



July 9, 2018

REPORT OF THE PRESIDENT B/A

KEITH HILL

June 2018

First, let me apologize for not being present at the June 5, 2018 Membership Meeting

WASHINGTON D.C./ASSAULT ON DRIVERS

- The month of June started with me being in Washington D.C. as I joined other ATU Locals in the fight for stiffer punishments when an assault take place against a driver. I was surprised to find that most Locals have no protection or penalties when an assault takes place. In our fight I'm letting people know all assaults are not always physical, we get verbally assaulted as well and the penalties need to be enhanced and enforced also including that the company has to play a better role as well in protection like better working phones, quicker response time, making the company stand behind us instead of looking for what we did wrong. This issue also received 2 days on the radio and two spots on the local news, as we continue to push on this issue I'll keep you posted.

COST OF ARBITRATIONS

- In accordance with Local 241 by-laws, ATU constitution, article 16 of the CBA with the CTA and the 3 separate contracts with PACE (West, Southwest and Northshore) grievances filed by Local 241 must be voted on by the entire membership before it can be moved forward and requested for arbitration, no one person can request a grievance for arbitration without the approval of the membership. Below is a process that a grievance can take to a resolution and the local will select and recommend the most cost-effective step to a resolution:
 - ✓ **PRE-ARBITRATION (PRE-ARB):** these are ONLY discharge grievances that have been voted for arbitration, the union will schedule a meeting with management, which is called a pre-arb meeting, to attempt a resolution, in most cases, prior to the actual arbitration hearing. This meeting is held with management and your union officers, the resolution non-precedential. The cost is very minimal, usually just the cost of the officers' salary
 - ✓ **EXPEDITED ARBITRATION:** these are grievances that have been requested for regular or expedited arbitration by the members and are grievances that may include, but not limited to, safety, procedural, behavioral violations, but never include discharge and contractual grievances because of the severity of the issue, the resolution is non-precedential. The cost of this process is very minimal, usually just the cost of the officers' salary

Report of the President, June 2018 (cont.)

- ✓ **ARBITRATION:** these grievances must be voted on by the membership before the local can request it for arbitration. These grievances are usually of a very serious nature, to include but not limited to, discharges, contractual violations, and company violations. The cost of this process is very expensive and 1 grievance can cost, at minimal, starting at \$12,000 per grievance this include the cost of attorneys, union officers, members and sometime expert witnesses, the resolution of these arbitration are precedent setting and can affect other cases through-out the union and country. Sometimes and in rare cases, the parties can file a lawsuit in state court to overturn the arbitrators' decision and can have a final decision in the highest court in the land.

Above is a brief description of the process and cost of filing a grievance to all members of the local union, once a grievance is filed it belongs to the union and after further review and there is no violation, the union can withdraw the grievance. If you have any questions, don't hesitate to ask you officers for clarification.

Other issues we will be addressing in the upcoming weeks:

- ✓ I attended Pre-Arb this month along with 1st Vice Eiland and 2nd Vice Muhammad we took over 21 cases and was successful in 8 cases with a few being deferred and 5 being denied. I was unable to attend Expedited because I was in D.C when that was held.
- ✓ A few things I would like to bring to the members attention that we need your help on and the order in which the union plan to fight them.
- ✓ 6.7 Meal Relief Blocks Class Action
- ✓ FLSA Time Class Action and Department of Labor
- ✓ Full Timer paid the 30 minutes when working a tripper on Sunday Class Action then Department of Labor depending on what the investigation reveals

Other issues/Legal:

The union has brought in four board members, stewards and operators on the Middleton case to tell about incidents they witnessed or how they were affected by his treatment. During this meeting it was advised, in this case that the most important part haven't been able to be told yet and is covered under the Illinois Public Relations Act as well as the Public Labor Act that all this happened after April 1, 2017 as president so I'm covered under the law and was acting well in the scope of the duties of the president. The sad part we were also informed he is getting help from members with his case as we get closer to the date of court, the union will keep you posted.

Uniforms:

2nd Vice Muhammad and I attended a uniform meeting this month about the purchase of the new cloth badges. If you are getting a new item you should have no problem getting any item. If you are retro fitting your shirt, the CTA has set up a schedule to head off crowds and to make sure the rails are done first because they have no badges, a schedule is included in the report.

Retiree Health Care Trust Statement:

Members constantly ask about the 3% they are paying into the Retiree Health Care Trust (RHCT). The Trust provides the health insurance benefits for both those who retire early and those members who retire at normal retirement age. Without the RHCT, our members would not be able to afford to retire because they would not be able to pay the full insurance premium, required to provide the

Report of the President, June 2018 (cont.)

necessary protection when they retire. An early retirees' pension check would go entirely toward insurance coverage, for example, this insurance premium, for a retiree not on Medicare would be \$1126 per month but for the RHCT subsidy, and double that to include spouse and it would be \$281 per month for a Retiree on Medicare and double that to include a spouse. Because of the RHCT Retirees with 30-34 years of service at time of retirement pay approximately 10% of the premium currently.

