



PRESIDENT'S REPORT

April 25, 2018

REPORT OF THE PRESIDENT B/A, KEITH HILL

- ✓ Labor notes
- ✓ North Park/Forest Glen, CUBS games
- ✓ Pre-Arb/Expedited arbitration
- ✓ Talk show about assaults on drivers
- ✓ Meeting with AFLAC
- ✓ Two visits to the CTA pension office
- ✓ Meeting about south shop job
- ✓ Five arbitrations and results
- ✓ PACE west labor meeting
- ✓ PACE southwest labor meeting
- ✓ Multiple location visits
- ✓ 241 day in Springfield
- ✓ Things to remember

LABOR NOTES:

The month start with Local 241 members, board, stewards and officers, 34 total 241 members in attendance. Labor notes conferences are the biggest gathering in the U.S. of grassroots union activist, workers center for leaders and all-around troublemakers (that is what they call unions). The three-day event had over 200 classes and workshops of your choice to attend. I hope all learned a few things to help build this union, I sure did and I'm looking forward to next year and hope more members will join us as we build to strengthen our union

CUBS GAMES:

The start of April brought us baseball with the high expectations of the CUBS. This year will mean more work for us as shuttles. CTA started off by sharing the streets between North Park and Forest Glen. Historically, these two garages have always shared the streets (shuttles), North Park working Clark Street and Forest Glen working the Addison route. The union took this as a violation of seniority on a couple of levels. After a meeting, we were able to resolve them as they go back to the old way of how the shuttles are done

RADIO SHOW:

We had the opportunity to have our voice heard, twice, across the nation. April 5, 2018 on "**LABOR FIGHTS BACK**" a California based internet radio show, April 17, 2018 on "**WLOB 1010**" out of Baltimore, lunch with labor. While a guest on both shows, it gave me the opportunity to express the concern I and others have for us as we do our jobs. Both shows focused on assaults on drivers, sharing both shows with three other transit union presidents. I admit, we are not in bad shape as other places, but we have a lot of work to do to protect ourselves as we perform our job. As I expressed on the show, we come across riders from all walks and all worlds, we see more action then the police. But the sad part is, we

PRESIDENTS' REPORT PAGE 2

Wednesday APRIL 25, 2018

get little help from the police:

- Often the police help us by removing the problem only to leave them to get on the next bus to continue and harass another driver.
- Also, I have often said the authority place operators in a hostile situation from the start by making us request fare twice, I think this agitate what already might be an embarrassing situation and cause conflict between the driver and passenger. This is being addressed with the CTA now.
- The third thing is, there is nothing keeping them from coming back again and again. If a person can be banned from an arena, a place of business, why not the bus?

This must be placed on our legislators' agenda along with stiffer punishment for assaults on us

AFLAC:

Wednesday April 18, 2018, myself and financial/recording secretary, Toi Bowers met with AFLAC to discuss a few issues for our members. AFLAC couldn't answer much about giving CTA the power over the claim but promised that they will look into this and address it. Their main focus was getting on the property to sign up more members instead of reversing the main problem. We both expressed that it's wrong for the member to have to be denied by CTA for whatever reason and not pay on a policy that has nothing to do with CTA. After meeting for a while, he promises to bring someone from headquarters in to talk with us. We have five different companies that we use for supplement insurance, I think it's time we put out another RFP (request for proposal) and see who can give us the best for our money

PRE-ARB, EXPEDITED AND ARBITRATION:

- Expedited was held this month:
 - we took and discussed 50 grievances over and was successful in 38, in some form
- Pre-arbitration was also held this month:
 - We were successful in returning 8 brothers and sisters back to work
- Arbitration was held on three cases this month:
 - We have two (2) operators returning with full back pay and seniority
 - Two (2) G.O. (general office) cases and one maintenance case
 - One G.O. case, CTA asked for more time to gather information
 - The other case, CTA is trying to locate their witness and asked for more time
 - We have a member who is going to be paid for work performed for almost two years at a lower rate, he will receive back pay at the higher rate, at that time
 - A bus servicer will be brought back to work and paid his 26 weeks of sick pay that he was not paid while off
- We also had a few grievances settled and some results come back this month
- CTA sent over a request of the attorney who will be handling two (2) labor charges for local 241, I asked the cases and happy to say, we are close to resolving them as well as some settlements

PRESIDENTS' REPORT PAGE 3

Wednesday APRIL 25, 2018

- We also took a few loses as one case of arbitration was lost, a cell phone case was lost as well

SOUTH SHOP JOB:

2nd Vice-President, Tanno Muhammad and myself attended a meeting about the change of duties of a job at south shops, at this meeting we had no problem proving that our member was over worked and under paid, the CTA agreed to move the member up a pay grade and they will not have to follow a level progression but the discussion of how far to go back on the back pay is ongoing.

