



REPORT OF THE PRESIDENT B/A KEITH D. HILL FEBRUARY 2019

Below is my report President B/A, Keith D. Hill on issues, actions and events involving ATU local 241 that took place in January 2019.

Building 1613:

Local 241 and Westward Association have been in ongoing talks, court ending up in mediation over who will be responsible for the upgrades to meet city requirements. June of 2018 started legal proceedings after the city came in to inspect the property and found the rear of our office is in a series of violations. The garage was not up to city code to be a room outside and of the way it offered little support and poor insulation and no fire support with the walls. The mediator orders for the work to be started before more fines are levied. We are still in discussions about the back room, where we hold meetings with dates forthcoming. Updates will be forthcoming.

Pre-arbitration & expedited arbitration:

- We held Pre-Arb for the month of January 2019, where 20 cases were discussed: Winning 8, so welcome our brothers and sisters back to work.
- Expedited was canceled this month due to the arbitrator getting sick and canceling. We will be having two in the month of February, where we will be hearing over 120 cases in this forum, also Pre-arb will be held.
- We also held Labor management for all locations where we talked about a few grievances and garage issues.

Mayors' forum:

- Local 241 and 308 held its first historic Mayoral forum: 9 of the 17 candidates running committed to being present. 7 showed up and answered questions about: **"How important is transit to the city?"** and **"The role we will play in the future"**. Local 241 has talked to 13 out of the 17 candidates expressing how we want a better quality of life and to do our jobs in a safe environment and the disparity of pay for our mechanics.
- Some might wonder what does the Mayor have to do with CTA? The Mayor appoints the President of CTA and the Chairman. Both will take direction on how to run CTA from the Mayor. One of the main questions asked by both unions is **"Will they support two seats on the CTA Board?"** One seat will be union and the other will represent the riding public. We also have met with over 25 people running for alderman in the city. As we work to

Report of the President B/A, Keith D. Hill
February 2019, (cont.)

Mayors' forum (cont.):

- Strengthen the voice, we have by our elected officials to support our vision of safety and a quality of life.

Pension 2019:

- Over the last few months our pension plan has had a rough ride due to the stock market. One of the ways the pension plan funds itself along with investments and members contribution. The President tariffs have made the markets very unstable and there hasn't been a good or stable month due to the tariffs. Hopefully we will have a major turnaround in the market to bring some consistency to the markets. The members are already paying too much out their checks.

Reckless driving:

- Over the past year CTA has taken a different approach on how they handle reckless driving complaints. The union has been asking the members to notify the union when being called in on these complaints. There are things the union need to look into to help the members get out of these complaints.
- Third party complaints and anonymous complaints should not be charged to the members or entertained by the CTA and should not be entered on an employee record. (CBA 12.11) The CTA is using different tools to charge us with complaints. The union must go in and ask questions to see where the complaint is coming from and stop CTA from the unjust charges to the members.

Part timers:

- If you are late on the street or delayed because you are disabled, don't be afraid to complete your overtime sheet.
- Part Timers are only allowed to work up to 32 hours a week, not counting the VTA. Over the past few weeks I've received several calls from part timers saying they have been told they are not entitled to certain benefits, which is not true. If you are in the seat on a regular run over 5 hours and 31 minutes you are due an additional fallback and the same apply if you are working a block run.
- If your bus breaks down and you pass your get off time you should fill out an overtime sheet, the white piece of paper for part timers. This could alter your work schedule,

Report of the President B/A, Keith D. Hill
February 2019, (cont.)

Part timers (cont.):

depending on the amount of overtime you have earned. Also, the selected trippers by part timers are two trippers made into one that's why they are not paid spread; it is considered two pieces of work. That's why if a full timer catches a tripper on the extra board, they are only allowed to complete the first half. If you as a full timer choose to do both half the second piece will be considered and should be paid as overtime, this only applies on weekday trippers.

CTA contract update:

- The union will be putting out proposal sheets for the members to fill out soon. We can enter into contract talks as early as June of 2019. I don't see the CTA rushing back to the table but we will work to bring them to the table.
- The books for this contract are close to being completed, in the month of January, dispute was resolved and the proofing of the language is going on with them planning to be done soon so we can get new books printed.
- I look forward to hearing from all departments for proposals as we prepare for the next round of negotiations with the CTA.

