



## **REPORT OF THE PRESIDENT/BA, KEITH HILL**

**1-31-2018**

### **REPORT OF THE PRESIDENT/BA, KEITH HILL FOR THE MONTHS OF DECEMBER 2017 AND JANUARY 2018**

December 2017 and January 2018 the union was busy with a lot of movement for the membership

- Re-opening of PACE contract negotiations
- CTA contract talks
- Pre-arbitration (grievances) for CTA
- Two Expedited (grievances) hearing dates (December 2017 & January 2018)
- Two (2) Pension Meetings (December 2017 & January 2018)
- Two meetings dealing with the uniforms (CTA)
- Two dates of volunteering at Pacific Garden Mission
- Chicago Federation of Labor (CFL) Endorsement Session
- System and Run Pick Meeting
- Meeting with CTA about treatment of workers
- Repairing and Fixing the union office, from flood damage
- Six days of informational sessions discussing the tentative agreement (TA) with the members

#### **PACE CONTRACT NEGOTIATIONS:**

During the month of December 2018, Local 241 meeting with PACE to have the opportunity to sit back down at the table and try to work out the Healthcare and two other issues. After a few hours of discussion with PACE, they agreed to hear what changes we are asking them to make. We have two more dates, one is to see if they will honor the request to talk, the other date is to try to come with an agreement to bring to the members.

#### **PACE WEST:**

- We addressed the issue with cold buses, insect infested buses and grievances. The issue with the cold bus members please call dispatch and write the bus up and give it to the union. No member should have to drive any company vehicle with bugs please notify dispatch and write the vehicle and notify the union.

**Report of the President/BA, Keith Hill**  
**Cont. 1-31-18**

**CTA CONTRACT:**

We had several meetings in December and January that ended on the 16<sup>th</sup> of January in front of Arbitrator Coleflesh. On this day we presented our case after agreeing to try mediation to get movement for our mechanics. I must say, the team presented a very strong case and a great argument about the overnight separation between the two unions. After a few attempts and hearing the arbitrator's position we decided to bring it to the members for a vote. In any negotiation you never obtain everything you want, and in these negotiations, we did not reach our goal of obtaining an adjustment that maintenance and servicers deserve. These issues will not be forgotten, and my pledge to the brothers and sisters in the maintenance is to not let the CTA allow this issue to divide us and to start working on it before the next contract. However, we must look at the positive and the most important asset are our members. For the first time in decades we didn't lose anything, but one thing myself and the officers promised from the beginning, we would not leave our fate in the hands of an outsider, and we have delivered on that promise by presenting a positive agreement we can build on for the future. February 08, 2018 the members will have the chance to voice their pleasure.

**PRE-ARB AND EXPEDITED CASES:**

Over the last two months we took 15 cases to pre-arb, the union was successful in returning 6 brothers and sisters back to work, 3 cases were deferred until next month for answer. As we continue to find ways to lower the cost of what we spend on attorneys and a quicker turn around on response time for a grievance to be heard bear with us. But members I'm asking you to step up and start making the meetings when dealing with grievances to control the cost. Expedited we took more than 100 cases over the last two months winning a total of 68 cases in some form while the arbitrator upheld 32.

**UNIFORM MEETING:**

We met with CTA to discuss the elimination of the metal badges and returning back to the cloth badges, after a few meetings the CTA has agreed to return back to the patches on the shirts and sweaters. This will start in the winter uniform of 2018, we have yet to come up with a sunset date to be in full compliance. Also, the members will be allowed to buy a small badge for the hat which includes the skull cap and baseball cap. My next project will be to start the conversation about the winter polo so this will be discussed in the future.

**SYSTEM AND RUN PICKS:**

We had a meeting with CTA about the upcoming system pick scheduled for February 24, 2018 the union had a major concern about the pick and the time the members will be allowed to cushion ride the routes of their new location. After a few meetings we agreed on an extension time frame to turn in the route sheet. We are also working on a schedule to have instructors to take buses out to help with learning of the routes. CTA brought a few other items into these meetings that the union rejected and plan to hold their ground on in the future.

**Report of the President/BA, Keith Hill**  
**Cont. 1-31-18**

**TREATMENT OF MEMBERS:**

I'm asking all members if you are being treated unfairly or disrespected by management, please notify the union. I attended a meeting this month to discuss how I feel a manger should treat members when interviewing them. In this meeting I talked about how a manager at North Park I feel disrespected operators and don't give them a fair chance when conducting an interview. The end result of this meeting CTA agreed to address this manger as I receive more information from operators. Also, I'm setting up another meeting to address the way the control center responds to the operators and the messages they send out. I will be forth coming with the results of this meeting.

**SUPERVISORS' PICK MEETING:**

I attended one of the two meetings where we left the meeting with no conclusion, the final conclusion of that meeting is to meet again in February. The entire goal is to have more supervisors trained so they may be able to pick certain jobs.

**CTA PENSION MEETING:**

After finishing a great year for the pension and the RHCT with solid investments and positioning the pension to be evaluated differently, I can say there are brighter days ahead. The goal I would like to put before the board and members, let's start taking the steps to work on the RHCT. Enclosed in the report is an update on the Matthews case and the Hampton case. I also have a package being prepared to update the retirees on a few things that can help them save money and get better use of their benefits.