PENSION OFFICE:

After sitting down with our members in the pension office, it is clear that 241 must make and show a presence in this department. When we work, we should be paid for the work we do. Also, we must remember in departments who has a combination of union and non-union workers, the contract governs us in many areas and protect us as well.

241 DAY IN SPRINGFIELD:

241 will be going to Springfield on May 16, 2018 from 6am to 6pm

- **ASSAULTS ON DRIVERS**
 - It's time for us to start laying the ground work to increase the penalty for when we are assaulted and a ban from the bus
- **RHCT:**
 - We must start to address this in many different areas, from retirees to the active worker and the part-time paying into a benefit they are not entitled to

So please, call the union office to get on the list and let's start to fight to make change

PACE WEST AND SOUTHWEST:

PACE west and PACE southwest both held labor management meetings during the month of April. There will be ongoing meetings, every three (3) months where we will work to resolve grievances and other garage issues.

- PACE west has voted and approved their contract which will be voted on by the PACE board in MAY
- PACE west labor meeting:
 - we talked about adding another day on the run pick instead of picking for 11 or 12 hours in two days, they will do three days, two at eight hours and one at four hours, this is only at a trial basis for the next two picks
 - we resolved two grievances during this meeting and addressed other issues and concerns on behalf of the members at PACE west
- PACE southwest labor meeting:
 - Was a very good meeting we addressed
 - We will be opening contract negotiations with PACE in the month of May
 - Pre-determined discipline

PRESIDENTS' REPORT PAGE 4
Wednesday APRIL 25, 2018 (CONT.)

- Training
- The run pick and the amount of time to address the runs

PRESIDENTS' B/A REPORT CONT.:

THINGS TO KNOW:

- Please remember to renew your CDL, you can renew your license at least 1 year before it expires, when renewing your license, have your birth certificate or your passport
- Please remember to check your beneficiary on all your paperwork with CTA and PACE
- The union will be collecting emails again from all departments as we try to always keep the members involved, so please call the union office and make sure we have your information
- As more people are out, as it gets warmer, let's pay attention to things in the street and count all people that board the bus

In Solidarity,

A large, light blue graphic of a hand with fingers spread, holding a globe of the Earth. The hand is positioned in the center of the page, with the fingers pointing upwards and outwards. The globe is held in the palm of the hand.

Keith D. Hill

Keith D. Hill
President B/A

we
STAND
TOGETHER



LOCAL UNION 241 • AMALGAMATED TRANSIT UNION

A.F.L. - C.I.O. - C.L.C.

1613 S. Michigan Ave., Chicago, Illinois, 60616

TELEPHONE: (312) 341-1733 • FAX: (312) 341-1471

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

April 26, 2018

**Come join us for
Lobby Day
Springfield, IL
May 16, 2018 6:00am - 6:00pm**

**All active and retired members interested in going,
please contact the union office at 312-341-1733.
Seats are limited!**

**We will meet at the 77th Street Garage at 6am to
depart for Springfield.**

Keith D. Hill

Keith D. Hill
President/Business Agent
ATU Local 241

Toi W. Bowers

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

Woodrow Eiland

Woodrow Eiland
1st Vice President
ATU Local 241

Tanno Muhammad

Tanno Muhammad
2nd Vice President
ATU Local 241

Marqueal Williams

Marqueal Williams
ABA Maintenance
ATU Local 241



LOCAL UNION 241
AMALGAMATED TRANSIT UNION

Bowling Outing

Wednesday, May 9, 2018

7-10pm

Cost: \$20.00

(includes shoes and food)

Town Hall Bowl

5025 W. 25th St.

Cicero, IL 60804

Union Office: (312) 341-1733

Info: Danita (773) 354-0838





April 25, 2018

REPORT OF THE FINANCIAL/RECORDING SECRETARY-TREASURER

Labor Notes

The date that I attended Labor Notes was on April 6, 2018.