PACE Southwest:

- The first round of negotiations for PACE Southwest has started with the first meeting in January. During the first meeting the ground rules was set on how the negotiations will be conducted. Although there were some rules proposed we didn't agree to and will not change our position. On that we are looking forward to the start of things.
- PACE Southwest covers the second largest travel miles out of all the PACE properties and have held their ground on ridership; two good things to remember as we enter talks.
- We have two meetings scheduled for the month of February as we start laying the ground work to bring a better quality of life to the brothers and sister of Pace Southwest.

PACE:

- As we amp up the fight against PACE on issues, we ask the members of all locations to keep the union informed. If the heat on your bus is not working properly please call the union. During the cold months please check your tires before pulling the bus out.
- This month I watched a drive cam of a sister whom PACE tried to charge with a preventable, claiming it was her fault. At the request of the union we viewed the tape

Report of the President B/A, Keith D. Hill
February 2019, (cont.)

PACE (cont.):

before the incident and went to check the bus tires after noticing at every stop she was sliding. Myself along with the steward went to look at the tires and sure enough they were bald no tread on the tires. After returning to the meeting and fighting with PACE they dropped all charges against the operator. But this could have been prevented had a pre-pullout check been completed and discovered before the bus hit the street. If you notice anything wrong with your bus please do not take it on the street.

Land survey for the school:

- PBC (Public Building Commission) has given the go ahead for Local 241 to do a land survey of the school and report back by February 20, 2019. There will be a cost somewhere between \$3,000 and \$7,000 to conduct this. A land survey is performed for the purposes of locating, describing and mapping the boundaries and corners of the land. This is performed to prevent problems and to protect our investment.

Lobby day:

- With the excitement of having a new Governor I think the time is right for us to continue with the fight we started last year. I would like to take another bus load of members down to Springfield again in April, to have a day where we can push our issues to the House and Senate. Safety and the mechanics pay remain a top issue of the Local. We also should push to cap the pension so we will not be forced to pay more out of our checks as well the need to address the RHCT. I look forward to this day and bring this fight. I'm hoping the membership will be encourage to have more than one day in Springfield, the timing could not be better for this membership.

Political/Bereavement Committee:

- Local 241 will be looking for members to join us and forming a political committee. We have to build our base of friends as back up. This committee will be asked to do some walking, working of phone banks and assisting with mailings.
- Local 241 have lost 17 Brothers and Sisters this month as we try to attend all funerals of our falling members sometimes it's hard. On one day we had four funerals which made it hard to pay respect to our members and give them their just do. We will be looking for a few members who would like to assist us and attend services of our fallen brothers and sisters and read the resolution.

Report of the President B/A, Keith D. Hill
February 2019, (cont.)

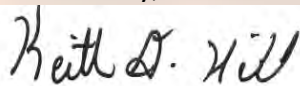
Personal (washroom break) along route:

- Brothers and Sisters, the CTA must provide us with clean and sanitary conditions, portal potties are not the answer. Please start locating places along your routes that you can request a personal and relieve yourselves. The fight for bathrooms has not fallen by the waste side; it's time to try a different approach. Before taking a personal notify control, make the announcement to the passengers and proceed. Although some personals may require you to get food, please don't come out with a five-course meal or a coffee and a newspaper. **BROTHERS AND SISTERS PLEASE LET'S TAKE OUR PERSONAL ALONG THE ROUTE.**

Counting/recording every passenger:

- As we continue to fight the CTA for better runs, we need the help of the members. We need the members to spread the word to other operators to count and record every passenger who board the bus. Please do not argue over the fare, it is not your money. We have hit a few road blocks in this fight, the major one that we can control is the ridership. I refuse to believe that ridership is down, the CTA has a poor way of counting the passengers. On the rail 99.9% of the passengers pass thru a turnstile whether they pay or not, so they are still counted. On a bus we are required to use the bingo card or farebox to register fares which mean we are lagging and not pushing the buttons on the farebox. Brothers and Sisters, we need to count everyone that boards the bus, we need this to address our run and job security on the buses that are on the street.

In Solidarity,



Keith D. Hill
President B/A

President B/A
FULFIL

DR



FEBRUARY 4, 2019

Report of the Financial & Recording Secretary-Treasurer Toi W. Bowers for January

Greetings Brothers and Sisters of Local 241. This report highlights some of my day to day activities and responsibilities for the month of January 2019.

