LOCAL UNION 241 • AMALGAMATED TRANSIT UNION
A.F.L. - C.I.O. - C.L.C.
SUITE 850 • 20 SOUTH CLARK STREET • CHICAGO, ILLINOIS 60603
TELEPHONE: (312) 341-1733 • FAX: (312) 341-1471

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

SUMMARY OF THE 2008 PACE WEST DIVISION
AND AMALGAMATED TRANSIT UNION LOCAL 241
INTEREST ARBITRATION

January 1, 2006 to
December 31, 2010
Labor Agreement

• Wages

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>2.5%</td>
<td>$21.83</td>
</tr>
<tr>
<td>2007</td>
<td>3.0%</td>
<td>$22.48</td>
</tr>
<tr>
<td>2008</td>
<td>3.5%</td>
<td>$23.27</td>
</tr>
<tr>
<td>2009</td>
<td>3.5%</td>
<td>$24.08</td>
</tr>
<tr>
<td>2010</td>
<td>3.5%</td>
<td>$24.92</td>
</tr>
</tbody>
</table>

MECHANIC (was $22.70)

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>2.5%</td>
<td>$23.27</td>
</tr>
<tr>
<td>2007</td>
<td>3.0%</td>
<td>$23.97</td>
</tr>
<tr>
<td>2008</td>
<td>3.5%</td>
<td>$24.81</td>
</tr>
<tr>
<td>2009</td>
<td>3.5%</td>
<td>$25.68</td>
</tr>
<tr>
<td>2010</td>
<td>3.5%</td>
<td>$26.57</td>
</tr>
</tbody>
</table>

The wage increases are fully retroactive to January 1, 2006 on the basis of hours paid (see attached pages for sample back pay calculations).

• Health and Welfare

  o PPO

The PPO plan under the 2001-2005 Agreement has been replaced with the PPO plan offered at almost all of the other Pace Divisions (see attached benefits description).

Monthly Employee PPO Contributions

<table>
<thead>
<tr>
<th></th>
<th>Single</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expired Agreement</td>
<td>$102.02</td>
<td>$130.00</td>
</tr>
<tr>
<td>June 1, 2008</td>
<td>$85.64</td>
<td>$107.00</td>
</tr>
<tr>
<td>January 1, 2009</td>
<td>$90.16</td>
<td>$114.00</td>
</tr>
<tr>
<td>January 1, 2010</td>
<td>$95.67</td>
<td>$121.00</td>
</tr>
</tbody>
</table>

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KEITH HILL

Forest Glen:
HERMAN REYES
JOSE C. COLON

General Office:
KEVIN MITCHELL
REUBEN JOHNSON

Kedzie:
CARLOS HARRIS
NATHANIEL SCURLOCK

North Park:
MICHAEL WALLACE
MICHAEL BARRON

74th Street:
VENITA JONES
VERN HODGES

77th Street:
CARL HAYMORE
MICHAEL A. WILLIAMS

103rd Street:
MICHAEL SEATON
MICHAEL TAYLOR

Central Repair:
CARLOS ACEVEDO

North Repair:
DAN HRBCYK

South Repair:
FREDERICK MCCLURE

Station Clerks:
MICHAEL FAIRCHILD

Supervisors & Instructors:
MARY BEARD

Pace West:
ERNEST JONES

Warden:
WOODROW EILAND

Assistant Warden:
ANDRE’ ALLEN SR.

Election Commissioners:
MARILYN R. FREEMAN
TYRONIA JORDON

Lobbyists:
ANTHONY JONES
JAMES JOHNSON


HMO
The HMO contributions are brought in line with the employee contributions at other Pace Divisions:

<table>
<thead>
<tr>
<th></th>
<th>Single</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expired Agreement</td>
<td>$16.25</td>
<td>$32.50</td>
</tr>
<tr>
<td>June 1, 2008</td>
<td>$32.50</td>
<td>$65.00</td>
</tr>
<tr>
<td>January 1, 2009</td>
<td>$40.50</td>
<td>$80.50</td>
</tr>
<tr>
<td>January 1, 2010</td>
<td>$48.00</td>
<td>$96.00</td>
</tr>
</tbody>
</table>

To determine the bi-weekly deduction from your paycheck for PPO or HMO, multiply the applicable monthly premium by 12 (months) and then divide by 26 (bi-weekly payroll periods per year).

Vision and Dental
The Vision and Dental benefits are now part of the Agreement. Pace West pays the entire Vision and Dental premiums (no employee contribution).

Short Term Disability
The short term disability benefit is increased from $30.00 per day to $35.00 per day, effective April 1, 2008. The benefit will increase to $40.00 per day, effective January 1, 2009, and $45.00 per day, effective January 1, 2010. The benefit will be paid for up to 182 days within a calendar year.