Here are a some of the classes that I attended:

Defending your pension

This class discussed how Unions are fighting back to defend their pensions as well as information you will need to extract from Management when bargaining, in order to keep what you have.

Did you know that 54% of workers do not have a pension? Most of these workers are not in a union.

There are 3 legs of retirement

- ✓ Your savings
- ✓ Your pension
- ✓ Your social security

In order to have a comfortable retirement we need all three

Race and Labor

Racism is in the workplace as well as the Unions. This class was an abbreviated version of a workshop and a lot of conversation among Washington. I thought it was a very healthy discussion; something we might need to discuss in our Union.

FMLA

When writing a grievance in reference to FMLA, you want to always include the *remedy* to be made whole with the benefits and FMLA eligibility. When you win a FMLA case you will get *double pay* and all attorney fees paid.

Pace

Attended an all Pace meeting April 8, 2018

Aflac Meeting

In the meeting was President Hill and myself, we made it clear that we are not happy with the way AFLAC has been denying our members claims. It was firmly expressed to look into this matter and make our members whole. You took money from our members, **GIVE THEM THE SERVICES THEY PAID FOR!**

Vacation

I was on vacation April 8-25th 2018.

While on vacation I attended a special grievance meeting as well as a Pension Board Investment Meeting.

Education

I am actively involved with an organization called "Healing to Action"

There is a two-day educational workshop called #METOO that will be held on Sunday May 6th and Monday May 7th. If you are interested please see the attached flyer.

Fraternally,

A handwritten signature in black ink that reads "Toi W. Bowers". The signature is fluid and cursive, with the first name "Toi" being more prominent.

Toi W. Bowers

Financial/Recording Secretary-Treasurer

BUILDING A #METOO WORKER-LED RESISTANCE

MAY 6th & MAY 7th | CHICAGO

REGISTRATION

ABOUT

#Metoo helped millions of survivors bravely call out workplace sexual violence. In response, survivors in Chicago from across cultural identities and blue-collar industries have called for a “movement of resistance to tolerance of sexual violence in the workplace, for all low-wage workers.”

This two-day training by the Coalition Against Workplace Sexual Violence will provide grassroots organizers and workers the tools to open a dialogue in their communities on the root causes of gender-based violence, create safe spaces for workers experiencing gender-based violence, and build individual and institutional allyship in their communities.



WORKSHOP SCHEDULE

10AM-12PM

T R A U M A
1 0 1

INTRO TO GENDER
OPPRESSION

12-12:30PM

LUNCH & RESOURCE FAIR

12:30 - 2PM

TOOLS
FOR
SURVIVORS

SURVIVOR-LED
ALLYSHIP

Learn the full curriculum or individual modules.
[Register by April 27th.](#)

CONCLUSIONS

GET TICKETS
CHICAGO WOMEN IN TRADES
2444 W. 16TH ST.
CHICAGO, IL 60608



Lunch will be served. Childcare, transportation assistance and language interpretation will be available. Please indicate language and childcare needs on the registration form.

Website
www.healingtoaction.org/metacore sist



April 25, 2018

1st Vice President's Report

For the month of April, I have been assigned various duties by President Hill.

NOTE: We still have Senior Managers accelerating discipline on Safety Violations when you go out I.O.D. If this is happening at your garage please call the Union Office or bring it to the attention of your Union Representative and fill out a grievance A.S.A.P.

In the contract (Article 16) states that CTA has 15 days to notify you of any violation. The clock (time period) stops! Then CTA has ten (10) days to discipline, if they go pass any of the two (2) CTA CANNOT charge you for the violation. Several garages have been going pass the allotted time. If this is happening at your location please contact your Union Rep's at your location or the Union Office and speak to an officer.

I was assigned to Chicago Ave. training center to sign-up the New Hires. I was also assigned to various garages to assist Union Rep's with discipline. Meanwhile, managers are still not investigating before writing violations.

President Hill, Myself (1st VP) and the 2nd Vice President met with Vice President of CTA, Pat Miller and Labor Director, Ms. Lunde about different garage issues.

