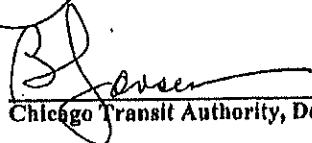
TENTATIVE AGREEMENT
BETWEEN CHICAGO TRANSIT AUTHORITY,
LOCAL 241 AND LOCAL 308 AMALGAMATED TRANSIT UNION
REGARDING CTA
PROPOSAL 62

Add a second paragraph to Article 12.7: "The Union will provide the Authority with a list of elected officers authorized to represent bargaining unit members and the specific work locations to which the authorized Union officers will require access. Any Union official not so identified will be denied access to Authority facilities."

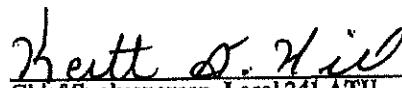
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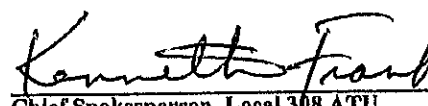
Chief Spokesperson, Chicago Transit Authority



Chicago Transit Authority, Deputy General Counsel



Chief Spokesperson, Local 241 ATU



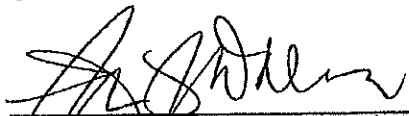
Chief Spokesperson, Local 308 ATU

1-16-18

TENTATIVE AGREEMENT
BETWEEN CHICAGO TRANSIT AUTHORITY,
LOCAL 241 AND LOCAL 308 AMALGAMATED TRANSIT UNION
REGARDING CTA
PROPOSAL 63

The parties agree to delete Article 13.11 in its entirety.

The Parties have agreed that all agreements will be tentative until an entire agreement is final and approved by the ratification procedures of the Unions and the Chicago Transit Board. If either the Unions or the Chicago Transit Board fail to approve or ratify a Tentative Agreement, there shall be no Agreement.



Chief Spokesperson, Chicago Transit Authority



Chief Spokesperson, Local 241 ATU



Chicago Transit Authority, Deputy General Counsel



Chief Spokesperson, Local 308 ATU

1 - 16 - 18

CAR AND RAIL JANITOR SERVICER APPRENTICE PROGRAM

1. The Apprentice positions in the Car Servicer and Rail Janitor Apprentice Program (herein referred to as "Apprentice Program") shall be represented by Local 308. The term of employment for a Car Servicer Apprentice and a Rail Janitor Apprentice in the Apprentice Program shall not exceed twelve months, unless otherwise agreed by the parties.

2. a. The wage rate of all Apprentices shall be increased to \$12.50 per hour effective January 1, 2018.

b. The wage rate of all Apprentices shall be increased to \$13.50 per hour effective January 1, 2019.

c. Apprentices shall not be entitled to employee benefits, pay guarantees, premiums or paid time off including, without limitation, paid sick leave, vacation days and holidays, except that Car Servicer Apprentices shall receive a CTA riding pass.

3. Apprentices will work up to 40 hours a week.

4. CTA shall employ no more than 65 Car Servicer Apprentices in the Apprentice Program at any one time.

5. Car Servicer Apprentices shall be assigned to clean CTA rail cars at rail stations at the direction of management.

6. If CTA hires an Apprentice into a full-time permanent position, the Apprentice's time worked as an Apprentice shall be credited to the waiting period for group accident and sickness coverage pursuant to Section 15.3 of the Wage and Working Conditions Agreement.

7. Car Servicer Apprentices will be assigned to work pm and midnight shifts only, provided that, if, following the Car Servicers pick, there are open a.m. tricks which were not picked by any Car Servicer, a Car Servicer Apprentice may be assigned to work the open a.m. trick. No Car Servicer Apprentice will be assigned to work a trick that was red-lined during the pick.

8. Apprentices shall be entitled to Union representation and will have grievance rights with regard to issues relating to wages and discharge, provided that any grievance over the discharge of an Apprentice shall be submitted to the Mediation-Arbitration Program pursuant to Section 17.8 of the Agreement.

9. Car Servicer Apprentices may not perform graffiti removal from the exterior of rail cars.

10. In the event CTA decides it must layoff one or more Car Servicers, CTA will terminate the employment of Car Servicer Apprentices upon the effective date of such layoff and will not hire any Car Servicer Apprentices until all laid Car Servicers eligible for reinstatement are reinstated.