**CHICAGO FEDERATION OF LABOR (CFL) ENDORSEMENT MEETING:**

We participated in the state-wide endorsement session for the upcoming election. We took a neutral stand on a few positions to allow the candidate to come before the board to hear how they can work for us. We as a union must not support someone just because of their party affiliation but who will help grow transit and help us see the benefits and money we earn in our check .

**OFFICE REPAIRS:**

As everyone know, we had several pipes bust in the office and caused some damage. We are on the road to repair and recovery at no cost to the members. As we put the pieces back together we will keep you posted on the repairs.

**Report of the President/BA, Keith Hill**  
**Cont. 1-31-18**

**STATEMENT:**

I would like to take this time to address ALL the members of ATU Local 241, I want you to know, it is my goal and commitment to address our needs to the CTA, PACE and MV TRANSIT, just because I'm classified as a bus operator, I'M A UNION MEMBER FIRST!!! I have never and will never work for just one classification in our union, there are many issues that need to be addressed and reversed from years of neglect, especially our brothers and sisters who work in the maintenance department, I'm asking each and every one of you to stand with me, the officers, executive board and stewards, and to remain focused and not let, this contract, in particular, divide us, we must stay together and continue to grow together.

**OTHER ISSUES:**

- I would like to thank the members at 77<sup>th</sup> garage for notifying me of the issues going on at the Hickory storage, I'm pleased to inform you, the issues have been resolved and the facility can now be used.
- I'm also pleased to inform you the hole that was in the ceiling at the orange line washroom facility was repaired the very same day the union was informed and then informed the CTA of the damage and now that facility is available to be used by our members.

Fraternally,

Keith Hill  
President/ Business Agent

IN UNITY  
IS STRENGTH



January 31, 2018

RETIREE/PENSION UPDATE  
PRESIDENT/BA, KEITH HILL REPORT

Dear Retiree:

This is an update, to set the record straight about issues involving the Retirement Plan and Retiree Health Care Trust and our fight to keep those plans secure while maintaining the retirees' benefits.

**The Litigation (Williams v. CTA)**

The retirees' case against the RHCT and the Retirement Plan is not over. A final decision in the case is probably several years away. There are rumors that the retirees can now get their money. Those rumors are not true. The Supreme Court ruled that certain retirees' benefits were protected by the Illinois Constitution, but sent the case back down to the Circuit Court to decide, among other things, the amount of the benefits that are protected. The Circuit Court dismissed the retirees' claims against the RHCT in 2017, but the retirees recently filed an amended complaint against the RHCT designed to address the Circuit Court's ruling. The retirees' claims against the Retirement Plan have not been dismissed and the parties are now in the "discovery" phase of the litigation. The bottom line is the case is not close to being over and it may be years before the plaintiffs see a recovery.

**Claims about the "Coalition"**

There is an effort to put a retiree on the Boards of the Retirement Plan and the RHCT. This effort is based on language in the Pension Code about the seats on those boards being held by a trustee selected by "the recognized coalition representatives" of those participants who are not represented by Local 241 and 308. The Boards of the Retirement Plan and RHCT have always considered the "recognized coalition" to be the Trades Coalition. The Trades Coalition has historically had a seat on the Retirement Plan Board. The 2008 legislation did not change that. The only way a retiree will be put on the Board is if the legislation is passed to allow the retirees to have a seat.

**RETIREE PENSION UPDATE/PRESIDENTS/BA, KEITH HILL REPORT**  
**1-31-18**

**RETIREE PREMIUMS:**

The retiree premiums are set each year by the RHCT Board. This year we held the line and successfully demanded that the Board keep the premiums as low as possible. This process of setting the premiums is tied to the requirements of the Pension Code, which requires the Plan to be 100% funded. The Board has tried to maintain a “cushion” in the funding levels to prevent a situation where the funding of the RHCT drops below 100%. If that happens, the Trustees are required by the Pension Code to raise premiums or cut benefits to get the funding level back to 100%. Depending on the amount of the shortfall, those increases to the premiums, or the cuts to the benefits, could be substantial. The Board has maintained a cushion to keep the Plan above the 100% mark, in part by making annual increases to the retirees’ premiums. Last fall we were successful in minimizing the amount of those increases to the retirees’ 2018 premiums while still keeping a sufficient cushion to prevent future increases.

**FUTURE GOALS:**

We have had discussions with legislators to shore up the funding for both the Retirement Plan and the RHCT. Work with us to lobby for changes to the Pension Code that would require the CTA to sufficiently fund both plans rather than keeping the burden on actives and retirees to foot a large part of the bill. The CTA created this mess and the actives and retirees are paying for it. If we work together, we can push our legislators to fix the problem and ensure a secure retirement for all our brothers and sisters.