As we are all aware these premiums continue to increase. Currently, over 7000 retirees and over 2000 of their dependents are receiving insurance benefits through the RHCT. The total Health Care Costs for retirees incurred by the RHCT during the 12 months ending April 2018 was over \$61 million dollars or on the average \$6700 per person. The \$61 million are benefits only and does not include the administrative costs.

Currently the RHCT has assets of approximately \$850 million dollars, and it is the return on the investments that allows the RHCT to function since active employee contributions cover less than 1/2 of the costs.

Because of the funding requirements imposed by the legislation when the RHCT was established, there cannot be any change in the employee contribution level. The Trustees take action to insure the contribution level for active members are not increased, but it is our intent if we can have a democratic governor who is not anti-labor, to work with the new administration to make changes that would protect our active members and retirees.

PACE:

- **PACE West:**

- ✓ In a meeting this month PACE West has agreed that they were violating the members with the policy of members who booked off FMLA during their work day. PACE has agreed to stop this practice and allow the member to return back to work without going to the doctor

This also is depending on what you have FMLA for and there is no care involved

- ✓ PACE has asked us to encourage the members to bear with them as they remodel their location

- **PACE Southwest:**

We are currently waiting on PACE to give us dates to start contract negotiations. PACE have indicated they are looking for talks to start sometimes in August. We will be getting with the team from southwest to prioritize the proposals and get back to the members for their input.

All three PACE locations are scheduled to have labor management meetings this month. During those meetings, we will address issues that is affecting our work day, we will also discuss several grievances to bring some closure to the member on the harm they may have received

Cell Phones:

No matter if you work for PACE or CTA, there has been an increase of violations dealing with cell phones, I'm asking that you not use your cell phones while operating the bus. The issue is not just your cell phones, but the use of wrist phones while driving, the union has noticed a lot of the violations are due to passengers calling in on operators stating that you are either talking, texting or on FACEBOOK while driving, unless you have a company issued phone, do not use any electronic device, you must follow all company AP's and bulletins on the use of electronic device. If you are not familiar or have not seen any of these bulletins, visit your instruction department for a copy or to

Report of the President, June 2018 (cont.)

discuss it with your instructor. Please make sure your family members or people of importance, has the phone number of your work place, so if there is any reason, that includes emergencies, they contact the garage and the clerk will contact the control center to reach out to you while you are at work. If you have any questions talk with your union rep for the position of the union.

Reckless Driving complaints:

- ✓ If you are called in for reckless driving please inform the union so we can follow this process.
- ✓ If you are called in for a complaint please allow the union to investigate for you over the last month between myself and other officers we are finding an increase of the complaints that should not be entertained by CTA

Signing of NOFI:

- ✓ If you have no knowledge of the form being signed, whether it's by the union or CTA, please let us know the CTA is using this form to avoid the contractual timeframe to buy more time to charge you. It's the union position to take your side of the story instead viewing of the tape. We need to break the company from trying to watch all tape on everything

AFLAC:

I met with Aflac this month for an update and they were not willing to change the process of allowing the company control over your claim, but did ask for a follow up meeting to see if corporate will step in to adjust the approval process

ATU Classic:

I would like Congratulate the young men of ATU Local 241 for their strong finish in the ATU Classic and look forward to our local taking first place next year!!!

U.S. President executive orders:

We are calling on Members of Congress to publicly denounce these Executive Orders and demand President Trump rescind them immediately.

Late in the day on Friday, May 25, President Trump issued a series of Executive Orders aimed at attacking the rights of federal employees. The Executive Orders reduce workers' representational and union rights in three main areas:

- removal of procedure and merit principles;
- severely limiting access to representational time in the workplace (official time);
- and restricting collective bargaining

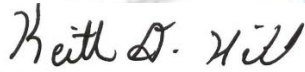
These Executive Orders target the federal workforce and worker rights in the workplace. They are not just union busting, they are democracy busting. Our country was founded on a system of checks and balances. The federal workforce is an apolitical body tasked with providing services to the American public, regardless of the politics of the Administration or Congress.

- These Executive Orders are an attempt to create a politicized federal workforce.
- The orders undermine the ability to use collective bargaining agreements to protect against bad behavior from managers and political appointees—including discrimination and sexual harassment. It also makes it easier for managers to fire federal employees for virtually no reason at all.
- These anti-worker Executive Orders will make federal workplaces less safe, less transparent, and less efficient.

Report of the President, June 2018 (cont.)

**Please call your Member of Congress and Senators at
(844) 669-5146 and tell them to support Federal Employees at
Social Security and publicly oppose the Executive Orders**

Fraternally,

A handwritten signature in black ink that reads "Keith D. Hill". The signature is written in a cursive style and is positioned over a white rectangular box.