Funeral Benefits / Code 90's

In 2016, we had approximately 160 or more of our members coded as a 90 in our MUMS membership tracking system. What this means is that these particular members were suspended for non-payment of union dues. Partially true was that at some point there was a break in the payment of union dues. This Local still proceeded to take union dues from these members without reinstating them in MUMS. Most of these members were paying dues to the pension office. I requested a full report from the pension office on the history of dues paid by these members. The members are currently suspended at the Local and International level. These members are now aging and starting to pass away and are not entitled to Burial Benefits from the International or the Local, but the local is still receiving money from these members. I am asking the board for a motion to allowing me to reimburse these people their money.

Forest Glen Election / Challenges

The Election Commissioners addressed all 3 challenges. Per the request of the Executive Board the Election Commissioners will present their findings at the Executive Board meeting

Funerals of Local 241 Members

In the month of January, I attended the funeral services of 3 of our members. A resolution and floral arrangement was presented to each of the families on behalf of Local 241. If you are a member in good standing, you are entitled to burial benefits from the ATU International and Local 241 as well as a floral arrangement sent from Local 241. Members, please make sure that you have burial benefits. Also make sure that all of your beneficiary information is up to date. This is very important.

January Garage Visits & Rap Sessions

It is important to me as your Financial & Recordings Secretary-Treasurer to come out of my office and come to the different locations so that I can see and hear firsthand what our members have to say. I attended 77th Street, Chicago Avenue and Forest Glen Garages.

Report of the Financial & Recording Secretary-Treasurer (cont.)

Pension Committee Meeting / Pension and RHCT Meeting

On January 22, 2019, I attended a pension committee meeting. At this meeting a salary increase for one of the staff members in the pension office was discussed. I am informing the members that your Secretary-Treasurer is completely against this increase due to the fact that our pensioners have not had an increase.

On January 24, 2019, I attended our regularly scheduled Pension and RHCT meeting. The current pension is at 1.7 Billion dollars.

Local 241 Audit Set To Begin

I have been preparing for our regularly scheduled Legacy audit to start. I am also preparing for the audit of our Part Time officers to start.

Local 241 Retirement and Disability Plan

In fulfillment of our obligation under section 42 of the Bylaws, our payment to the Local 241 retirement plan has been made. I have included this report at the end of the January's profit and loss sheets, which I have made available for you.

Stipends Letters Delivered

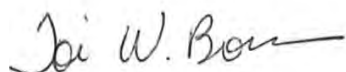
Final letters were sent out to those individuals who are being asked to reimburse Local 241 for monies they were not entitled to.

Grievance Update:

There were 2,331 open grievances as of January 31, 2019.

This concludes the report of the Financial & Recording Secretary-Treasurer

In Solidarity,



Toi W. Bowers
Financial & Recording Secretary-Treasurer
ATU Local 241



February 4, 2019

1st Vice President's Report

For the month of January, I have been assigned various duties by President Hill as well as being assigned to assist the North Side Garages with discipline, with the reps. In addition to corresponding 1st Vice President duties.

I attended Step 2 hearings at 567 West Lake Street-CTA Headquarters.

I attended Instruction Department meeting along with Executive Board Member Tiant Gatewood and President/Business Agent Keith Hill. We discussed our position on the Instruction Maintenance Clerk, the pay of that position and what is suppose to be the hourly wages of that position. We also discussed the shortage of manpower because the CTA have our Instructors with no "Quality of Life" (meaning they do not have any solid days or picked days off. Management sends them anywhere they want, regardless of seniority. In the near future, we are going to make Bus Instructors, "**WHOLE**", like the Rail Instructors. This means they will be able to pick their days off and regain a "Quality of Life".

We also discussed how seniority should be determined, once you're a Supervisor then become an Instructor (the structure of pay). We will be having an update meeting and we will be meeting with the Instructors soon.

I attended Chicago Avenue Garage Training Center to assist with signing up the new hire classes.

I attended 103rd Street, 77th Street and 74th Street Garages to see if there have been any Extra Board violations. There were a few minor violations at 77th Street and 103rd but 74th Street garage; it's like talking to a wall. On January 12th-13th, 2019, 74th Street garage committed violation after violation all weekend long. I filed a "Class Action" grievance on the violations and I will keep you updated on the grievance.

