



May 30, 2018

**REPORT OF THE PRESIDENT/BA KEITH HILL:**

- ✓ Bidding on Building
- ✓ Badges
- ✓ Drug Hearings

In the month of May 2018, time was spent working in the office and at several work locations, as officers try to complete our vacations before the end of June, bear with us as we cover for each other to meet the members' needs

**RFP for new Health Insurance Carrier:**

CTA has put out the RFP (request for proposal), per the contract, for us to see who will better serve our members as a healthcare provider. As the process moves forward, we will report to the Board and Members all that responded to the RFP. We will research all and bring it to the members for all to discuss and make a choice that better suit our needs.

**Ventra case meeting to settle:**

There have been two meetings with our attorneys and the CTA in an attempt to resolve the Ventra ULP, this case has been before the Department of Labor twice. The strong point in the case is the work that has been taken from the local but we must first overcome the fact that the grievance was filed untimely. There are two more meetings scheduled in an attempt to resolve the grievance issue and I can say after the first two meetings, I think we can settle this case and bring some resolution and relief to our members who have been harmed while getting some control over the work in general office. As we move forward I will keep everyone posted.

**PACE West dates on contract:**

PACE West management and the PACE board has approved the contract and can implement the new pay rates as of June 8, 2018 and retro checks, tentatively, will be issued on June 15, 2018. We are also working on new books.

- PACE West also had a pick in the month of May, we are on a trail for this pick and the next one after it. If the members are not comfortable with this way of picking we will return to the old way of picking for the winter pick.

**Report of the President B/A, Keith Hill**  
**May 30, 2018 (cont.)**

**Expedited and pre-arbitration:**

Myself and the First Vice President Woodrow Eiland attended expedited arbitration hearing against the CTA in the month of May there were 55 cases discussed with us winning 48 in some form.

- Pre-Arbitration in the month of May was handled by the ABA of Maintenance, Marqueal Williams, and the issues of that department. I was not present, details and results for the month will be reported by the ABA of Maintenance.

**ATU International Black Caucus:**

I attended the ATU International Black Caucus this month which was a great experience and I encourage others to join. With more than 300 ATU Black Caucus members in attendance over three days at the Tommy Douglas Conference Center for the 51st Annual ATU Black Caucus Conference. The theme of this year's conference is "Reclaiming The Dream – It's Not Over". Caucus members heard from speakers, including ATU International President Larry Hanley, candidate for Maryland Governor and former NAACP President and CEO Ben Jealous, Maryland House Delegate and Chairwoman of Congressional Black Caucus Cheryl Glenn, and others. Attendees took part in a "Janus – Right-to-Work" training to prepare for the upcoming U.S. Supreme Court decision. I really would like more 241 members to attend with me next year as we build our union up and strengthen our members with knowledge.

**Trip to Springfield:**

Trip to Springfield was a great start to rebuilding our base downstate. We took three issues just to educate and lay the foundation as we prepare to start the work in Springfield.

- The RHCT has several issues that need to be addressed from the retirees to the full timers to the part timers, we have issues that we must address.
- The next issue are assaults on drivers and the riding public, safety remain a major concern for this administration and the protection of all workers as we perform our job, I will be addressing this issue in Washington DC in the month of June.
- The next issue was the disparity in pay that affect maintenance workers on a deal that was made in Springfield. As we were leaving, I received a call from a legislature who had CTA in front of them demanding answers on the who, what, when and how this happened. I have a commitment from this Representative to work with me to address this issue.

**JANUS training:**

The Board and myself attended another training for JANUS ruling from the ATU International. I believe this board is ready to take on the challenges that we may face in the upcoming months, as the attack on Unions and the Middle-Class Workforce continue to be a strong movement in the United States. A recent anti-worker U.S. Supreme Court decision demonstrates just how important it is for workers to join a union and build power in the workplace. “The Supreme Court lent the weight of yet another decision to the cause of crushing American workers and their families. This has been the goal of the right wing, to capture the courts and prevent the

**Report of the President B/A, Keith Hill**  
**May 30, 2018 (cont.)**

constitution. They are winning this round. The decision allows employers to require workers to agree not to join together in class-action lawsuits. The decision is a blow to workers fighting against wage theft, violations of labor laws, discrimination and other crimes committed by greedy bosses with deep pockets. The gig economy tyrants – Uber, Lyft, and others – can continue their exploitative ways while workers are left powerless to band together to fight for their rights. American workers are already being robbed by corporate America and this tilts the playing field even more.