**Keith D. Hill
President B/A
ATU Local 241**






Amalgamated Transit Union

10000 New Hampshire Avenue, Silver Spring, MD 20903-1706
(301) 431-7100 Fax (301) 431-7117

Office of the International President

Memorandum

To: All ATU Local Unions

From: Lawrence J. Hanley, International President 

Date: June 27, 2018

Subject: United States Supreme Court Decision in *Janus v. AFSCME*

Today the United States Supreme Court issued its decision in *Janus v. AFSCME*. The decision prohibits unions from negotiating or enforcing union security clauses at public sector properties in the United States. Please see the enclosed "*What Janus Means for ATU Local Unions*" which answers questions related to the decision.

The Supreme Court held that unions representing public-sector employees in the United States can no longer require agency fees from non-members who have not consented to the payment of fees. Through tortured logic, the majority found that requiring the payment of service fees from non-members violated employees' First Amendment rights. The decision thus renders unenforceable union security provisions in our collective bargaining agreements which require membership or a fee equivalent as a condition of continued employment. Despite this, our local unions will continue to have the obligation to represent all bargaining unit members without regard to their membership status.

The Court's decision is a transparent attack on workers and their unions. It is designed to weaken organized labor in the public sector, not only to undermine our ability to deal with our employers, but also to impair our ability to advocate for the vital public service we provide. Although this decision does not directly affect our Canadian members, U.S. members at private sector employers or U.S. members in so called "right to work" states, this decision will likely renew the resolve of Canadian employers to push for a repeal of the Rand Formula, and for employers in the U.S. to push for additional state right to work laws affecting private-sector employees and for a national right to work law.

Next Steps

The next steps that we take to respond to the decision in *Janus* are critical. With the relatively recent passage of right to work laws in Indiana, Kentucky, Michigan and Wisconsin, we know what it takes to keep our local unions strong in the face of these attacks:

- Build your local union by continuing to speak with you members one-on-one.
- Get members to sign up on new payroll deduction authorization forms. Make sure that you have in your records signed authorizations for every member.
- Read the enclosed "*What Janus Means for ATU Local Unions*" for answers to questions which we anticipate will be raised by the decision.
- Some unions have been the subject of well-funded campaigns by right-wing organizations seeking to convince their members to resign from their unions. Be on the lookout for such campaigns, and report anything to the International Union.

In the upcoming months we will be providing you with updates and recommended actions as things develop. I have every expectation that we will continue to build this union even in the face of obstacles that the employers, politicians and the courts throw in our way.

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Enclosure

c: Javier Perez Jr., International Executive Vice President, ATU
 Oscar Owens, International Secretary-Treasurer, ATU
 International Vice Presidents, ATU
 International Representatives, ATU



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

LOCAL UNION 241 • AMALGAMATED TRANSIT UNION
A.F.L. - C.I.O. - C.L.C.
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A.T.U. website: www.atu241chicago.org

July 5, 2018

Letter to the Members

I and the other officers of ATU Local 241 want to express our thanks to the membership for your recent commitment and show of strength in response to the attack upon us and all working men and woman resulting from the *Janus* case, which Governor Rauner, as part of his anti-union agenda, brought to the Supreme Court. As we are all aware, President Trump's most recent appointment to the Supreme Court was the deciding vote that reversed forty years of precedent to allow for this attack on the labor movement and all it stands for.

The membership of ATU Local 241 has shown its resolve to remain strong, recognizing that only through unity and by standing together, can we insure that the gains we have made will not be lost and that we can continue to represent our members to the fullest. The membership has overwhelmingly made a statement. You have spoken with one voice to those inside or outside who wish to divide us and weaken us. You, the members, have recognized that a union weak in any sense cannot survive and cannot protect the interests of the members and therefore have remained strong and undivided. But, the fight is just beginning. We recognize that every employer will be looking for weakness within the Union, whether that is financial weakness or weakness caused by a lack of unity. Every anti-labor group will continue to look for ways to divide us, recognizing individual going in different ways are not as strong as a group acting together like a fist. The foundation of our movement is all acting in concert without division.

The fight is not over as there will be further attacks. There will be attacks from within by those who do not care about solidarity, the interests of us all, and who only have one agenda in mind, their own agenda, not caring about you or anyone else. They will shout nonsense attempting to appeal to the worst instinct, disregarding the welfare of the membership, only thinking about themselves and with their self-interest in mind motivating each and every action. Up to now the membership has ignored those who wish to divide us, knowing they speak foolishness and really do not care about the union and do not care about making the economic lives of our members better. We must stay strong within.

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

Letter to the Members (Cont.)