Fraternally,

Keith Hill  
President/ Business Agent

**Keith D. Hill**  
*President - Business Agent*

**Toi W. Bowers**  
*Financial Recording Secretary -Treasurer*



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

**Tanno Muhammad**  
*2<sup>nd</sup> Vice President*

**Marqueal Williams**  
*Assistant Business Agent - Maintenance*

**LOCAL UNION 241 • AMALGAMATED TRANSIT UNION**  
**A.F.L. - C.I.O. - C.L.C.**  
**1613 SOUTH MICHIGAN AVENUE • CHICAGO, ILLINOIS 60616**  
**TELEPHONE: (312) 341-1733 • FAX: (312) 341-1471**

**A.T.U. website: [www.atu241chicago.org](http://www.atu241chicago.org)**

February 1, 2018

### **Attention Members of ATU Local 241**

Many members have come forward and complained about several members and former officers making misrepresentations regarding the Tentative Agreement in reference to the Pension Plan and attempting to create fear among the membership. They apparently are doing this for their own political purposes and not considering the true interests of the membership. Therefore, members have asked the officers to address these misrepresentations.

To be perfectly clear, your pension, like that of all other public employees, is protected by the Pension Protection Clause of the Illinois Constitution, Article 13, Section 5. You have heard about how this clause works to protect pension benefits of public employees.

Second, the Pension is part of the Collective Bargaining Agreement and any changes in your pension benefits, like any other changes to the collective bargaining agreement, would have to be negotiated and ratified by the memberships of both Locals, 241 and 308, following the process we are doing now.

The proposals regarding the, pension were placed on the bargaining table before the current officers assumed office, and these proposals included many required technical changes to the plan and substantive changes that affected and applied only to Local 308. We took the position that pension issues should not interfere with the negotiations.

As we have promised, the officers will not hide anything from the membership, unlike what has occurred in the past. A Tentative Agreement was reached. We included the specific TA language in the document sent to all members. The TA provides for the formation of a Committee to review the Pension Plan document. The Committee has no binding authority. It cannot implement any changes that takes away any of your pension benefits. As you can see the word “consider” is all the Committee has authority to do. The Committee does not have the authority to eliminate, change, or make any agreements that in any way adversely affect your pension benefits. Furthermore, think about it, why would members of the Local secretly eliminate their own pensions? It makes no sense.

If any disgruntled former officers approach you and try to distort the truth, in order to further their own agenda that the TA reached allows for the discontinuance of the pension and the conversion to a 401(k), tell them to be serious, tell them to be truthful, because that’s what you expect from your officers that represent you!!

Fraternally,

Keith Hill  
President/ Business Agent

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



Office of the Secretary of State Jesse White

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Ethics Training

Date Completed: 02/08/2011

Anti-Sexual Harassment Training

Exempt From Training

Affirmations of Expenditure Reports

No Affirmations due at this time.

This information was printed from [www.cyberdriveillinois.com](http://www.cyberdriveillinois.com), the official website of the Illinois Secretary of State's Office.

Tue Jan 02 2018

## Keith Hill

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**From:** eharassment@ilsos.net  
**Sent:** Monday, January 01, 2018 12:39 AM  
**To:** KD8THESMOOTH1@YAHOO.COM  
**Cc:** Keith Hill; eharassment@ilsos.net  
**Subject:** IL Lobbyist Anti-Sexual Harassment-Training Instruction - Deadline 01-01-2018

DEAR KEITH HILL:

The Lobbyist Registration Act requires each registered lobbyist to complete anti-sexual harassment training annually. As a registered lobbyist, you must personally complete the training; a designee cannot complete the training for you. **Your training for the 2011 registration year must be completed by January 01, 2018.**

Lobbyists may access the Anti-Sexual Harassment Training online at [www.cyberdriveillinois.com](http://www.cyberdriveillinois.com).

- Select ***Lobbyist Activities***
- Select ***Mandated Filings for Exclusive Lobbyists***
- Enter your **PIN ID** and **Entity ID** in appropriate fields (see information below)
- Select ***Anti-Sexual Harassment Training***
- Read through all the required material
- At the **Anti-Sexual Harassment Email Confirmation screen** check the box next to the lobbyist name, then click **Submit** to complete the Anti-Sexual Harassment Training
- A printable confirmation receipt will appear

Please use the following information to log in to the system:

Pin ID:

Entity ID:

Entity: AMALGAMATED TRANSIT UNION LOCAL 241

After you have completed the training, the Secretary of State's office will receive an electronic certification. If you do not complete the required training, you will not be eligible to register as a lobbyist next year and may incur additional penalties.

**NOTICE TO AUTHORIZED AGENT:** If this e-mail address does not reflect the registered lobbyist's individual e-mail account, please forward directly to the lobbyist and correct this e-mail address in the lobbyist's registration.

The training material provides only a summary of lobbying requirements, responsibilities and opportunities established by law. Please consult your legal counsel, the enabling laws, the corresponding rules, or the Secretary of State's web site for the complete text of the lobbying anti-sexual harassment provisions.

For more information, please call the Secretary of State Index Department at 217-782-7017.

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**TO:** Security Officers, 901 W. Division Building

**SUBJECT:** Restroom Access for CTA Bus Operators at 901 W. Division Building

**CC:** All Points Security & Detective, Inc.

**EFFECTIVE:** (TBD)

The Chicago Transit Authority (CTA) currently stages buses on N. Hickory Ave. between W. Haines St. and W. Division St. on weekdays, Monday through Friday between the AM and PM rush from approximately 8:30 AM and 4:30 PM.