**Hearings:**

I handled nine discipline hearings in the month of May as I assisted or covered on behalf of several executive board members on vacation from different locations.

- I handled two drug hearings at CTA headquarters.
- I also had several meetings with CTA:
  - In one meeting CTA identified that they are going to try something different to handle reckless driving complaints. After hearing CTA and seeing they really had no clue or plan, I offered no comments. After discussing what I was told with the other officers we came up with a plan of our own please see your union officials at your location or call an officer to get details.
  - Another meeting we discussed and we're one step closer to getting rid of the metal badges, Gales have changed the design of the badge and will be starting with Local 308 in the next month then Local 241 as they try to slowdown the rush for orders, so just hold on for a little more time we will be back in patches soon.
  - Cell phone and smart watches the month of May we had over 17 cases system wide. We had CTA acknowledging the difference between display and usage I hope we can keep the two separated.

**Events to bring the members closer:**

- I would like to thank all on a successful bowling outing for the members of Local 241. I met a few new members as well as get my behind kicked by a few members in bowling, but all and all I had a great time.
- We are preparing another event for June 30, we will be hosting a skating party as we try to bring us together and have a few laughs in the meantime from our stressed filled work



day. Please see your union reps at your location for ticket information and come out and let's roll to some smiles.

In Solidarity,

*Keith D. Hill*

PBA Keith Hill

team  
work



May 30, 2018

May Monthly Report of Financial/ Recording Secretary- Treasurer, Toi Bowers

#### DUTIES

Day to day duties and operations of the Financial/ Recording Secretary- Treasurer office.

#### SPECIAL GRIEVANCE MEETING

A special grievance meeting will be held on June 6, 2018. All members grievances that will be addressed will receive a letter of notification to attend the meeting.

#### INCREASE IN MINIMUM DUES AND PER CAPITA

Under Section 18 of the Constitution and General Laws, the per capita tax and minimum dues rate for all active members must be adjusted each July based upon the annual percentage increase in the Consumer Price index published by the U.S. Department of Labor. Effective July 1, 2018, \$1.00 a month increase.

#### CORRECT ADDRESS

21.8 of the Constitution and General Laws. Notice of Address. Member are required to keep their Financial Secretary notified of their correct place of residence.

#### GRIEVANCES ASSESSMENTS

Sect 12 (F) Local 241 Bylaws.

Should the membership vote to arbitrate any grievance, all cost incurred, including but not limited to arbitrator's fees, legal fees and court reporter fees, shall be assessed to the membership. There will be a assessment covering the period of January 1, 2018 to May 31,2018.

#### COLLECTION OF DUES

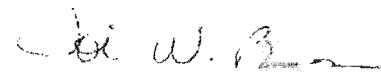
If you owe the local any outstanding back dues, the local will recover any back dues that are owed. If you have any questions, please contact the Financial/ Recording Secretary- Treasurer.

#### INSURANCE

Members please invest in some form of whole life or term life insurance.

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Financial/ Recording Secretary- Treasurer

  
Toi Bowers



May 29, 2018

## 1<sup>st</sup> Vice President's Report

For the month of May, I was on vacation and attended the ATU Black Caucus.

REMINDER: Please do not use your cell phone for *ANYTHING*. It seems like CTA have spotters on any and all bus lines and they are watching like hawks. The discharges for use of cell phones are extremely high.

REMINDER: CTA is pulling operators out of service for complaints on reckless driving. They are paying operators until the hard drive comes back. The Union feels as if they (CTA) are creating their own absentee problem.