However, there will also be attacks from outside the Union by those who recognize that to divide the Union and keep it weak serves their own economic and political agenda. The right-wing politicians and their allies have made the destruction of the labor movement in the public sector its goal. *Janus* is not the end but the beginning. You will be receiving constant messages appealing to you to divide us and to separate you from the movement that provides the only protection you have in the work place and speaks with one voice to represent your economic interests in the political world. What we have gained at the bargaining table can be taken away by the politicians in a heartbeat if they see us as no longer a viable force with which they have to deal. They will file ridiculous law suits to waste our resources and try to exhaust us. They will encourage the members we represent to do the same.

The membership has evidence by its response to our unity drive that they recognize these attacks will be forthcoming and it is their intent to remain strong. The response should send a clear message to our enemies. DO NOT TOY WITH LOCAL 241 MEMBERS. Again, we say thank you, and your voice in the work place must continue to be loud and strong to ensure our enemies do not divide use and make us weak. This is a fight for survival, which you have met head on. It will be the continuation of your voice that will not allow those who try to divide us in the work place to succeed. The labor movement in the public sector has shown its resolve and we, the officers of ATU Local 241, promise you and give our commitment to you to continue fighting. As long as we stand together we will succeed and the future will be bright.

In Solidarity,

Woodrow Eiland

Woodrow Eiland
1st Vice President
ATU Local 241

Toi W. Bowers

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

Keith D. Hill

Keith D. Hill
President/Business Agent
ATU Local 241

Tanno Muhammad

Tanno Muhammad
2nd Vice President
ATU Local 241

Marqueal Williams

Marqueal Williams
ABA Maintenance
ATU Local 241

Transition from Metal to Cloth Badge Bulletin Timeline

Location	Bulletin Number	Target Bulletin Release	Eligibility Window Start	Eligibility Window End
Midway Rail Terminal (RT)	P09-18	6/1/2018	6/17/2018	7/1/2018
Ashland RT	P11-18	6/15/2018	7/1/2018	7/15/2018
54th RT	P12-18	6/29/2018	7/15/2018	7/29/2018
Harlem RT	P13-18	7/13/2018	7/29/2018	8/12/2018
Forest Park RT	P14-18	7/27/2018	8/12/2018	8/26/2018
Kimball RT	P15-18	8/10/2018	8/26/2018	9/9/2018
95th RT	P16-18	8/24/2018	9/9/2018	9/23/2018
Howard RT	P17-18	9/7/2018	9/23/2018	10/7/2018
O'Hare RT	P18-18	9/21/2018	10/7/2018	10/21/2018
103rd Bus Garage (BG)	P19-18	10/5/2018	10/21/2018	11/4/2018
77th BG	P20-18	10/19/2018	11/4/2018	11/18/2018
74th BG	P21-18	11/2/2018	11/18/2018	12/2/2018
Kedzie BG	P22-18	11/16/2018	12/2/2018	12/16/2018
Chicago BG*	P23-18	11/30/2018	12/16/2018	1/6/2019
North Park BG*	P24-18	12/21/2018	1/6/2019	1/27/2019
Forest Glen BG	Pxx-19	1/11/2019	1/27/2019	2/10/2019
Facilities Maintenance	Pxx-19	1/25/2019	2/10/2019	2/24/2019

Deadline for Completion of Transition: 4/15/2019

Projected Completion Date: 2/24/2019

This timeline does not account for possible delays or for possible combination of locations.

**Due to the holidays, more time has been allotted to these eligibility windows.*

Healthcare Trust for CTA Employees
Custom Transaction Detail Report
June 28, 2018

Invoice	Name	Memo	Amount
8632	Accurate Computer	Email, Web, Off site server, equip. & labor, May 2018	3,534.00
92382	Allsup	Medicare Recovery Service, Feb. 2018	700.00
102015	Baum Sigman Auerbach	Retiree Healthcare Trust, General Matters, May 2018	8,396.29
52018	Blue Cross Blue Shield	May 2018 Retiree/Dependent PPO Claims	1,246,190.15
207722	BWMS	Retiree Healthcare Trust, Hughes May 2018	3,161.00
52185923	Caremark	05/16 - 05/23/18 Retiree / Dependent Rx Claims	87,208.82
52194655	Caremark	05/24 - 05/31/18 Retiree / Dependent Rx Claims	114,506.85
52201627	Caremark	06/01 - 06/07/18 Retiree / Dependent Rx Claims	84,246.26
52208448	Caremark	06/08 - 06/15/18 Retiree / Dependent Rx Claims	98,414.65
52194654	Caremark	05/01 - 05/31/18 Administrative Fee	499.70
257982	Dearborn National	Dental premiums - Staff, July 2018	265.93
100292077	Freeborn & Peters	Matthews/Hampton v. CTA Legal Fees, Apr. 2018	117,851.83
8795	Group Administrators	May2018 Monthly PM/PM Service Fees and HRA Admin. Set up Fee	56,256.25
5152018	HMO IL	June 2018 Retiree / Dependent Premiums for Non-Medicare	580,037.98
016317092	Humana Insurance	July 2018 Retiree/Dependent Premiums	1,787,947.80
1806311	Marquette Associates	Fees for Investment Advice, May 2018	13,750.00
847145	Mesirow Insurance Services	Annual Renewal of Fiduciary Liability Insurance for 6/1/18-5/31/19	64,030.00
62018	MetLife	June 2018 Retiree / Dependent Premiums	184,895.41
802936	Pohlman	May 24, 2018 HCT meeting and Executive meeting Court Reporter	712.50
			<u>4,452,605.42</u>