Life Insurance
The life insurance benefit is increased to the employee’s top hourly wage rate x 2080, rounded to the nearest thousand, for all employees with 6 months of service including part-time employees (i.e. for 2008, the benefit for a full-time Bus Operator is: $23.27 x 2080 hours = $48,000). The benefit was $25,000, for full-time employees with 5 or more years of service.

Allowances

Uniform
Effective January 1, 2008, the annual uniform allowance is increased from $260 to $275. Effective January 1, 2010, the annual uniform allowance will be $300.
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- Cedric Jones

Chicago Ave:
- Lonnne Walker
- Keith Hill

Forest Glen:
- Herman Reyes
- Jose C. Colon

General Office:
- Kevin Mitchell
- Reuben Johnson

Kedzie:
- Carlos Harris
- Nathaniel Scurluck

North Park:
- Michael Wallace
- Michael Barron

74th Street:
- Venita Jones
- Vern Hodges

77th Street:
- Carl Haymore
- Michael A. Williams

103rd Street:
- Michael Seaton
- Michael Taylor

Central Repair:
- Carlos Acevedo

North Repair:
- Dan Hrycyk

South Repair:
- Frederick McClure

Station Clerks:
- Michael Fairchild

Supervisors & Instructors:
- Mary Beard

Pace West:
- Ernest Jones

Warden:
- Woodrow Eiland

Assistant Warden:
- Andre’ Allen Sr.

Election Commissioners:
- Marilyn R. Freeman
- Tyronia Jordon

Lobbyists:
- Anthony Jones
- James Johnson


- **Tool**
  
  Effective January 1, 2008, the annual tool allowance is increased from a maximum of $275 to $295. Effective January 1, 2009, the maximum will be $305; and effective January 1, 2010, $325.

- **Safety Shoe**
  
  Effective upon the implementation of the Agreement, the annual safety shoe allowance will be increased from $110 to $125 (paid during the month of the employee’s anniversary of employment).

- **Bereavement Leave**
  
  Stepmother and Stepfather are now considered as mother or father for bereavement leave purposes (only one claim will be paid for father/stepfather or mother/stepmother).

- **Holiday Pay Eligibility**
  
  Employees must work the last scheduled workday and the first scheduled workday after a holiday in order to receive holiday pay (same as all other Pace Divisions).

- **Vacations**
  
  Days off work due to an injury on duty are now counted as “days worked” for purposes of vacation eligibility and length of vacation.

- **Picks**
  
  Bus Operator picks will occur 4 times per year (March, June, September, and December). Picks will be held on a Friday and Saturday.

  Within 60 days of the effective date of the Arbitration Award, Supervisors will pick their shifts. Subsequently, Supervisors will pick their shifts in January of each year.

- **Part-time Employees**
  
  - Part-time Bus Operators will now be allowed to pick their work in accordance with their date of hire.
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MICHAEL SIMMONS
Recording Secretary

PETER FIONDA
ABA Maintenance

Executive Board:

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- Overtime

The Agreement now provides that the current procedure will be in the Agreement: Overtime, whenever possible, will be made available first to full-time employees, in seniority order, through a rotating overtime board established for each pick and then to part-time employees. For Supervisors, overtime will be offered first to Supervisors who have the day off on a rotating basis in accordance with their classification seniority.

- Shift Responsible Foreman

The Shift Responsible Foreman premium is increased from $1.75 per hour to $2.00 per hour. In addition, an employee cannot be appointed a Shift Responsible Foreman unless that employee has been trained in the duties and responsibilities of the Shift Responsible Foreman.

- Relief Dispatchers

Bus Operators assigned as Relief Dispatchers will be paid a premium of $1.50 per hour. If 2 or more Bus Operators are serving as Relief Dispatchers and overtime becomes available, the opportunity to work the overtime will be offered on a rotating basis in accordance with those Bus Operators’ classification seniority.

- Student Pay Rate

Effective January 1, 2008, the rate that students are paid is increased from $9.00 to 60% of the Bus Operator’s top hourly rate—$13.96 for 2008.

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- **Union Insignia**
  Employees are now allowed to wear a union insignia on the uniform or work clothes

- **Pension**
  Employees hired after the date of the Arbitration Award need 10 years of service to retire at 57.

- **Block Runs**
  The number of block runs is increased to 20. Block runs will continue to be on a 4 day work-week basis.

- **Probationary Period**
  The probationary period has been changed from 5 calendar months (approximately 150 calendar days) to 115 working days.

- **Suspension of Commercial Driver’s License**
  A new section to the Agreement has been added that provides employees whose CDL is suspended/revoked/cancelled with up to 60 days to establish that his or her license has been reinstated.

- **Discipline Records**
  A new section to the Agreement provides that past disciplinary records of employees cannot be considered for disciplinary purposes after 1 year—except for safety violations, which are subject to a 2 year period, and drug or alcohol violations, which are subject to a 5 year period.