11. As long as Car Servicer Apprentices are employed by CTA, any Car Servicer in Area 605 who is found medically fit to return to work as a Car Servicer shall be returned to work as a Car Servicer.

12. Provided that CTA employs a minimum of 215 full time permanent Rail Janitors, CTA may employ up to 50 Rail Janitor Apprentices. If the number of permanent full time Rail Janitors falls below 215 for more than 90 days, CTA must cease employing Rail Janitor Apprentices.

13. As long as Rail Janitor Apprentices are employed by CTA, any Rail Janitor in Area 605 who is found medically fit to return to work as a Rail Janitor shall be returned to work as a Rail Janitor.

14. In the event call-offs require CTA to direct a Rail Janitor to bridge his or her trick, if a Rail Janitor Apprentice is available to perform the work, the Rail Janitor Apprentice shall be assigned to cover the work, and the Rail Janitor will not be required to bridge his or her trick.

15. The Rail Janitor Apprentices shall perform Rail Janitor duties.

16. Prior to the Rail Janitor pick, a pick meeting will be held between CTA and Local 308 to resolve any issues with regard to the pick and the assignment of Rail Janitor Apprentices. Rail Janitor Apprentices will be assigned work that was not picked during the Rail Janitor's pick or will be assigned work from the Extra Board. No Rail Janitor Apprentices will be assigned to work a trick that was red-lined during the Rail Janitor pick.

17. The above provisions with regard to Car Servicer Apprentices' wages, benefits and working conditions shall apply to Rail Janitor Apprentices.

18. This Agreement will be attached to and incorporated in the Party's Wage and Working Conditions Agreement.

Kenneth Franklin
Kurt D. Hill

John J. Hill
B. J. Hill

TENTATIVE AGREEMENT
BETWEEN CHICAGO TRANSIT AUTHORITY
LOCAL 241 AND LOCAL 308 AMALGAMATED TRANSIT UNION
REGARDING ATU
PROPOSAL #2

The parties agree that following hourly premiums are to be added to the trackman's hourly rate* to be effective upon ratification:

Work Train Crane Operator \$4.50
Track Maintenance Equipment Operator (TMEO) I: \$4.00
TMEO II: \$5.00 (new position)
Track Lubricator: \$4.18 (current premium)
Welder: \$4.50
Inspector \$1.50
Garbage picker .50 (current premium)

* Per the final arbitration award in Grievance 314-88, as increased as provided above in Paragraph 1.

Trackmen's vacation and holiday pay;

Trackmen's vacation and holiday will be based on the rate of picked position at time of vacation or holiday.

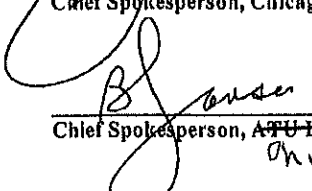
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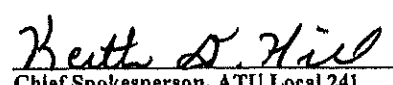
Chief Spokesperson, Chicago Transit Authority



Chief Spokesperson, ATU Local 308



Chief Spokesperson, ATU Local 241



Chief Spokesperson, ATU Local 241

1-16-18

TENTATIVE AGREEMENT
BETWEEN CHICAGO TRANSIT AUTHORITY
LOCAL 241 AND LOCAL 308 AMALGAMATED TRANSIT UNION
REGARDING ATU 308 PROPOSAL REGARDING EXCEL AGREEMENT

ATU Local 308 and CTA agree that the language of the Excel Agreement will be updated to reflect that it pertains to the 5000 series trains and 7000 series trains. ATU Local 308 and CTA will meet within 30 days of ratification to finalize any needed changes to Excel Agreement to effectuate this agreement.

The Parties have agreed that all agreements will be tentative until an entire agreement is final and approved by the ratification procedures of the Unions and the Chicago Transit Board. If either the Unions or the Chicago Transit Board fail to approve or ratify a Tentative Agreement, there shall be no Agreement.



Chief Spokesperson, Chicago Transit Authority



Chief Spokesperson, ~~ATU Local 241~~ CTA



Chief Spokesperson, ATU Local 308



Chief Spokesperson, ATU Local 241

1-16-18

MEMORANDUM OF UNDERSTANDING

The CTA will notify the Presidents of ATU Local 241 and ATU Local 308 prior to the issuance of an RFP for the healthcare plan administrator. ~~to discuss the results of the RFP with~~

its insurance committee

prior to ~~implementation~~.