The CTA Bus Operators involved may use the identified break room/kitchenette area at 901 W. Division from 8:30 AM until 2:30 PM and Restrooms at 901 W. Division may be accessed until 4:30 PM by following the procedures outlined here. CTA Bus Operators may not use the identified break room/kitchenette area and/or restrooms when the CTA Warehouse is closed for business between 2:30 PM and 6:00 AM.

The CTA Bus Operators are allowed to enter the 901 W. Division building through the Receiving Dock door A only. Before entering the building, the CTA Bus Operator must press the intercom button and scan their badge at the card reader by the entry door. After entering the building, the Bus Operator needs to sign in on the "Visitor Sign-in Log" including their name, CTA Badge number, and Time In. The employee should not bring large bags into the building.

Once the Bus Operator or Bus Supervisor signs in on the Visitor Sign-in Log, the security officer will use their access card to allow the employee access to the 901 W. Division building to the break room/kitchenette area and/or men's or women's restroom.

The Bus Operator using the restrooms only, should go directly to the men's or women's restroom, and then return directly to the security area and sign-out. Bus Operators using the break room or the kitchenette area at 901 W. Division must remain in that area until they are ready to exit the building. After using either of those allowed areas, the Operator needs to sign-out on the Visitor Sign-In Log and also tap their badge in the reader outside the building. The security officer is not required to escort the employee, but needs to be aware of the access provided to the Bus Operator. **Bus Operators are NOT allowed to access any other areas outside of those identified in this memorandum.**

If there are any problems with the CTA Bus Operator using the restrooms, break room/kitchenette area or accessing the building, please notify your supervisor and/or the building management immediately.

**THIS IS A PILOT PROGRAM AND WILL BE EVALUATED AFTER SIX (6) MONTHS.**

# Freeborn

## MEMORANDUM

To: John Kallianis  
Stephen Rosenblat

From: Alexander S. Vesselinovich

Date: January 22, 2018

Subject: Retiree Health Care Trust for CTA Employees: Status of *Williams* and *Hampton* Cases

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This provides a summary of the status of both the *Williams* and *Hampton* cases as of today's date. The *Williams* case is pending before Judge Franklin Valderrama in the Circuit Court of Cook County; the *Hampton* case is now pending in the Illinois Appellate Court.

### **I. *Williams* Case**

The *Matthews* case was re-filed in a First Amended Complaint in the Circuit Court of Cook County against the Plan, the Trust, and the Boards for both the Plan and Trust. The plaintiffs are three retirees: Jerry Williams, Stewart Cooke, and Larry Whitehead. We filed a Motion to Dismiss the First Amended Complaint on behalf of the Trust and its Board. After extensive briefing and oral argument, Judge Valderrama granted our Motion and dismissed all three counts against the Trust and its Board. However, the Judge allowed the Plaintiffs to file yet another Amended Complaint against the Plan, the Trust and its Boards. On December 22, 2017, the *Williams* Plaintiffs filed their Second Amended Complaint against the Plan, the Trust, and both Boards; they chose not to sue the CTA. This new Second Amended Complaint dropped one count (for declaratory judgment) but persists in bringing two claims: one for breach of contract of (the Retirement Plan Agreement, and the other for violation of the Pension Clause in the Illinois Constitution. On behalf of the Trust and its Board, we believe there are solid grounds to challenge those two counts again at this time. For that reason, we expect to file another Motion to Dismiss both counts of the new Second Amended Complaint on January 26, 2018. There is no briefing schedule yet on this prospective Motion to Dismiss, but we do expect a ruling on it by late March or more likely in April. The next court date before Judge Valderrama is on February 14, 2018, when we expect to get details about the briefing schedule and a potential ruling date.

### **II. *Hampton* Appeal**

All Defendants, including the CTA, the Plan, and the Trust, were able to convince Judge John Allegretti (Circuit Court Cook County) to dismiss Eric Hampton's complaint after extensive briefing and oral arguments. Because the Judge will not allow Hampton to file a new Complaint, the dismissal order in the trial court is final. As a result, Hampton has appealed that dismissal to the Illinois Appellate Court. Hampton has not yet filed his appellant brief in that Court, but we expect Hampton to file his appellant brief on February 6, 2018. We do not have a due date for the Trust's appellee brief yet, and there is no oral argument date set. The Boards for the Trust or the Plan were not sued in the Hampton case.



**1-31-18**

**REPORT OF THE FINANCIAL/SECRETARY SECRETARY-TREASURER**

Greetings to the 241 family, from Toi Bowers your Financial/Recording Secretary-Treasurer. This report will reflect duties performed in December 2017 and January 2018

**Contract Negotiations:**

After numerous number of meetings at the contract table, local 241 presented a tentative agreement to the members that was long overdue. The officers of 241 promised our members a better quality of life tentative agreement and it was delivered. Brothers and sisters, very tough decisions were made to make this contract all inclusive. Brothers and sisters of local 241 February 8, 2018, you will be voting yes or no on the tentative agreement. I ask that when you vote, you vote what is best for you and your family.