RETIREE HEALTHCARE TRUST
Unaudited Statement of Cash Flows
Year To Date 2018

	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	YTD 2017 (As of 12/31/2017)
Health Care Costs										
Humana Premiums	1,641,570	1,633,642	1,650,858	1,644,688	1,648,383	1,648,463	1,645,839	1,646,765	1,640,409	19,781,288
BCBS PPO Claims	1,043,636	1,294,105	1,065,627	1,075,460	1,035,778	938,078	1,235,812	1,513,990	887,333	13,055,198
HMO IL Premiums	639,820	624,216	633,093	607,359	604,390	603,474	606,949	586,207	579,181	7,414,019
PPO Prescription Cost (Caremark claims)	312,916	304,174	331,456	292,508	264,405	246,049	213,633	317,866	281,915	3,568,992
MetLife (2014 dental under age 65, 2015 dental under & above 65)	186,010	186,545	186,955	186,519	186,361	186,313	186,579	187,064	186,857	2,235,670
Total Health Care Costs	3,819,953	4,042,683	3,867,989	3,806,532	3,739,315	3,622,376	3,908,912	4,254,892	3,575,854	46,035,168
Health Care Administration										
SCBS Admin Fee	63,243	62,685	62,407	60,789	61,347	59,730	60,009	59,616	58,599	738,283
Caremark Admin	663	524	530	603	491	568	468	485	487	6,679
Group Administrations	45,133	45,109	45,073	46,453	47,311	46,363	48,890	46,408	46,525	553,327
Total Health Care Administration	108,939	108,318	108,009	107,842	109,149	106,660	109,337	106,509	105,610	1,298,289
Investment Manager Fees	282,876	282,876	285,195	274,189	274,189	274,189	273,619	273,619	268,619	3,306,930
Total Other Operating Expenses	106,582	171,302	130,095	136,550	212,311	189,949	154,016	154,454	115,781	1,670,939
Total Expenses	4,318,350	4,605,179	4,371,289	4,325,113	4,334,964	4,173,194	4,445,883	4,789,524	4,665,724	52,311,325
Revenues										
Active Employee Payroll Contributions	1,567,402	1,981,775	1,860,656	1,637,589	2,048,352	1,620,405	1,598,282	1,957,421	1,630,648	21,137,467
Retiree/Survivor Premiums	1,471,938	1,470,033	1,464,212	1,458,597	1,451,546	1,445,440	1,443,702	1,433,080	1,429,063	17,467,478
Caremark Rx Rebate	-	-	735,347	-	-	142,322	-	-	142,866	594,556
Total Revenue	3,039,340	3,451,808	3,460,209	3,096,186	3,499,898	3,208,167	3,041,984	3,390,501	3,202,577	39,199,502
Investment Income/(Loss)	12,336,382	9,592,389	5,074,847	13,064,208	4,029,509	8,923,963	9,867,326	12,239,127	6,232,468	114,211,780
Net Cash flow	11,057,372	8,439,018	4,163,768	11,835,281	3,194,444	7,958,936	8,403,407	10,540,105	5,369,321	101,099,957

Market Value at Month End****

791,617,575 795,855,194 805,604,046 816,261,257 818,836,149 827,354,922 837,293,676 848,615,201 852,127,641

	Jan-18	Feb-18	Mar-18	Apr-18	YTD 2018 (As of 4/30/2018)
	1,794,623	1,790,817	1,790,780	1,779,498	7,155,719
	1,402,440	928,426	1,078,751	1,028,023	4,437,640
	595,897	592,435	589,421	568,417	2,355,970
	368,747	301,012	317,719	442,009	1,429,487
	182,897	182,729	183,835	184,585	734,045
	4,344,403	3,795,420	3,960,505	4,022,533	16,122,861
	61,863	62,782	61,516	60,886	247,049
	478	486	502	501	1,966
	46,388	46,383	46,276	53,385	182,410
	108,728	109,630	108,796	114,772	441,425
	280,000	280,000	280,000	280,000	1,120,000
	153,152	136,041	147,427	214,489	651,089
	4,886,283	4,321,091	4,498,228	4,631,773	18,335,375

872,747,838 849,986,570 850,097,098 845,379,312

☐ This is an estimated amount. It will be updated as soon as we obtain all invoices.