~~Obtaining Board approval~~
execution of the contract.

[Handwritten signature]
Blanco

Kenneth Franklin

1-16-18

Keith D. Hill

1-16-18

MEMORANDUM OF UNDERSTANDING

The parties agree that in applying Section 3.6 I. K. of the CBA, FTFs who have qualified as operators and who have completed one (1) year of continuous service will not be required to pass a record review in order to be offered an available bargaining unit position; however, the employee's work record shall follow the employee into the new position.

The parties also agree that in applying Section 10 of the CSR-CSA Agreement, CSAs will not be required to pass a record review in order to be offered an available bargaining unit position; however, the employee's work record shall follow the employee into the new position.

Jim O'Leary

B. Jones

Kenneth Frank

Keith S. Hill

1-16-18

MEMORANDUM OF UNDERSTANDING

The CTA, ATU Local 241, and ATU Local 308 agree as follows:

1. The CTA will meet with the presidents of ATU Local 241 and ATU Local 308 to discuss the continuation and use of Area 629.
2. The CTA, ATU Local 241, and ATU Local 308 will establish a committee to update the language of the Retirement Plan and to consider substantive issues presented by the parties after the ratification of the successor Wage and Working Conditions Agreement.
3. The parties will delete provisions about street collectors from the Wage and Working Conditions Agreement but agree that such provisions will apply if the CTA decides to employ street collectors anew.
4. The CTA will meet with the presidents of ATU Local 241 and ATU Local 308 to establish a system by which employees may take all of their vacation random days by the end of the vacation plan year.

Tom Adams

BJ

Kenneth Frank

Keith S. Hill

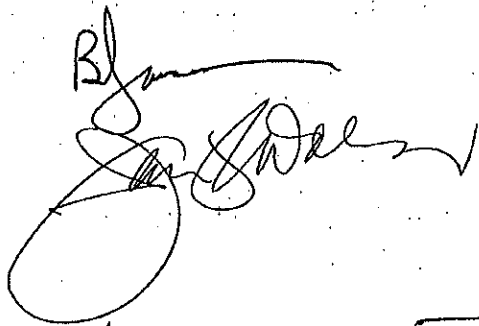
1-16-18

MEMORANDUM OF UNDERSTANDING

ATU Local 241 and the CTA agree that within 30 days of ratification of the parties' 2019-2020 collective bargaining agreement, the CTA will promote 12 current pool supervisors into 12 full-time permanent supervisor positions and 5 current pool instructors to 5 full-time permanent positions.

As full-time permanent instructor and supervisor positions become vacant the CTA will appoint pool supervisors and pool instructors based on its operational needs. The parties also agree that as pool supervisors and pool instructors are promoted to full-time permanent positions, the CTA will appoint new pool supervisors and pool instructors based on its operational needs.

The parties will continue to discuss staffing of supervisor and instructor positions as they relate to the CTA's operational needs.



Kenneth Franklin

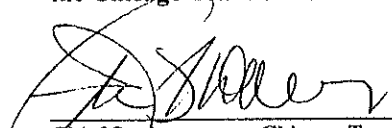
Keith D. Hill

1-16-18

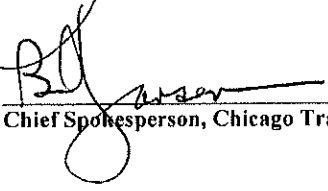
TENTATIVE AGREEMENT
BETWEEN CHICAGO TRANSIT AUTHORITY
LOCAL 241 AND LOCAL 308 AMALGAMATED TRANSIT UNION
REGARDING ATU 308 PROPOSAL REGARDING RETROACTIVE PAY

The retroactive wage payment payable to all bargaining unit employees for the increases to be effective January 1, 2016, July 1, 2016, January 1, 2017, July 1, 2017 and January 1, 2018 shall be paid to the employees as a separate check no later than March 1, 2018.