**GRIEVANCES:**

A total of 2625 open grievances, you have been presented the report from the election commissioners, the report contains the results of the December special grievance meetings

**ASSESSMENT:**

The assessment that was deducted from your check, was for grievances only. I have been reporting to you about the 241 databases not having the same data as the international database. That is the reason that our membership numbers fluctuate and it is also the reason that local 241 has credit on the books with the international. This process is considered a special project due to the amount of work that it entails

**UPDATE FLOOD DISASTER:**

I received a lot of phone calls with concerns that members were going to be assessed due to the flood. That information is not true, the local is insured, the local already received an advancement to replace office supplies that was destroyed

**OFFICE WORKER:**

The local has experienced one of our staff members sending out incorrect information and giving out incorrect information to our members. This issue has been reported to the President and has been addressed. Members, if you call to the local with questions, please speak to an officer

**Report of the financial/recording secretary-treasurer**  
**Cont. 1-31-18**

**GARAGES:**

I was able to make visits to 103<sup>rd</sup>, Forest Glen, North Park and Chicago ave. garages. I discussed the grievance assessment and the contract.

**SECOND CHANCE:**

I received most of the documentation from the CTA on 1-19-2018. I have a few names on the list CTA is still working on. I have started working on the information that I have been provided. I am working on this project along with other projects. I apologize for the process. I continue to ask for your patience.

**PENSION INFORMATION THAT YOU NEED TO KNOW:**

Please make sure all beneficiaries are up-to-date in the pension office. Make sure you get copies of all paperwork.

If you can no longer handle your affairs, the pension office doesn't accept "Power of Attorney", guardianship papers are only accepted

Brothers and sisters, you are entitled to a death benefit. When you retire, depending on your years of service

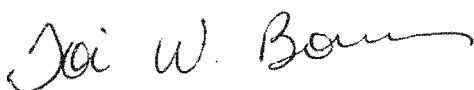
If you name a minor as your beneficiary, a custodian account must be set up for the minor

**If you sign up for survivorship options when you retire, this means the person that you are married to at the time will continue to receive those benefits even if you divorce him or her, you can't change the name once papers are signed**

**HEALTH REIMBURSEMENT ACCOUNT (HRA):**

**Please see attached documentation**

Fraternally,



Toi W. Bowers  
Financial/Recording Secretary-Treasurer

# HEALTH REIMBURSEMENT ACCOUNT (HRA)

FOR FORMER CTA EMPLOYEES WHO CONTRIBUTED TO THE RHCT



Your HRA Questions  
Answered **2018**

*cta*  
**RHCT**

Health Care Trust

# You May Have a Choice

If you meet the eligibility requirements for health care coverage from the RHCT and you have never enrolled in health care benefits from the RHCT, you must choose between the HRA and health care benefits from the RHCT. If you choose the HRA, you and any dependents will never be allowed to enroll in health care benefits from the RHCT. If you choose health care benefits from the RHCT, you will no longer be eligible for the HRA. Consider this choice carefully.

**If you do not meet the eligibility requirements for health care coverage from the RHCT, you are only eligible for the HRA.**

## What You Need to Do

**If You Are Eligible to Enroll in Health Care Benefits from the RHCT and you want to Enroll**

If you want to enroll in health care benefits, you should call Group Administrators at 1-800-487-1150 and request an enrollment packet.

## If You Are Eligible to Enroll in Health Care Benefits from the RHCT, but You Want the HRA

The enclosed personalized Statement of Contributions shows the amount of contributions you have available in your HRA. If you did not receive a statement, you can go online to [groupadministrators.com](http://groupadministrators.com) to see your balance and update contact information. You will need to create a username and password. If you just left CTA employment, it will take up to six weeks for your account to be available.

## If You Are Age 65 or Older

**To begin using your HRA balance to pay for eligible healthcare expenses, you will have to enroll for the debit card.**

Enclosed in this packet is an enrollment form and a return envelope. You must complete the enrollment form, sign it, and mail it back. Once you enroll, you will receive your HRA debit card within 3-4 weeks. If you turned age 65 before January 1, 2018, the yearly fee will be deducted every December 31, beginning with December 31, 2018. If you turn age 65 on or after January 1, 2018, a yearly fee will be deducted from your HRA balance each year on the one year anniversary of your eligibility, in other words, on your 66th birthday and on each year thereafter. Currently, the yearly fee is \$25.

## What Kind of Expenses Can I Pay with the HRA Debit Card?

Most healthcare expenses that you would pay out-of-pocket can be paid using the debit card. Healthcare expenses include expenses for medical, dental, vision and prescription drug services and supplies as described in IRS Section 213(d) or in publication 502 at <https://www.irs.gov/pub/irs-pdf/p502.pdf>. Here are some common examples of expenses that are and those that are not eligible:

### Eligible Expenses

- Copayments, deductibles, and your coinsurance
- Healthcare expenses that are not covered by your healthcare plan
- Premiums for healthcare coverage
- Out-of-pocket transportation expenses essential to obtaining health care
- Out-of-pocket expenses for qualified long-term care services