C Some credit memos received were applied to the invoices from Caremark.

***** These Market Values are unaudited and provided for illustrative purposes only. They will not reconcile from month to month with the net cash flows. Please refer to the audited financial statements.



July 6, 2018

1st Vice President's Report

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

We are working diligently to fix the various problems that were found with the Summer runs and picks.

I was assigned with President Hill to attend the Second Chance Bus Servicers sign-up.

I was also assigned to do Expedited Cases along with 2nd Vice President Tanno Muhammad. Out of the fifty (50) cases that we took to CTA, thirty (30) of them were won (**with pay**) or taken off the members record, ten (10) were lost and ten (10) were deferred.

Again, with no lawyer involvement and no financial burden to the Local Union.

Although management is still controlling the process of Second Step grievances I am going to continue doing them.

I went out to Pace West to talk to the operators to hear their concerns.

At some of the garages the Extra-Board is still being violated.

Example: They are giving operators with the day off the runs before the Extra-Board has been exhausted. This is a clear cut violation and I will be filing a Class Action Grievance seeking compensation.

This is not an attack on the schedule clerks because they're only doing what the managers direct them to do.

President Hill, 2nd Vice-President and myself attended Pre-Arbitration hearings where we took over sixteen (16) cases to CTA. Eight (8) were won, five (5) lost and three (3) deferred. All of these cases were heard without attorney involvement and

no financial cost to the Local Union. These cases are probably not winnable in arbitration but we will still make an effort to bring the operators back to work.

For the end of June, I've been working alone with the other Officers and Representatives on the Janus case. The Campaign had a great turn out, we were able to educate the members on the importance of being a part of the Union as well as being in the Union. At Local 241 we do a lot more than just representation.

If you don't completely understand what the Janus case was all about please contact the Union Office A.S.A.P

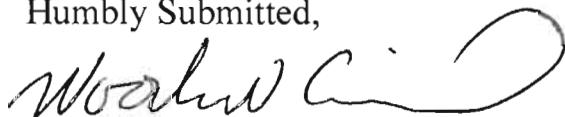
I also met with Donald Bonds with high concerns about Supervisors and Instructors pay. The Instructors are not being paid properly when performing acting Key Instructors responsibilities, and they are not getting the right promotion when going from Supervision to Instruction. We are still awaiting those results.

I've been assigned by President Hill to do all hearings at North Park garage on Tuesdays. It has been a very successful outcome at that location and I'm looking forward to working more at all garages as assigned.

Lastly Reminder AVAS

Dispute Forms have to be put in before a grievance is written. The AVAS Bulletin is posted on the 2nd, 7th, 12th, 17th, 22nd, and the 27th. The dispute form must be put in four (4) days before each date expires or your grievance will be invalid. Remember, 10% ahead of schedule is a violation, and 30% with a full layover leaving late will result in a violation.

Humbly Submitted,

A handwritten signature in black ink, appearing to read "Woodrow Eiland", with a large, stylized loop at the end.

Woodrow Eiland
1st Vice President



LOCAL UNION 241 • AMALGAMATED TRANSIT UNION
A.F.L. - C.I.O. - C.L.C.
1613 S. Michigan Ave., Chicago, Illinois, 60616
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A.T.U. website: www.atu241chicago.org

MASS MEMBERSHIP MEETING FOR THE MONTH JUNE

- Pre-arbitration
- Expedited arbitration
- Victory for the labor department
- Step II at 567 W Lake St.
- Update grievances and assisted in writing
- Meeting 567 W Lake St. (uniform Badges)
- Meeting 567 W Lake St. (mailroom)
- Meeting at West Shop for recommitting to Local 241
- Drug Hearing
- Pension Meeting

First, I would like to give thanks to Our Creator for another day. I hope you and your families are in good health and the best of spirit.

In the month of June, we celebrate Father Day, as we stand strong in the labor movement to support ourselves and families. The sacrifice of our blood, sweat and tears and many kinds of abuse, I say thank you to all, for being a Father to your children a better husband to your wife and a great son to your parents and the greater brother as a person. Thank You

JANUS

The Janus ruling has passed 5-4 by the Supreme Court Justice, making the state of ILLINOIS as a right to work state. I want to say thank your Local 241 for your recommitment and signing to stand as one unit.

Pre-Arbitration

In the month June President Keith Hill, 1st Vice President Woodard Eiland and myself Tanno Muhammad, we took 23 cases 8 were allowed and 8 was deferred.

Expedite Arbitration

We took 50 cases to 567 W. Lake headquarters: 33 wins and 8 cases deferred.

STEP II

I attended Step II on June 15, 22, 2018, Also assisted our members in updating grievances and assisted them in writing grievances.

On June 8, 2018 Arbitration Hearing: We stopped Chicago Transit Authority from contracting our work in the Labor Department.