REMINDER: Please cancel your GBA, Disability Insurance by June 1st. They are going up 400%. We are in the process of getting some other disability insurance for members to choose from.

While on vacation I still attended my Second Step Hearing because I didn't want to fall behind.

I also attended Expedited Arbitration with President Hill where we won about 60 out of 70 cases. A total of 50 cases were won with back pay with no lawyers charged to the Local.

However, we are spending a lot of money on Labor Board charges that are being dismissed by the Labor Board. They are being filed by members and we are being billed by their lawyers that's going to be assessed to the members.

Lastly, I attended the Springfield trip where we met with:

- ❖ State Reps
- ❖ State Senators

We talked about, and handed out letters of information on:

- ❖ Pension and HCT (Health Care Trust) for 241 Employees and Retirees

We also talked about Assault on Transit workers and the riding public as well as Maintenance issues; that they should be getting paid prevailing wages.

I know the trip to Springfield was worth it and we will continuously keep fighting until we get results.

Humbly Submitted,

A handwritten signature in black ink, appearing to read "Woodrow Eiland". The signature is fluid and cursive, with a large initial "W" and a long, sweeping underline.

Woodrow Eiland  
1<sup>st</sup> Vice President



**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](http://www.atu241chicago.org)**

## **MASS MEMBERSHIP MEETING**

JUNE 5, 2018

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

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

The month of May we celebrate Mother's Day and Memorial Day. I would like to say to all the Mother's, it is not just a day of giving gifts and flowers for the gifts cannot define how great you all are because Mother's Day is every day. Thank you for all of your sacrifices and your fight in this Labor Movement. Memorial Day To all the family members of our fallen Veterans, we Salute them and thank you for their sacrifices in serving this country so that we may be safe in our own home.

Once again, we had a large number of members on cell phone violation. Please (See Attachment 54-09).

## **May 7-10. FTA Drug Conference**

FTA. DRUG AND ALCOHOL PROGRAM. (See Attachment)



Testing Key Points	Test Type	Key Points
	<b>Pre-Employment</b> (§655.41)	<ul style="list-style-type: none"> <li>- Pre-employment drug test required, with negative result received before first SS duty</li> <li>- Request previous DOT employer drug and alcohol testing history – 2 years</li> </ul>
	<b>Random</b> (§655.45)	<ul style="list-style-type: none"> <li>- At least 25% for drugs, 10% for alcohol</li> <li>- Update random pool before selection; keep list secure</li> <li>- Spread testing reasonably and unpredictably</li> <li>- Employees must proceed immediately</li> </ul>
	<b>Post-Accident</b> (§655.44)	<ul style="list-style-type: none"> <li>- Verify event was associated with the operation of a vehicle (incl. wheelchair lift) .</li> <li>- Establish that at least 1 of the 3 criteria is met</li> <li>- Test any covered employee who could have contributed – ALWAYS drug and alcohol</li> <li>- Clock: 2 hours / 8 hours / 32 hours</li> <li>- Make sure to document</li> </ul>
	<b>Reasonable Suspicion</b> (§655.43)	<ul style="list-style-type: none"> <li>- Contemporaneous physical signs and symptoms observed</li> <li>- Ordered by trained company official/supervisor</li> <li>- Drugs (anytime on duty), alcohol (just before, during, just after ss function)</li> <li>- Make sure to document</li> </ul>
	<b>Return-to-Duty</b> (§655.46)	<ul style="list-style-type: none"> <li>- Return-to-duty test after completion of SAP's treatment plan</li> <li>- Test must be directly observed</li> </ul>
	<b>Follow-Up</b> (§655.47)	<ul style="list-style-type: none"> <li>- Follow-up schedule according to SAP's plan</li> <li>- Follow-up tests unannounced and unpredictable</li> <li>- All tests must be directly observed</li> </ul>