### Ineligible Expenses

- Healthcare expenses reimbursed by insurance, Medicare or another federal or state health care programs
- Expenses you will claim as deductions or credits on your federal or state income tax returns
- Over the counter nonprescription drugs
- Cosmetic procedures
- General health and wellbeing expenses, like vitamins, exercise, or recreational activities
- Expenses that are not eligible to be claimed as deductions for health care on your federal income tax return

## Whose Expenses Can I Pay with My Debit Card?

Besides your own expenses, you can pay for eligible expenses incurred for your spouse or eligible child(ren). The same rules about eligible expenses apply to the expenses incurred by your dependents as apply to your expenses. Your spouse is the person to whom you are legally married, as recognized by the State of Illinois. Internal Revenue Code restrictions do not allow reimbursement for expenses incurred by a civil union or domestic partner. If you divorce, your spouse will lose eligibility to participate in the HRA on the last day of the month of the date of dissolution of the marriage.

# Background Information

The Chicago Transit Authority Retiree Health Care Trust (RHCT) was created in January, 2008 by Public Act 95-0708, to provide and administer health care benefits for eligible CTA retirees and their dependents or survivors. With the passage of this Act, employees of the CTA were required to begin making contributions to the RHCT, to help offset the cost of their health care in retirement.

You have to meet certain age and service requirements to be eligible for healthcare benefits from the RHCT. If you were an employee on or after January 18, 2008 and you did not meet these requirements, your contributions remained part of the RHCT. The Trustees and Staff of the RHCT worked with the State Legislature to amend PA 95-0708 to allow, at age 65, for retirees and former employees to have access to their

RHCT contributions. As a result, effective January 1, 2018, the Trustees have established the Health Reimbursement Account (HRA). The HRA was established as a way for you to use your contributions to the RHCT. You can use the HRA to pay for eligible healthcare expenses for yourself and your family. If you enroll in the HRA Plan, you can never enroll in the RHCT health care benefits and vice versa. This brochure provides you with the basic information you need to know about the new HRA plan.





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

**January 31, 2018**

### **1<sup>st</sup> Vice President Report**

For the month of December and January, I've been assigned various duties by President Hill. I attended the winter pick and all of the north side garages to observe for 2-3 days in efforts to gain knowledge of the concerns of the members.

I attended the supervisors pick meeting at CTA Headquarters, the outcome was to postpone the pick because CTA was trying to cut two supervisor clerk jobs. However, we are going to wait for contract results before moving forward. The plan is to get 120 supervisor appointments instead of the 82 supervisor jobs we have in place now.

I attended the new hire class at the Training Center at Chicago Ave garage for a meet and greet. I also visited the new addition for the supervisor training class. We have 25 pool supervisors and hope that we can get the next class of 25 very soon.

I attended the pension meeting and it was determined that we have \$1.9 billion in the fund. We have \$900 million in the RHCT. We are starting to watch the pension meeting closely because they move very fast and I think we as Trustees need to watch them more closely.

A lot of calls are coming in about CTA has members working dual jobs. We are going to take a look at that immediately at 567, 901 West Shop, Clerks, Supervisor, Instruction etc.

We are also looking into CTA borrowing when you do overtime. For example, when operators pick under 40 hours of work and complete their 40 hours guarantee and work overtime or fill out a delay slip, CTA is borrowing from that and not paying overtime. We will be asking all operators to notify the union office or union representatives if that happens to them.

We distributed turkeys to all the sick book operators that we could get in contact with for the holidays at no cost to the Local Union.

I attended 2<sup>nd</sup> Step hearings that weren't that great for the month of December and January. I also attended the Expedited Arbitration meeting along with President Keith Hill. We tried 44 cases and won 21 and lost 23 all done with not attorney involvement and no cost to the Local Union. I attended Pre-Arbitration with President Hill we tried 9 cases winning 5 and losing 4. These 5 members will be returning back to work. Again, all done with no attorney involvement and no cost to the Local Union. In January we won 19 cases out of 36.

I attended Kedzie, Chicago Ave, North Park and Forest Glen garages checking for violation to the Extra Board. I also attended contract negotiations with First Transit.

I attended the contract negotiations and the meeting was set to go to arbitration. I didn't like the arbitrators body language nor did I like what was being said. We have to vote on the tentative agreement on February 8, 2018. Please read it in it's entirety and don't let anyone tell you how to vote because this vote is historically.

Humbly,

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

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)**

January 31, 2018

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

Let all of us take a minute and give Homage to our members and friends and families, that are not here to see 2018: A moment of silence please.

I would like to greet all of our members by saying Happy New Year.

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

As your 2nd Vice President, I take pride in helping all of Our members to the best of my ability. I promise transparency, to be a better student and to study more to continue to help our Local. Our President has assigned me to help our members with FMLA, Sick Book and IOD issues throughout the Local.

The month of December was very short. Local 241 had an agreement with the Chicago Transit Authority in which there would not be any discipline hearings for the last two weeks of the month of December.

Due to inclement weather conditions cause the pipes to burst in your 241 offices, as your officers continue to work around hazardous conditions. As of now it seems to be a slow process in repairing it.

I visited all the Bus Garages helping our members assisting them in writing and updating grievances. I also worked on step II grievances.