I attended the Pre-Arbitration hearing along with President Hill and 2nd Vice President Muhammad, along with Executive Board Member, Jose Colon. They tried twenty (20) cases and won eight (8). That means that 8 members will get their jobs back with no extra cost to the Local (NO LAWYER BILLS).

Cushion Ride money from 2014 is finally over. The Class Action Grievance was settled! Every active operator that went to another garage, or back to their previous garage will receive a check of \$31.00 x 8 hours. Totaling 525 operators.

I will be on vacation for 3 weeks in the month of May.

Humbly Submitted,

A handwritten signature in cursive script, appearing to read "Woodrow Eiland".

Woodrow Eiland
1st Vice President



Report of the 2nd Vice President

April 25, 2018

First, I would like to give thanks to our Creator Whom is called by many names (**Allah**). I hope you and your friends and families are in the good health and in the best spirit.

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

The Month of April 2018, after the Mass Membership Meeting, I visited our retirees. They want to congratulate all the Officers and Board Members for their hard work and dedication.

April 6 thru 8, I attended Labor Notes, where hundreds of Union families and friends attended classes, learning more about Labor Union. There were hundreds of classes for everyone to attend. The one class that stayed on my mind was the comparison of Black Unions to other Ethnic Unions. The disrespect of Nurses, Teachers and Transportation in Southern states like Alabama and North Carolina. They do not have a strong voice.

On April 8, 2018, all the Officers attended a meeting for all **PACE GARAGES** with Pace West Union Steward Chris Chinn, it was a very informative meeting on issues like:

WRITE UPS:

- **The employees must take the first bus pulling out, if late, they must press the RTT.**
- **A part of the mandatory training on the pre-trip is opening the battery hatch which is a mechanic's job.**
- **If the new bus break down the hatch is on the left-side/street side. It is a safety issue.**
- **The Operators are being bullied by Dispatchers/Supervisors and Managers.**

On April 20, 2018, **Labor Management Meeting (Pace West), President Hill**, 2nd Vice President Tanno Muhammad and Union Steward Chris Chinn, we successfully resolved several issues above and grievance disputes. Pace West Run Pick will be May 19, 20, 21, 2018. Saturday and Sunday 8hrs, Monday 4hrs.

On April 23, **Labor Management Meeting Pace South West, President Hill**, 2nd Vice President Tanno Muhammad, Executive Board Caesarie and Union Steward Pam all attended. Resolved some grievance issues and there are many other items on the agenda. Some listed:

- **Red Book issues making sure there are no violations of seniority**
- **Drive cam will be used as a coaching session**
- **Supervisors are used for non-discipline sessions only**

April 11 and 18, 2018, meeting at 567. We stopped the Chicago Transit Authority from having Operators who worked at Forest Glen from pulling out buses from North Park Garage for the Night Chicago Cubs Baseball games. We also discussed Janitors uniforms and them tapping in and out by phone and at their work locations. If they are to wear a uniform they must have a Janitorial Uniform voucher. More to be discussed on the tapping.

PRE-ARBITRATION

April 16, 2018, we are continuing to fight hard. We brought approximately 8 members back to work with no cost to the memberships.

I also visited 77th, 103rd, 74th, North Park, Chicago Avenue and Kedzie Garages. I assisted with several discipline hearings, discharges and accidents cases and writing grievances.

On Friday April 13, 2018, STEP II GRIEVANCES.

DRUG HEARING:

I had approximately 5 drug hearings, 2 saved SAP, 1 discharged random drug test, a second rule violator, 2 postponed called a substitute refusal.

On April 24 attended discipline hearing at West Shop and Janitorial pick meeting. I just want to say that Mr. Paul Tolson is a dedicated Executive Board Member, while being ill, he came to make sure that the Janitors' pick was conducted properly.

PENSION MEETING

APRIL 13, 2018, attended Retirement Plan for CTA Employees/Marquette Associates conducted a MWDBE The Trust issued a (RFP) Request for Proposal. We received responses from two Investment Firms. The respondent must meet the qualifications as defined in the Business Enterprise for Minorities, Women and Person with Disabilities Act. (see attachments).