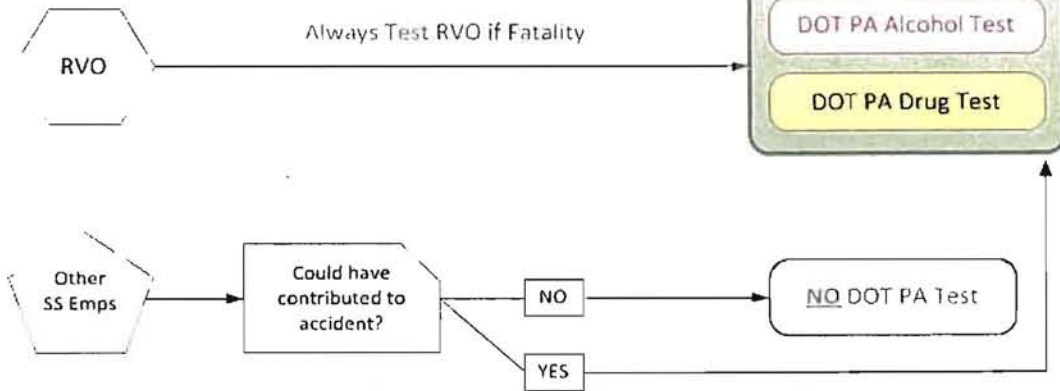
Information – Employer to Collector: *Employer must provide the following to the collector for each drug test (§40.14):*

- |  |  |
|--|--|
| ✓ Name of employee                       | ✓ MRO name, address, phone #, and fax #          |
| ✓ Employee SSN or ID #                   | ✓ DOT Agency regulating the employee's ss duties |
| ✓ Laboratory name and address            | ✓ Test Reason                                    |
| ✓ Employer name, address, phone #, fax # | ✓ Whether the test is to be observed or not      |
| ✓ DER name and phone #                   | ✓ (Optional):C/TPA name, address, phone #, fax # |