I attended Forest Glen garage to assist the new Executive Board member and steward on their discipline hearings. Discharges are on a rise at this location. I still assist North Park and Chicago garages if asked for assistance.

I attended the Supervisors meeting along with President Keith Hill and 2nd VP Tanno Muhammad. What was discussed was manpower. CTA owes the union two positions, but we are asking for four positions. We also discussed duties and responsibilities.

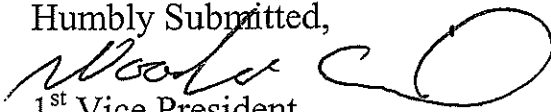
I attended Pre-Arbitration along with President Keith Hill and 2nd VP Tanno Muhammad. We took 20 cases over to CTA; we won 8 jobs back and lost 2 cases. These cases were cases that could not be won in regular arbitration. Expedited Arbitration was canceled this month due to the arbitrator getting sick. We will be having two in the month of February, when we will be hearing over 120 cases, also Pre-arb will be held. This is without no attorney involvement and no extra cost to the membership.

The Pension Plan has 1.7 billion dollars in it. The RHCT Trust has 865 million dollars in it.

I still spend most of the time at North Park and Forest Glen garages assisting on discipline. However, if any member needs my help, feel free to call me.

The officers are still putting together "Rap Sessions", so we will be coming out to your garage to update and hear the concerns of our members.

Humbly Submitted,

A handwritten signature in black ink, appearing to read "Woodrow Eiland", written over the printed name.

1st Vice President

Woodrow Eiland



February 4, 2019

2nd Vice President's Report

February Mass Membership Meeting

I was like to start by saying peace and blessings Local 241 members I hope you and your family are in good health and the best of spirit.

As the 2nd Vice President, I have the responsibilities to represent the Local and its members, assigned by the President.

RETIREE LUNCHEON: January 9, 2019, I visited the Retirees and passed out information about death beneficiary, knowing the importance and making sure they have someone listed on their benefits policy upon expiration date.

UNIFORM UPDATE: I had a long conversation within 567 West Lake Street (CTA Headquarters) with Ms. Kim Morris. If anyone has concerns with getting their uniforms retrofitted, please call the Union Office 312-341-1733. As a reminder to all 241 members, please do not wait until last day to have your uniform shirts, jackets, and sweaters retrofitted. May 1, 2019 is the deadline. Your badge numbers must be displayed as an outer garment.

OEIG HEARING: Office of Executive Inspector General called and involved one of our clerk members into an investigation. This turnout they were investigating wrongdoing of management.

DISCIPLINE HEARING: Discipline hearing was put on hold until the end of December during the holiday season with an overwhelming number of cases. I visited Chicago Ave., I work with Union Steward Kelvin Gilkey; visited 103rd Street and worked with Union Steward Roger Love; visited 77th Street and worked with Union Steward Perry Thornton, and 74th Street garage and overturned accident charges. We must continually work hard keeping our 241 members employed. I also assisted in writing and updating grievances.

In January attended "NEW HIRE" training class with the 1st Vice President Woodrow Eiland and discussed the importance of how to stay employed.

PRE-ARBITRATION: I attended with President Keith Hill, and 1st Vice President Woodrow Eiland. We presented 20 cases 8 were allowed. We're diligently continuing to bring back employees.

SUPERVISOR MEETING: I attended with President Keith Hill talks and 1st Vice President Woodrow Eiland. We discussed maybe adding four supervisor positions: two now and two later.

DRUG HEARINGS: For the month January, I had approximately 8 drug hearings:

- (1) Second-time offender,(2) Three resigned instead of discharged,(3) To enter into SAP (Substance Abuse Program),(4) To be overturned, one due pre-employment and medications that were given in the hospital emergency room.

FYI There is several reasons an operator or mechanic should be drug tested.

Reasons are as follows:

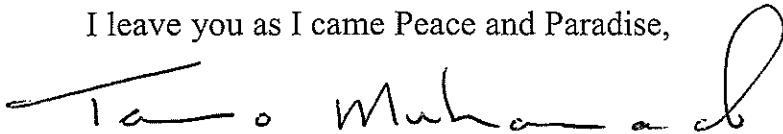
Appropriate Pre-Employment

Random: Reasonable Suspicion/Reasonable Cause

Post-Accident and follow-up: (Reckless driving is merely just a complaint from some outside source. That is a violation of FTA Policy.