1. Piedmont
2. Rhumblin

Pension Fund: 1.8 billion dollars, members are paying 12.1%

HC Trust: over 853 million dollars, 104%, members are paying 3%

Pension Meeting: April 26, 2018, 9a.m. at 200 West Adams, 17th Floor

I leave you as I came in Peace and Paradise!

Tanno Muhammad
2nd Vice President
ATU Local 241



Assistance Business Agent - Maintenance

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.

MAINTENANCE DEPARTMENT GRIEVANCES MAY-2018

The Grievance Committee recommended the following grievances for arbitration

- * 18-0151 *18-0131 *18-0227 *18-0059 *17-0409 *18-0021
- * 18-0958 Pace Southwest

The Grievance Committee recommended the following grievances for expedited arbitration

- * 18-0158(B) * 18-0134

The Grievance Committee recommended the following grievances not to arbitrate

- * 17-0961 * 16-0845 *17-0594

The following grievances was resolved and withdrawn

- * 18-0122 discipline removed * 18-0154 Overtime was given *18-0186 discipline removed
- * 18-0121 discipline removed * 18-0120 pay resolved member was paid over \$10,000 dollars

Just because the Grievance Committee recommended the following grievances: It Still Have to **COME BEFORE THE ENTIRE MEMBERSHIP FOR a VOTE.**

Maintenance Department Attorneys

On April 16, 2018 Maintenance Department had a successful arbitration, the member was out for over a year and a half, the maintenance department have (3) three more arbitration scheduled this year Tim Williams, Thomas Conner and Michael Barns.

Last month I reported the need of moving grievances with transparency, I only made sure the attorneys have 5 CTA grievances at a time and 5 Pace grievances.

Pace Southwest

We are waiting on Janika Thomas arbitration. As I reported in the August 1, 2017 Mass Membership Meeting Local Union 241 filed an unfair labor practice on Pace Southwest on (2) two issues, Pre-Determine Discipline, and unscheduled discipline. Pace Southwest would give you a referral for discipline and schedule you and the union to come in 30 minutes before your run starts, for what you're being discipline for, Pace would have the discipline

paperwork already done with all the discipline checked off, without hearing the members point of interest, then after that interview Pace Southwest would have another unscheduled discipline sheet ready with the same demeanor, and now because of the last interview lasted over 20 minutes now they give you only 10 minutes and let you know that you still have to check on time and do a vehicle pre-check as well. After filing the grievance on this as well as the Unfair Labor Practice, I had a meeting during that meeting Pace removed the discipline from that member and we discussed the Unfair Labor Practice about the Pre-Determine Discipline as well. On March 30, 2018 Local 241 filed another Unfair Labor Practice because this action is still going on, and the union will continue to fight this. It's almost contract negotiation time for this Pace Southwest.

First Transit

First Transit use to be MV. Transportation, all members was transferred on April 1, 2017 to the new company, while contract negotiation grows to a close the only major topics are health insurance, and wages.

Illinois Joint Conference

This conference is the most important conference that this local have the privilege to attend, myself along with several other unions' agenda this year was to fight paying full insurance while on workers compensation while being Injured on Duty. Local 241 have several Pace Property's that this issue is a major concern because it takes half of your check because the company makes you pay the full medical, and not the premium plan price. This is not happening to only Local 241 Pace members but several other ATU Locals across Illinois, I personally talked to several Senators and they were all unaware this practice was going on in Illinois. Senator (r) Neil Anderson said he will take the lead on this issue and try to resolve it with other Senators.

It was a great experience when other ATU Local help out in your needs, because I'm not in this senator district but the other ATU Locals that was in the room with me was, and that made a great difference from being heard before the Fireman Union.

Labor Notes

Labor notes was free to all ATU members, this is another important conference that the labor movement is privilege to, Labor notes have multiple training section going on at the same time teaching members, how to defend themselves against the company, and also how to be a great union member activist. The workshops that are given are very informative and educational.

Pay Issues

As I reported last meeting if you're having pay adjustment issues please call or text, and I we will get them corrected. Everyone that contacted me the pay was straighten out, I must commend The Chicago Transit Authority for the hard work that was done to correct this process. This concludes my Assistance Business Agent Report.

In Solidarity;



Marqueal L. Williams

Assistance Business Agent - Maintenance