## FTA Post Accident Decision Making

### FTA Defined Accident (Fatal)

Fatality



### FTA Defined Accident (Non-Fatal)

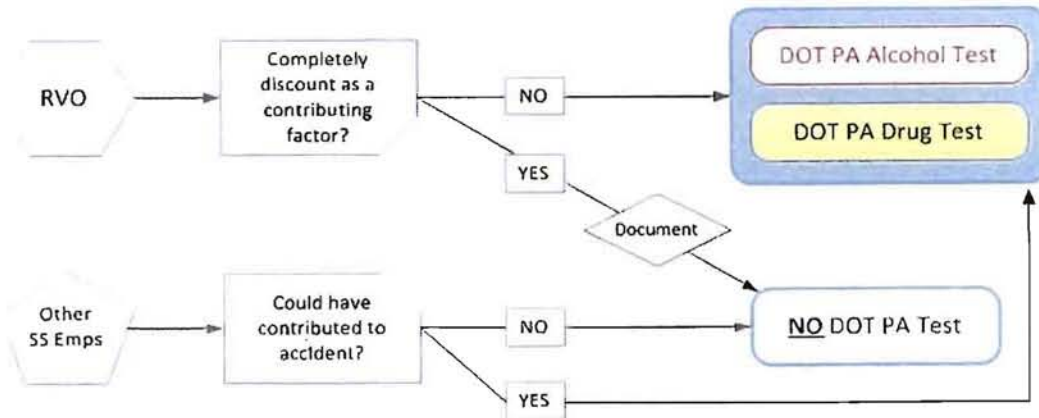
Disabling Damage

and/or

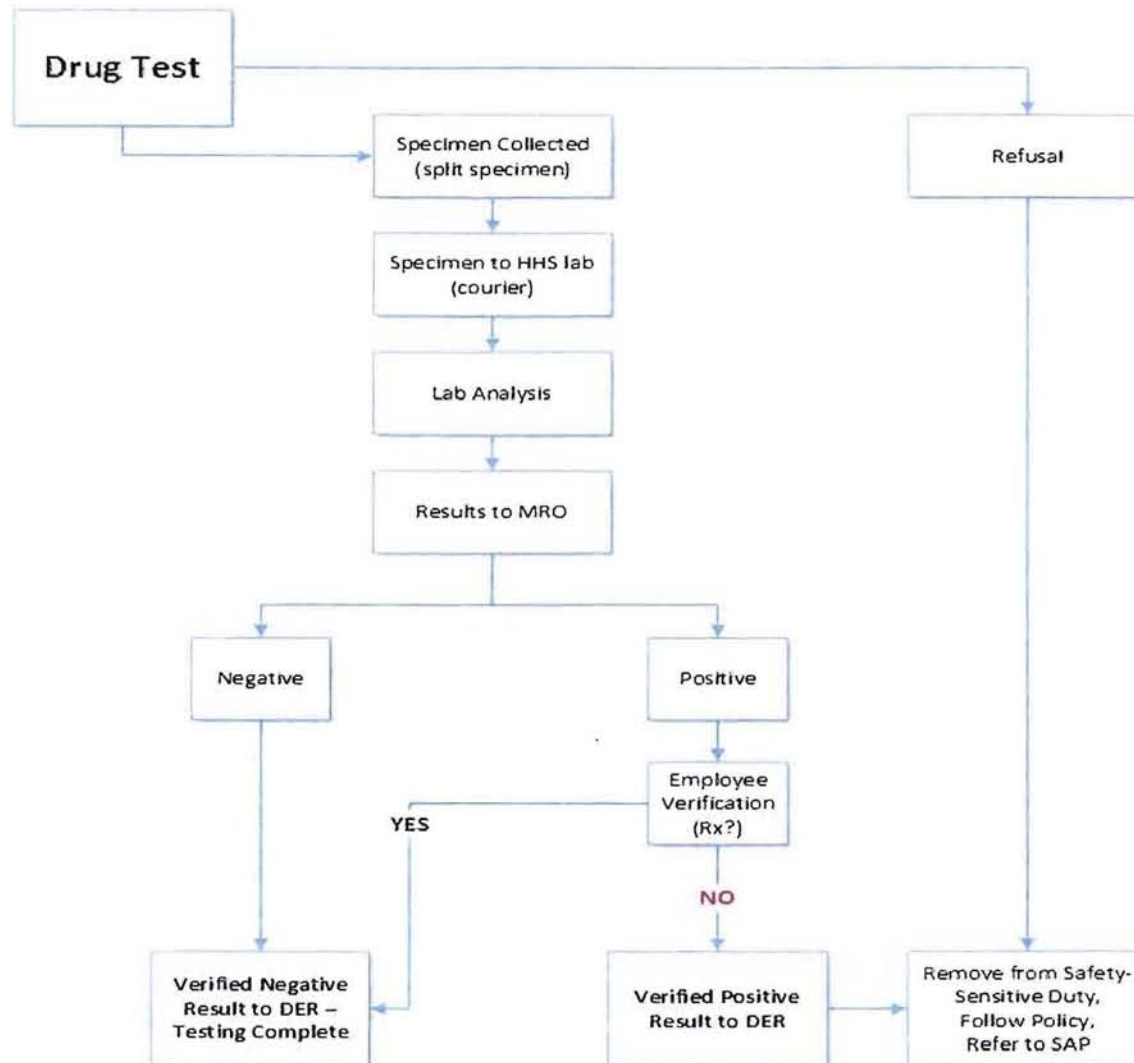
Medical transport

and/or

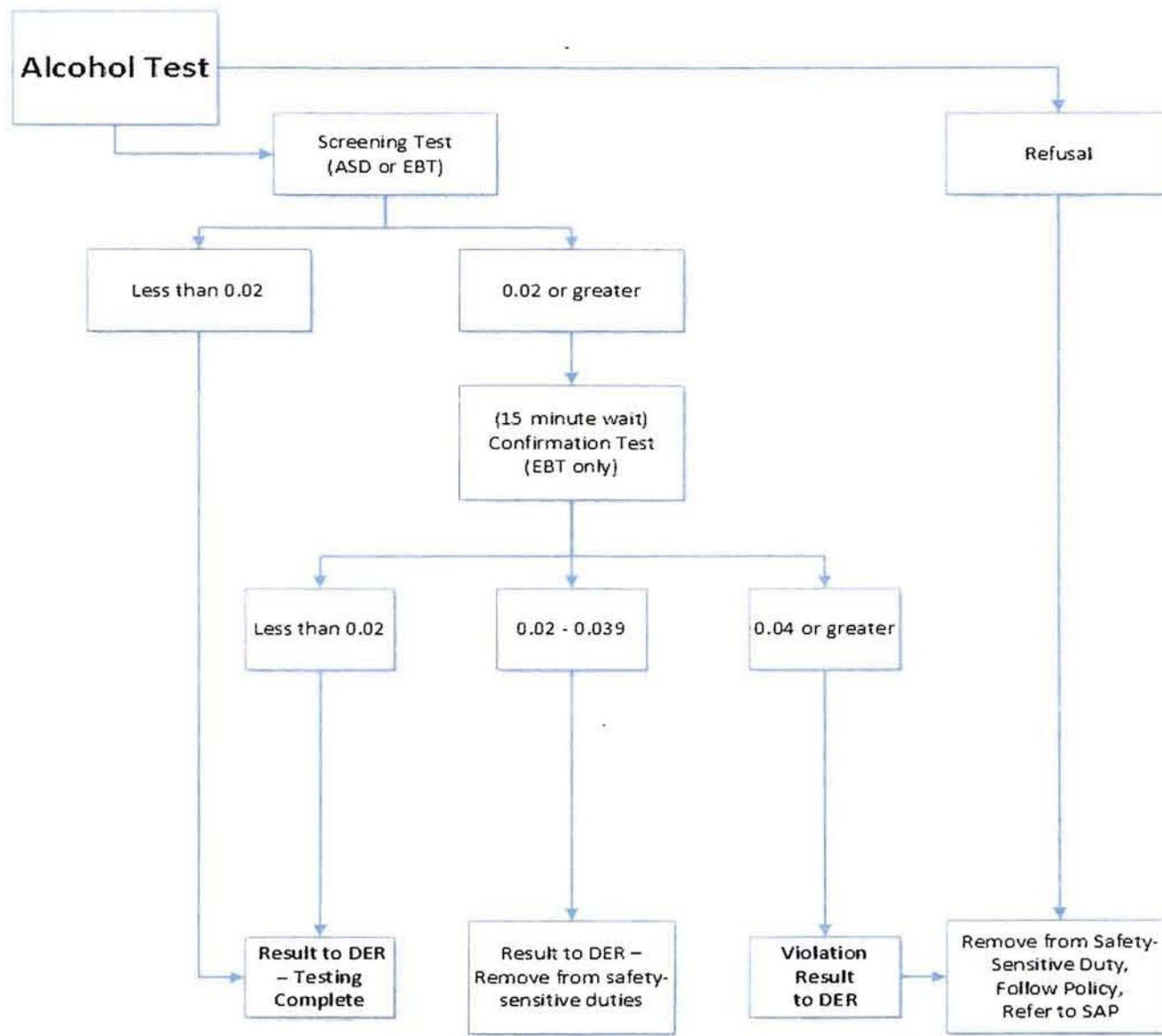
Removed from SS Service  
(rail, trolley, or vessel)



## Drug Testing Flow Chart



## Alcohol Testing Flow Chart





## Drug Hearing

I had approximately 3 drug hearing 2 saved SAP and 1 discharged a grievance will be filed.

May 22, I met with Attorney Sterk local 241 filed a class action grievance on behalf of the Labor Department. The was caught sub-contracting ours work a court date set for June 8, 2018 CBA 2.7

I attended Discipline at West Shop, North Park with Executive Board Member Eric Slater. 77th. Furquaan, Chicago Ave with Union Steward Gilkey, 74th with Executive Board Rodney Taylor, 103<sup>rd</sup> executive board Covington and Union Love. To I was to thank all Executive Board and Union Steward for their hard work ("Each one, Teach one".)