#### Drug Hearings

I had approximately three drug hearings 1discharged 1resigned and 1 saved SAP. For the of month of December.

Please! you all do not take your family members or friends prescription medications.

In the month of January, I received calls and email concerning our members tested for post-accident, those calls came in at least twice a week. Approximately 4 members 2 SAP 2 Resigned and are IOD.

We also had two Contract meetings with our sister Local 308, which turned out to be non-productive as we were on Wage proposal to be given to the Authority. It was a brief caucus, our sister Local decided to walk out. We know that they just had a major Election but it is time to get down to some Serious business. What kind of company are we working for that does not take pride in giving its members and their families good affordable healthcare. We must stick together "right our wrong" and correct all mistakes. January 18, 2018 241 and 308 met with arbitrator concerning our contract The Arbitrator made it clear that he was not going to give us certain things, and devised us to come to an agreement as he read over our T.A.

On January 28, I attended a meeting at the CTU with 241 and 308 concerning contracts. Our members asked some great questions about the contract and hopefully all questions were (Answered).

On January 29, 2018 I attended with Executive Board Covington and 241 members. I later found out it was found it was for non-bargaining training session for alternate discipline for managers. (see attachment)

On February 8 2018 the vote will be taking place the decision is yours Contract or Arbitrator. Please take your time read all T.A. and the Contract.

I attended a picking meeting the President Hill, 1st Eliland

Our Pension is 1billion 9hundred million funded

HCTRUST is 104% funded approximately 8

I leave you as I came Peace in Paradise.

2 Vice President Tanno Muhammad



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January 31, 2018

The training is a 1hr Q and A conducted by EEO Mr. Van Johnson

- Effective Communication Skills
- Effective Communication Overview
- Tools for Effective Communication
- Listening Objectives
- Learning your Communication

Never speak out of Emotions, good communication is valuable and the work and your everyday relationship for a life time.

#### In Communication Increased Productivity

- Team work
- Appreciate difference
- Interaction with peers
- Improved work performance
- Positive work
- Decreased absenteeism
- Reduce employee retention
- Improved team morale

#### Communication there is:

Sender- Message - Receiver

Verbal and nonverbal communications approximately 30% of communication deals with body language.

- Personality
- Values
- Habits
- Emotion
- Needs

#### What impacts the message?

- Thoughts
- Words
- Actions
- Habits
- Character
- Destiny

#### Elements of Effective Communication

1. What are you saying?
2. What did you mean to say?
3. How did you say it?
4. How were your emotions when you said it?
5. Did you listen to what was being said?

Never make decisions while you are angry.

#### Non-Verbal Communication- Body Language

Appropriate touching – hand shake or a friendly mutual hug

#### Listening and Responding

- Making the speaker feel heard and understood
- Create an environment where you feel safe
- Relief negative emotions (prayer or deep breathe)

#### Barriers that effects communication

- Lack of sensitivity to the receiver
- Lack of basic communication skills
- Insufficient knowledge of the subject
- Information overload

“Being emotional is an interference”

## Examples of Barriers

- Making accusations about professional competence
- No undermining
- No name calling
- Not giving credit when credit is due

## Tools for effective communication

- Remember the Golden Rule – Treat people the way that you want to be treated
- Recognize when you are stressed take a moment to calm down, deep breathing, meditation

## Conflict resolution

- Address the person directly or to a supervisor or manager
- Contact your Union, EEOC, or proper authorities

## Forgiveness

### There are benefits of forgiveness

- Forgiveness makes one happier
- Forgiveness improves your health
- Forgiveness sustains relationships
- Forgiveness boost kindness



# Assistance Business Agent - Maintenance

## 1. 2018 Agenda

The objective of any great union is to have a plan for the upcoming years, as the maintenance department grows stronger. In 2015 when I first took office, George Cavelle and his management team had no respect for Maintenance Department at The Chicago Transit Authority, now that level of respect is off the chain this took (2) two years to build that respect, this was done with the force of Tim Westhoff (Northside Repair Representative) and LaMont Coleman (Southside Repair Representative) and at that time they had no stewards. Now we have Stewards at all locations and they not taking no shit from The Authority.

Now our first objective for 2018 is Contract Negotiations, this contract been going on for too long we tried Rallying, following your SOP'S and all other forms anti-strike scenarios, now we grow closer to arbitration / ratification of this contract should have some closure by February 8 2018. Second on the agenda is the Grievance Process for 2018, all Maintenance Grievances will go through expedited and regular arbitration, Pre-arbitration will stop until The Chicago Transit Authority make a decision on the Maintenance Mechanical Director, during the ending part of 2017 the maintenance grievance process took a turn for the worst, we will go back to the 2015 way of handling all grievances within 90 days, having more Labor-Management Meetings to get things resolved. The 2015-2016 Maintenance Play-Book worked.

I started in December on our Pace Maintenance, pulling them together and letting them know what our agenda / fight against management. I made the pledge to them to start their Labor Management Meeting to address their issues and garage complaints. The next agenda would be the Apprentice Program and The Insurance Reimbursement Committee, our main goal this year is Solidarity and Job Security as we wait for this Supreme Court Ruling.