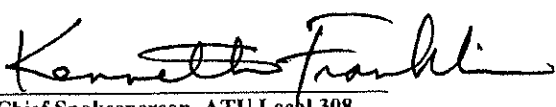
The Parties have agreed that all agreements will be tentative until an entire agreement is final and approved by the ratification procedures of the Unions and the Chicago Transit Board. If either the Unions or the Chicago Transit Board fail to approve or ratify a Tentative Agreement, there shall be no Agreement.




Chief Spokesperson, Chicago Transit Authority



Chief Spokesperson, Chicago Transit Authority



Chief Spokesperson, ATU Local 308



Chief Spokesperson, ATU Local 241

1-16-18

BUS AND FACILITIES APPRENTICE PROGRAM

1. The Bus Servicer Apprentice position and the Building and Grounds Janitor Apprentice position in the Bus and Facilities Apprentice Program shall be represented by Local 241. The term of employment for an Apprentice in the Bus and Facilities Apprentice Program shall not exceed one year, unless otherwise agreed by the parties.

2. a. The wage rate of all Apprentices shall be increased to \$12.50 per hour effective January 1, 2018.

b. The wage rate of all Apprentices shall be increased to \$13.50 per hour effective January 1, 2019.

c. Apprentices shall not be entitled to employee benefits, pay guarantees, premiums or paid time off including, without limitation, paid sick leave, vacation days and holidays, except that Apprentices shall receive a CTA riding pass.

3. Apprentices will work up to forty hours a week.

4. CTA shall employ no more than 200 Apprentices in the Bus and Facilities Apprentice Program at any one time. CTA in its sole discretion shall determine the number of Bus Servicer Apprentices and the number of Buildings and Grounds Janitor Apprentices subject to the foregoing sentence.

5. If CTA hires an Apprentice into a full-time permanent position, the Apprentice's time worked as an Apprentice shall be credited to the waiting period for group accident and sickness coverage pursuant to Section 15.3 of the parties' wage and working conditions agreement.

6. During the summer months, CTA may utilize participants in the Kidstart program to perform the work that would otherwise be assigned to Apprentices as well as other cleaning functions.

7. CTA shall fill Bus Servicer vacancies at the conclusion of every twelve-month calendar period, or as requested by Local 241, provided that the CTA has a qualified applicant with an acceptable work history. Fifty percent of such hires shall be from the Apprentice Program and fifty percent of such hires from other sources.

8. Bus Servicer Apprentices shall be assigned only General Clean functions and removal of garbage from buses at terminals. Such work shall be under the supervision of management and the direction of the Garage Cleaner bargaining unit members who shall be known as Garage Cleaner Leaders. CTA will establish two Garage Cleaner Leader

positions per shift at each bus garage. The Group Cleaner Leaders shall be working Leaders and shall have the responsibility to direct the Bus Servicer Apprentices in the performance of their apprentice duties. Garage Cleaner Leaders shall be paid a stipend of \$.50 per hour for each hour they engage in the direction of the Bus Servicer Apprentices. The provisions of this paragraph shall also be applicable with regard to the CTA's utilization of employees under the Kidstart program.

9. Buildings and Grounds Janitor Apprentices shall assist Buildings and Grounds Janitors on the p.m. and midnight shifts in the cleaning and maintaining of offices, washrooms, lunchrooms, work areas and bus turnarounds under the supervision of management and the direction of the Janitor Coordinator, Buildings & Grounds. Janitors on the p.m. and midnight shifts who are assisted by Janitor Apprentices shall be paid a stipend of \$.50 per hour for each hour they engage in the direction of a Janitor Apprentice. Janitor Apprentices shall be assigned to a Janitor on the p.m. or midnight shift effective each janitors' pick. No more than two Janitor Apprentices shall be assigned to assist a Janitor.

10. As long as Apprentices in the Bus and Facilities Apprentice Program are employed by the CTA, any Bus Servicer or Janitor in Area 605 who is found medically fit to return to work to his or her position shall be returned to work.

11. Apprentices shall be entitled to Union representation and will have grievance rights under the parties' wage and working conditions agreement for issues relating to wages and discharge. Any grievance over the discharge of an Apprentice shall be submitted to the Mediation-Arbitration Program as provided in Section 17.8 of the parties' wages and working conditions agreement.

12. In the event CTA decides it must layoff one or more Bus Servicers, CTA will terminate the employment of Bus Service Apprentices upon the effective date of such layoff and will not hire any Bus Service Apprentices until all laid off Bus Servicers eligible for reinstatement are reinstated.