Last but not least, I want every operator and mechanic and 241 members, we proved to the city that we are the first line of defense, and we must be respected as drivers, transporting people and warming buses throughout Chicago in inclement weather.

I leave you as I came Peace and Paradise,

A handwritten signature in black ink, appearing to read "Tanno Muhammad". The signature is fluid and cursive, with a large loop at the end.

Tanno Muhammad

2nd Vice President



Assistance Business Agent – Maintenance February 2019 Report

My name is Marqueal L. Williams I am the Assistance Business – Maintenance for local 241, this report is a brief synopsis of the events that occurring at The Chicago Transit Authority, Pace and First Transit.

Pension

As of January 24, 2019, pension plan balance is (1,746,371,488.79) One Billion, Seven Hundred Forty-Six Million, Three Hundred Seventy-one Thousand, Four Hundred Eighty-Eight Dollars, Eleven Cents. The Retiree Health Care Trust plan balance is (826, 518, 901.42) Eight Hundred Twenty-Six Million, Five Hundred Eighteen Thousand, Nine Hundred One Dollar, Forty-Two Cents.

RHCT CARD

The Retiree Health Care Trustees adopted Group Administrators as the Third-Party Administrator for the (HRA) Health Reimbursement Account, this account is for all the money that each member put into the Health Care Trust that is currently (3%) three percent of our wages, this account will give each member an expense card for medical purposes only.

Key points to remember is that it will be a \$10,000.00-dollar startup fee for implementation of the website and participant tracking system, \$.30 per member per month to track and provide customer services for participants who separate from CTA and are not enrolled in the health plan, also \$1.42 per member per month for participants who enroll in the HRA.

In order to receive the Health Care Reimbursement Account Card, you would have to be retired and of age 65 in order to immediately receive the RHCT Health Coverage, you must have opted-out the Retiree Health Care Trust Coverage. Only then you and your Spouse will be eligible to receive the coverage. It does not matter how old your Spouse is, **example:** If your age 67 and your Spouse is age 34, Yes, your spouse is eligible to receive the coverage, and if you pass away your surviving spouse will still receive coverage on the Health Care Reimbursement Account until your 3% funds are depleted from that account.

The most important thing to enact currently for **Active Members** is to check your account at least twice a year to avoid problems that may occur while you are retired, and your account is showing less than the 3% of your pay that you been contributing since 2008. For Active Members you would go online to groupadministrators.com. and for retirees who's enrolled you would go online to gal.wealthcareportal.com.

Naturally Slim

Wonder how some people can eat all their favorite foods and not gain weight? Well The Retiree Health Care Trust have the answer to that question, and it's called Naturally Slim. Naturally Slim is an Online Program that will teach you how to Lose Weight, improve your Health while eating the foods you love while reducing your risk of developing serious conditions like diabetes or heart disease and increase your chance at living a longer, healthier life.

Naturally Slim is available at No Cost to the Retired Members or their Spouse. The trustees to the plan have allocated \$100,000.00 One Hundred Thousand Dollars, the coverage amount for this will cover approximately 320 Three hundred and Twenty retiree and their spouse. First Enrolled First Accepted dose apply because space is limited.

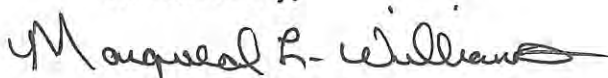
To Recap: Naturally Slim is No Cost to the Retired Members, Naturally Slim program is an online program only. If you decide this program is not for you, you can quit with not repercussion or charges. Call the Pension Office for further information.

www.naturallyslim.com/TMLHealth

Cold Weather Chicago Ave

On Wednesday January 30, and Thursday January 31, 2019 the weather was Negative 26 degrees with the windchill of Negative 54 below Zero. At Chicago Ave the heat went out. Upon calling the Union within (2) Two Hours we got heaters at that location then within 5 hours we had large heating units and 10 smaller torpedo heaters, then Thursday January 31, 2019 a water pipe burst, disabling the bathrooms at that entire location within an hour we had porta-potty available with the agreement by management that upon request if an employee have to sit down and have a bio-movement that he or she would be able to go over to Kedzie to perform his or her function. Update as of February 4, 2019, Operation and Maintenance Bathrooms are in working order, Boiler Heat is on at that location. If any time the heat or water is not working at your location must call the Union, in order to get assistance.