Uniform Meeting

We are getting closer in the transitioning of the metal badges into Cloth badges. Due to the price of inflation in the changing of the company's, the price of the cloth badge on New garment is \$6.00 you can order online (Dates See Attachment). Please for all operators who desire to have all the uniforms retrofitted, they must be cleaned first. Retrofitted garments are \$15.00, the price is being negotiated as we speak. **(Please See Attachment)**.

Mailroom Meeting: I Tanno Muhammad, President Hill and Executive Board Tolson, CTA management staff is trying to set work assignments in the mailroom (Negative).

June 26, 2018 the officers met with Janitors and some Laborers. We talked about more job positions and recommitting in signing within Local 241 Union.

DRUG HEARINGS

I had approximately 5 drug hearings: one substance-abuse program, 1 discharged, grievance has been written and 3 Resigned. To 241 families, with the legalization of marijuana we have more Operators using holistic herbs for pain which is possibly caused by driving buses and other duties, before you take the holistic herbs please check with your doctor or doctors to make sure that it is not coming from the cannabis plants. There's a strong possibility it will register in your system as T.H.C(marijuana).

Pension Meeting

President Hill made a crucial statement in the Pension meeting; making sure that Minorities investments are not being compromised.

Pension funds 1,840,684,564.60 the pay 12.01% (SEE ATTACHMENT)

HCTrust 853 million 104% funded members pays 3%

I leave you as I came in Peace and Paradise.

Thank you,

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

Transition from Metal to Cloth Badge Bulletin Timeline

Location	Bulletin Number	Target Bulletin Release	Eligibility Window Start	Eligibility Window End
Midway Rail Terminal (RT)	P09-18	6/1/2018	6/17/2018	7/1/2018
Ashland RT	P11-18	6/15/2018	7/1/2018	7/15/2018
54th RT	P12-18	6/29/2018	7/15/2018	7/29/2018
Harlem RT	P13-18	7/13/2018	7/29/2018	8/12/2018
Forest Park RT	P14-18	7/27/2018	8/12/2018	8/26/2018
Kimball RT	P15-18	8/10/2018	8/26/2018	9/9/2018
95th RT	P16-18	8/24/2018	9/9/2018	9/23/2018
Howard RT	P17-18	9/7/2018	9/23/2018	10/7/2018
O'Hare RT	P18-18	9/21/2018	10/7/2018	10/21/2018
103rd Bus Garage (BG)	P19-18	10/5/2018	10/21/2018	11/4/2018
77th BG	P20-18	10/19/2018	11/4/2018	11/18/2018
74th BG	P21-18	11/2/2018	11/18/2018	12/2/2018
Kedzie BG	P22-18	11/16/2018	12/2/2018	12/16/2018
Chicago BG*	P23-18	11/30/2018	12/16/2018	1/6/2019
North Park BG*	P24-18	12/21/2018	1/6/2019	1/27/2019
Forest Glen BG	Pxx-19	1/11/2019	1/27/2019	2/10/2019
Facilities Maintenance	Pxx-19	1/25/2019	2/10/2019	2/24/2019

Deadline for Completion of Transition: 4/15/2019

Projected Completion Date: 2/24/2019

This timeline does not account for possible delays or for possible combination of locations.

**Due to the holidays, more time has been allotted to these eligibility windows.*

55 West Monroe
Suite 1950
Chicago, Illinois 60603
www.ctaretirement.org
(312)441-9694

Your Annual Retirement Plan Statement

We're sending this statement to help you understand the benefits available to you from the Retirement Plan for CTA Employees ("the Plan").

The Normal Retirement date is the first day of the month following the employee's sixty-fifth (65th) birthday. An employee who has reached the Normal Retirement date is 100% vested and may retire with full retirement allowance provided in Section 8 of the Plan (9.1 and 9.2). Options for retirement benefits prior to age sixty-five (65) depend on when you were first hired, as follows:

Hire Date	When You're Eligible for Retirement Benefits
On or before September 5, 2001	<ol style="list-style-type: none">1. Unreduced pension at any age if the employee retires on or after the first of the month after completion of 25 years of continuous service. (Plan Section 10.2)2. Reduced pension after age 55, upon completion of 3 years of continuous service. (Plan Section 10.1)
After September 5, 2001, but before January 18, 2008	<ol style="list-style-type: none">1. Unreduced pension if the employee retires on or after the first of the month after attaining age 55 with 25 years of continuous service.2. Reduced pension after age 55 upon completion of 3 years of continuous service. (Plan Section 10.1)
On or after January 18, 2008	<ol style="list-style-type: none">1. Unreduced pension if the employee retires on or after the first of the month after age 64 with 25 years of continuous service.2. Reduced pension after age 55 upon completion of 10 years of continuous service. (Plan Section 10.1)

Deferred Vesting

You are vested in the Plan, and can elect to take a deferred, vested benefit at age 65 if you leave employment with the CTA after you have 10 years of continuous service in the Plan.