13. In the event CTA decides it must layoff one or more Janitors (Building and Grounds), CTA will terminate the employment of Building and Grounds Janitor Apprentices upon the effective date of such layoff and will not hire any Buildings and Grounds Janitor Apprentices until all laid off Janitors (Building and Grounds) eligible for reinstatement are reinstated.

14. It is understood by the parties that an Apprentice's duties shall not adversely affect the work of Bus Servicers or Janitors and, therefore, the parties agree to discuss the scope of the Apprentices' duties in the event there are questions regarding such duties.

15. This Agreement will be attached to and incorporated in the parties' Wage and Working Conditions Agreement.

Kenneth Franklin
Keith S. Hill 1-16-18
[Signature]

SIDE LETTER OF AGREEMENT

This Side Letter of Agreement ("Agreement") is made and entered into this 16_ day of January, 2018, by and between the Chicago Transit Authority ("CTA") and the Amalgamated Transit Union, Local 241 ("Local 241") as follows:

WHEREAS:

CTA and Local 241 wish to facilitate the hiring of qualified individuals into the positions of Maintenance Training Center Clerk and Bus Maintenance Office Clerk, positions that are in the Local 241 bargaining unit, and have agreed on the following

NOW, THEREFORE, for and as part of the consideration for the ratification of the Wages and Working Conditions Agreement, the CTA and Local 241 agree as follows:

1. The following bus servicers shall be transitioned to the position of Bus Maintenance Office Clerk pursuant to the execution of non-posted transfer agreements and shall be offered positions in order of seniority:

Clarence Logan, Badge No. 52340

Todd Romac, Badge No. 44839

2. In the event that other vacancies occur in the Maintenance Training Center Clerk and Bus Maintenance Office Clerk positions during the term of this Agreement, the CTA shall fill such vacancies in the normal course of CTA's business from bus servicers qualified to perform these positions on meeting the criteria for such positions and first seeking a qualified person from the pool and then posting as necessary. To be qualified, the employee's work record must be reviewed to ensure it conforms with Level I criteria. Work records must be reviewed for the previous 12 months of the date of review, except for safety-related violations. For safety-related violations, the work record must be reviewed for the previous 24 months.
3. This Agreement supersedes the C-1 list for filling certain vacancies for the positions of Maintenance Training Center Clerk and Bus Maintenance Office Clerk unless said positions must be filled outside of pool personnel.
4. 50% of permanent servicer positions shall come from Apprentices and 50% shall come from regular hiring.
5. The CTA agrees to fill all redlined servicer and mechanic positions within reasonable time.
6. Servicers shall be charged with a Class II accident for pulled nozzels.

Amalgamated Transit Union, Local 241

By: Keith S. Hill

Title: PBA

Chicago Transit Authority

By: [Signature]

Title: CTO

1-16-18

SIDE LETTER OF AGREEMENT

This Side Letter of Agreement ("Agreement") is made and entered into this 16th day of January, 2018, by and between the Chicago Transit Authority ("CTA") and the Amalgamated Transit Union, Local 241 ("Local 241") as follows:

WHEREAS:

CTA and Local 241 have reached certain understandings regarding the Vacation Picks for Maintenance Employees, which shall be effective upon ratification of the Wages and Working Conditions Agreement by the bargaining unit.

NOW, THEREFORE, the CTA and Local 241 agree as follows:

1. The Bus Maintenance Vacation Pick Quotas shall be as set forth in Exhibit 1.
2. The quotas reflected in Exhibit 1 are the minimum, and the CTA agrees to review the Quotas on a garage by garage basis to determine whether the numbers can be adjusted based upon the manpower and operational requirements at individual garages.
3. This Agreement is non-precedential.

AMALGAMATED TRANSIT UNION,
LOCAL 241

By: Keith Hill

Its: Keith Hill

Date: 1/16/18

CHICAGO TRANSIT AUTHORITY

By: Donald B. Bonds

Its: Donald B. Bonds

Date: 1/16/18

BUS MAINTENANCE VACATION PICK VACATION –

Week Quotas:

<u>Mechanics:</u>	<u>Servicers:</u>
3	2

VACATION RANDOM QUOTAS:

<u>Mechanics:</u>	<u>Servicers:</u>
2	1

HOLIDAY QUOTAS:

<u>Mechanics:</u>	<u>Servicers:</u>
2	2