In Solidarity;



Marqueal L. Williams

Assistance Business Agent - Maintenance

Keith D. Hill
President - Business Agent

Toi W. Bowers
Financial Recording Secretary - Treasurer



Woodrow Eiland
1st Vice President

Tanno Muhammad
2nd Vice President

Marqueal Williams
Assistant Business Agent - Maintenance

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1613 SOUTH MICHIGAN AVENUE • CHICAGO, ILLINOIS 60616
TELEPHONE: (312) 341-1733 • FAX: (312) 341-1471

A.T.U. website: www.atu241chicago.org

February 4, 2019

MEETING NOTICE

Our next Mass Membership Meeting will be held
March 5, 2019. The first Tuesday of the month.

Meetings will be held at: 10:00am, 2:00pm, 4:00pm & 7:00pm

- Call to Order by President
- Roll Call of Officers and Executive Board
- President's Report
- Financial Report
- Report of the Officers
- Old Business
- New Business
- Adjournment

****LOCATION****

ATU Local 241
1613 S. Michigan Ave
Chicago, IL 60616

**(Parking will be available for all 4 meetings in the lot of True Rock Ministries located
57 E 16th St., Chicago, IL 60616 on the corner of 16th & Wabash)**

Keith D. Hill
President/Business Agent

Toi Bowers
Financial Recording Secretary-Treasurer

AFFILIATED WITH THE C.F.L. & I.U.C. - I.S.F.L. & C.I.O.



Dear Chicago Federation of Labor Affiliates,

Just a reminder that the deadline for high school seniors to apply for this year's William A. Lee Memorial Scholarship is February 13. Applications are available on our website at www.chicagolabor.org/scholarship. The CFL will award 10 college scholarships, valued at \$2,000 each, to 10 high school seniors. Please share this information with your members!

Eligibility

- The applicant must be a senior in high school and graduating in the spring of 2019.
- Either the applicant or the applicant's parent must be a member in good standing of a CFL-affiliated union.
- All applicants must complete the personal essay that answers the question: How has the Labor Movement impacted my life?

Deadline

Completed applications must be received by the Chicago Federation of Labor by 4:30 p.m. on Wednesday, Feb. 13, 2019. The Chicago Federation of Labor is located at 130 E. Randolph Street, Suite 2600, Chicago, IL 60601. Applications may be dropped off at the office Monday through Friday from 8:30 a.m. until 4:30 p.m. Mailed applications must be postmarked by Tuesday, Feb. 12, 2019.

In Solidarity,

Don Villar
Secretary-Treasurer

*Please note, this email is not checked daily. For a faster response to your inquiry, please email info@chicagolabor.org.
Thank you.

Keith D. Hill
President - Business Agent

Toi W. Bowers
Financial Recording Secretary -Treasurer



Woodrow Eiland
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February 4, 2019

THANK YOU!!!

To the Members of Local 241:

Myself along with the Officers, Executive Board and Stewards, would like to thank each and every one of you for the hard work and professionalism you exhibited last week during the brutal weather and sometimes in conditions that may not have been suitable for work. Each of you made conditions work for the riding public, and it's times like this, that make us better at the jobs we do.

I know that leaving your families and homes to show up for work may have been difficult for you, but you made it and did a fine job, this goes for every department and every work location, we worked together and made it work and you shined, thank you so much for a **JOB WELL DONE!!!!**

Fraternally yours,

Keith D. Hill
President/BA

Toi W. Bowers
Recording Financial Secretary Treasurer

Woodrow Eiland
1st Vice President

Tanno Muhammad
2nd Vice President

Marqueal Williams
ABA Maintenance

AFFILIATED WITH THE C.F.L. & I.U.C. - I.S.F.L. & C.I.O.

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Martin Luther King Jr. on Right to Work, 1961 ***Submitted on Friday, June 23, 2017 - 3:56pm***

In 1961 Martin Luther King, Jr. identified the effect of Right to Work laws in undermining economic justice and achieved democracy: “Wherever these laws have been passed, wages are lower, job opportunities are fewer, and there are no civil rights.”

While Right to Work advocates among business elites claim to be generously protecting the individual freedom of workers to avoid paying union dues, this display of concern is simply “a fraud,” King declared. “Its purpose is to destroy labor unions and the freedom of collective bargaining by which unions have improved wages and working conditions of everyone.

AwakeFree.c