Also attended step II meeting at 567

May 24.2018 Pension meeting

Pension fund 1.8 billion members 12.1%

HCTrust 857 million members paying 3%

I leave you as I came Peace and Paradise

Tanno Muhammad

Rail	file		g	file	x
	post		m	post	x
	spl.			other	
G54-09					
Supersedes G57-08					

# General Bulletin

TO: All Bus Operations and Bus Maintenance Employees

SUBJECT: Zero Tolerance for Use of Electronic Devices While Operating CTA Vehicles

EFFECTIVE: AUGUST 5, 2009

Across the country there has been an increase in serious and fatal vehicle accidents relating to the operator's use of a cellular telephone or other personal electronic device while operating a vehicle. The May 8, 2009 accident involving Boston trolley cars is only the most recent of these preventable tragedies. A fatal crash involving a Metrolink train in September 2008 also has been linked to cell phone usage and/or text messaging. Additionally, CTA operating employees continue to demonstrate a disregard for CTA's current restrictions on cell phone use, with the Bus System having literally hundreds of violations over the last three years and the Rail System averaging over six per year. From this, management concludes that CTA's existing policy has not been successful in preventing the use of electronic devices by operating employees.

For these reasons, the Chicago Transit Authority has joined transit properties across the country and has adopted a **Zero Tolerance Policy on use of a cellular phone, texting device or any other appliance or device while operating a CTA vehicle.**


**USE OF PERSONAL ELECTRONIC DEVICE:** The unauthorized use of a cellular phone, texting device, radio, earplugs wireless headset, pager, MP3 player, compact disc player, DVD player, portable television, personal digital assistant (PDA), portable video game, speaker or any other device used to communicate using cellular technology or considered entertainment ("Personal Electronic Device") while operating CTA revenue or non-revenue vehicle or while on duty, **IS A DISCHARGEABLE OFFENSE.**

**NOTE:** Bus Operators may use a cellular phone in the event of an incident to notify the Control Center if Bus Emergency Communications System (BECS) transmission cannot be completed. The bus must be properly curbed, placed in neutral, and parking brake engaged.

**POSSESSION OR DISPLAY OF PERSONAL ELECTRONIC DEVICE:** Bus Operations and Bus Maintenance employees who possess a cell phone or other Personal Electronic Device while on duty must have the phone/device **TURNED OFF**, not attached or affixed in any way to any part of the employee's uniform/person, and not viewable by the public. Violation of this rule shall be considered a safety violation for which the first offense shall be a corrective case interview, probation, and three-day suspension. Any subsequent violation shall result in a referral to the General Manager for discharge consideration.

**This practice is extremely dangerous as your eyes are on the device and not the road.  
The safety of our customers and employees is paramount and all safety rules must be followed.  
DISTRACTED DRIVING IS UNSAFE!**

If you have any questions regarding the contents of this bulletin, contact a supervisor, instructor, controller or manager.

  
Chief Operating Officer,  
Transit Operations



## ***Assistance Business Agent – Maintenance***

***June 5, 2018***

My Name is Marqueal Williams I am the Assistance Business Agent – Maintenance for Local 241, this report is a brief synopsis of the month of May 2018, During this report I was on Vacation for approximately (2) two weeks.

### ***Maintenance Department Attorneys.***

The following is scheduled for arbitration. Tim Williams Arbitration is June 22, 2018, Tommy Conner's is August 17, 2018 and Michael Barns is September 11, 2018. We will be sending (5) five more cases to the attorney for arbitration. Pace Southwest Janika Thomas is currently being negotiated for settling.