Refund of Contributions

If you leave employment with the CTA before or after you vest, you are entitled to a refund of your contributions, plus interest earned on those contributions in lieu of any other benefits under the Plan (certain time limits apply). If you have received any benefit before receiving a refund, the amount of the refund must be reduced by any benefits received. Thus, the contribution amounts listed in these benefit statements may need to be reduced if you received any benefits under the Plan.

The other side of this letter contains information on your earnings and employment history at the CTA and projected benefits available to you from the Plan. Be sure to read this information carefully. If you feel there is a mistake, please let us know immediately. This is very important because your future benefits will be based on the information we keep on record at the Retirement Plan office.

If you have any questions regarding this statement, please contact a Pension Representative at the number listed at the top of this letter. Further detail is available in the Retirement Plan Document and Rules on our website at www.ctaretirement.org, which also contains frequently asked questions and forms.

I hope that this information is helpful.

Sincerely,


John V. Kallianis
Executive Director



Assistance Business Agent – Maintenance July 2018

My name is Marqueal L. Williams, I am the Assistance Business Agent – Maintenance of Local Union 241, this report shall reflect the events that occurred in the month of June 2018.

Janus Supreme Court Ruling

There have been many misleading conversation and lies said about the Maintenance Department of Local 241, Maintenance will not rejoin Local Union 241. There has been many Lies spread about the By Laws that the Maintenance Department tried to pass, union officials stating that our bylaws will cause the local to spend more money in arbitration fees, that we will control the grievance process, and that "Because of the Maintenance Department Contract Negotiations was held up. All Lies. I'm here to report that we have over 85% of the Maintenance Department resigned into Local Union 241, we do not have several members signed that are in area 605, IOD, and on vacation. Our largest number of fee objectors are from Forest Glen, we been dealing with this garage sense 2011, having to represent them, I had no problem with representing them because they did pay their fair-share portion of union dues. I do understand that they may be just standing on the principle. But the reality is this, we are all under attack Black, Whites, Brown, Transportation and Maintenance, we all in this together.

Building a Stronger Maintenance Department

During the resigning of the membership, and the people that have the right to opt out of paying dues, it was perfectly known to management that this will be their last time attending a Union Fire Drill, and I also let the workers of the locations know the members who didn't sign back into, I absolutely believe that it's your right not to be forced into anything but at the same time you will not disrupt or ask questions from an organization that you removed yourself from. Looking forward the maintenance department will together make several discussions to better ourselves.

First Transit

First Transit Contract Negotiations has end, we are not in the process of ratification of the membership, Local 241 had the help of International Vice President Paul Bowen who assisted with the negotiations. During the negotiations First Transit received a small raise, and after the ratification of this contract most member will receive a \$3.00 and above raise, First Transit agreed to let the people who

transition over from MV Transportation will be able to keep their seniority for years of service worked. First Transit was M.V. Transportation, for First Transit to be in Local 241 we had to maintain 51 Percent of the members upon transition. Upon the resigning of members of First Transit we have 98 percent of the members that recommitted to Local 241.

Arbitrations and Grievances

Mr. Conner 17-0699 arbitration is scheduled for August 17, 2018 and Mr. Barns 16-0030 is scheduled for September 11, 2018. We took (5) five more grievances that was voted to go to arbitration to the attorney for arbitration dates.

Area 605

If you are in the Maintenance Department and have not received your past year Vacation Check you should call me or call Treasury to see if there is a check waiting for pick up. Everyone who called me had a check waiting or has been directly deposit.

Apprentice Working Holidays

It was brought to my attentions during the sign up of members that several apprentices were forced to work the Memorial Day holiday. This situation has been rectified for the Fourth of July holiday and a grievance was filed requesting the holiday pay for the individuals that was called in by management to work the holiday.

Holiday Pay for New Employees

New employees must have 90 days of continuous service, The Chicago Transit Authority did not pay none of the new employees that were hired November of 2017 for Easter and Memorial Day, the employees were told that they would have to have 90 working days. After a call to the union the employees were issued a TC-1000 and they were paid for the holidays within (2) two days.

Reinstatement

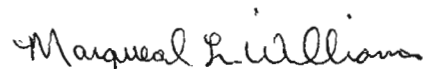
(3) Three members were reinstated in the month of June, (2) Two Apprentices and (1) One Servicer. The removal of several violations from employees work records.

No A/C in the Break Room at Chicago Ave.

I received a phone call about the A/C in the break room not working, upon one phone call the union had (4) four portable A/C units brought in within hours. We are working on more fans on the work floor for that location and the Kedzie men's room, I was informed of this on Tuesday July 3, 2018.

This concludes my Assistance Business Agent – Maintenance Report

In Solidarity,



Marqueal L. Williams
Assistance Business Agent - Maintenance