First Transit has a number of discharged employee's, we brought back several members without arbitration fees to the membership. The members at this company are without a contract and an arbitration process. This year we have to organize the members at that location, Ms. Latreata McCaskel is a member at that location who been doing exceptional work for Local 241 on her own time. Ms. McCaskel was one of our election commissioners when she was with MV Transportation.

## 2. 2017 Reimbursement of Health Care Committee

Attached to back of this report is the Committee Recommendation Report minus the Letter that the Committee approved to send to The Chicago Transit Authority demanding our insurance payment for

the 2017 work of the Bus Servicers Apprentices. Because we have a Tentative Agreement adding the Apprentice Program into the Contract, the committee feels that our bargaining leverage is exhausted and we will never see that refund. This committee was an outcome of the last 241 Mass Membership Meeting, in my report I expressed that The Authority owe this refund and freezing of the insurance to our membership, this was negotiated with the Last President, we can't promise a insurance freeze but we can promise is that we're going to **fight a good fight** for what The Chicago Transit Authority owe to this membership. Upon the outcome of the Tentative Agreement Vote this committee is on hold.

### 3. Labor / Management Meeting

**Labor Management Meeting of January 2018 is as follows;**

- **Upgrade Laptops** – The Union brought this issue to Management because during diagnosing the laptops would run slow or just shut off. Management said the Laptops will be upgraded to windows 11, and new laptops will be given to the locations.
- **Engine Wash issue at 77<sup>th</sup> Street Garage** – Inspection Line brought this issue up during my visit there, Management answer is a new wash rack is being installed, shortly afterward they will work on the power washer for the engine wash.
- **77<sup>th</sup> Street Tire Issue** – Tires will be Delivered at that location and the garage Tire Man will not have to make anymore folk lift visits.
- **Salt Issue at NorthPark Garage** – Management will be corrected and salt will be available at the pump wash area and where employees deems fit. Mechanics and Servicers will only place salt in the Maintenance Area Only! Safety is everyone responsibility.
- **Cummins Connectors Kits** – Bryan will be ordering Repair Wiring Kits for all Locations.
- **Chicago & Kedzie Garage** – Sending Mechanic and Servicers on a Shop Run after 4pm when the employee gets off at 5:30. This issue will be address at the garages to the senior managers.
- **Apprentices Require Better Floor Cleaning Elements to Clean Floors Properly** – will be on a case by case bases, and CTA will get back with the Union for another cleaning product. Will update next Mass Membership Meeting.
- **Microwaves at 103st garage and Forest Glen** – Both location will be issued (2) two new microwaves.

### 4. Membership Participation

What makes Local Union 241 and any union stronger is Membership Participation, Volunteer Time, and Unlimited Work Ethics. Why I put this in my report is because I would like to Give Gratitude to the following;

LaMont Colman (Southside Maintenance Executive Board Member) and Tim Westhoff (Northside Executive Board Member), when called the two individuals always step up to the plate, from training and

assisting their stewards as well as fighting for this membership. These two men have (4) four locations each that they represent and this was the first year that the Maintenance Department had stewards, they give up a lot of family time to assist the membership. They also give a report every month of what's going on at their locations, this is and has always been attached to the back of my report since 2015 when we first took office.

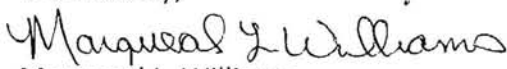
All my Maintenance Stewards, 2017 was a good learning experience, now with the learning stage out of the way 2018 will be an exceptional year.

Pace West, Pace Southwest, and Pace Northshore Caesarie Montgomery (Executive Board Member) for all (3) three locations, Steward Kempton Shine has been doing exception work along with Pam Goffin, Christopher Chinn, this man drive and fight is something this union need, the old style of sleeping in bed with management is thrown out the door with Chris.

First Transit worker Latreata McCaskel this woman spent time in contract negotiations from day one, thank you for being the eyes and ears of all her co-workers and for all the assistance in getting members back to work, I acknowledge this strong union member. Along with Daniel Maison another member at Pace West who assist this Local without charging the membership a dime.

Membership Participation is the key to success in 2018 we will be facing our biggest objectives and that would be keeping everything we have. Like any family members we MAY fight but at the end of the day we MUST and we will come together.

In Solidarity;



Marqueal L. Williams

Assistance Business Agent - Maintenance



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## 2017 REIMBURSEMENT OF HEALTH CARE COMMITTEE

December 13, 2017

The recommendation of the Reimbursement committee is as follows;

- Letter to Donald Bonds and Brad Jansen send imminently.
- Motion to have attorney file a court action, do not go through the grievance process
- President along with the Financial Recording Secretary send a letter to The Chicago Transit Authority to stop the dues of the Bus Servicers Apprentice. This letter would be send out no later than December 19, 2017.
- Contact the International and let them know the direction of the executive board. Upon our own autonomy courtesy letter. In order for the International to lower the per-capital for February 2018 of 170 members.
- FOIA request was sent out by the committee.
- This committee will meet again for further recommendations.

*Marqueal L. Williams* – Chair of the committee

*LaMont F. Coleman* – Point Committee Member

*Timothy R. Westhoff* – Research Committee Member