### ***Several Meetings.***

#### ***Pre-arbitration***

On May 10, 2018 I had pre-arbitration, during this meeting myself and the VP of Bus Maintenance agreed to bring back (3) three members that was terminated. The process always been that once we agreed to bring a person back to work that paperwork was done and the union signed off on it. Now it's a new process, once we agree to bring a person back to work it has to go to Mr. Donald Bonds for final approval. This process can take up to (2-3) two or three weeks. I am going to request that the Executive Board allow me to file a Unfair Labor Practice on this matter, because not only when we agree to bring a person back to work, Donald Bonds stops that process and don't allow the person to return to work.

#### ***Labor Management Meeting for CTA***

On May 23, 2018 Maintenance had a Labor Management Meeting, the topics were • Powertrain Position, classes being offered and what position it will go on the pick. CTA response was that they are restructuring the class, we will no longer go to the Hodgkin's location to be trained, and all training will be done by our own instructors. And as for the classes, it is being put together • Radio and HVAC training to avoid the force picking, union was told that this is now required for all new employees, and if someone wants the class they should reach out to the union or the garage instructor, first to get the material for the 605 certification card. •The next issue we addressed was the red-lined spots, we have currently (24) twenty-four people IOD or in 605, (9) nine in training and (4) four that starts Monday. •At North Park we have a serious pigeon problem inside the garage that we addressed during the Last Labor/Management Meeting, during that time The Authority was using traps for the pigeons. We addressed this issues and now The Authority is using an outside contractor named Landmark. They will have an update at the next meeting by the contractors.

The following issues was addressed and The Chicago Transit Authority will have an answer for us at the next Labor/Management Meeting. • Inspection Line Articulated Buses, too many on one line. •Establish a procedure for the tool

request, from the new tentative agreement it states that CTA will provide every tool we need in order to perform our job.

•How many servicer is hired off the street, names and locations? •Having some sort of non-slip material at the pumps in the fueling area where soap will be used. •Moving the rim bucket at 103<sup>rd</sup> street back. Management did not have answers for any of the following, and will have answers for us next month.

#### G/A Sub-Committee Meeting

On May 10, 2018 I attended the Pension Plan / RHCT General Administration sub-committee meeting during the meeting we got established that for the active employees who contribute their contribution (3%) into the HCT fund will have a year-to-date balance given to them. (so from 2008-2018 you will know the total sum of what you contributed). And the major topic of the meeting was for a procedure for collecting interest on unpaid contributions. After hours of discussion no procedure has been established.

#### Pension & RHCT Meeting

On May 24, 2018 I attended the Monthly Pension/RHCT Board Meeting. our pension dollar funding is (1) one Billion (842) eight hundred forty -two Million (224) two hundred twenty-four Thousand (27) twenty- seven Dollars (.11) eleven Cents. \$1,842,224,027.11.

Fiduciary Liability Insurance was purchased from June 1, 2018 – May 31, 2019, the topic of interest for unpaid contributions to the plan was addressed as well. This will be addressed at the next General Administration Sub-Committee Meeting.

#### Second Chance Program.

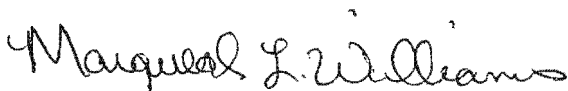
Things to remember Bus Servicer Apprentices is that you do have the right to trade garages, if you do your due diligence and find another worker who want to trade with you. Also after one year of continuous service you do qualify for FMLA, remember you are on the (3) three strike rule, attendance combined with any procedure violation you will be up for discharge. FMLA do not count against you. At our next Labor/Management Meeting I will be addressing having a non-paid vacation for the apprentices with over (1) one year of continuous service, for whoever choose to take it.

#### Springfield Trip

On May 16, 2018 Local 241 Executive Board, Active Members and Retirees took a trip to Springfield, Illinois, and the agenda was to set a foundation that Local 241 has several issues that needs to be heard and understood. We first stopped at the AFL building to hear multiple guest speakers, then we proceeded to the Capitol Building. Every person who we talked to actually took our paperwork and assured us that they will help to achieve our goals.

This concludes my Assistance Business Agent – Maintenance Report.

*In Solidarity,*



*Marqueal L. Williams*

*Assistance Business Agent – Maintenance*