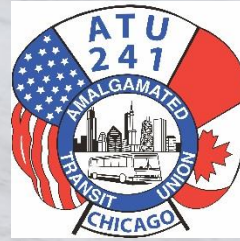


NATIONAL WOMEN'S HISTORY MONTH
Generations of Women Moving History Forward
MARCH





REPORT OF THE PRESIDENT B/A KEITH D. HILL MARCH 2021

Below is my report for the month of March 2021 presented to the Executive Board for the Zoom Executive Board Meeting on April 14, 2021.

AUDIT:

- This administration took office April of 2017 with less than \$625,000 and a large amount of unpaid bills:
 - Our first Audit had some deficiencies that were from the previous administration.
 - This Board, our Officers and especially our Fin/Rec Secretary made the necessary changes and I'm pleased to say we have had seven straight audits with **NO DEFICIENCIES**. This administration takes pride in making sure the members' money is protected.
 - We all hear the rumors and the lies about the members' money being misused or overspent. The proof is in the LM2 Report which is overseen by the Department of Labor yes, the federal agency and for seven straight audits they have not found any, that is right, **not one DEFICIENCY!**

I commend the Officers, the Executive Board, the Stewards, and the Members for playing a role in this and we will keep growing and moving this membership forward. **Thank you, Sister Bowers, for your work!!!**

PRE-ARBITRATION (PRE-ARB) and EXPEDITED ARBITRATION:

- We are returning back to Pre-Arb meetings in May; this is a tool we use to get people back their jobs without going to full arbitration hearings and help curb the cost for the members. We have had great success in this arena and would like to get back to it
- Expedited Arbitration was held in March with a date in April:
 - At Expedited we took over (50) cases (grievances) winning (39) in some form and losing (11) by way of the arbitrator.

REPORT OF THE PRESIDENT B/A
KEITH D. HILL
MARCH 2021 (CONT.)

PRE-ARBITRATION (PRE-ARB) and EXPEDITED ARBITRATION (cont.):

The grievances in my opinion take a long time to get some type of closure. Upon taking office we had open grievances going as far back as 2007. Using Expedited Arbitration and Pre-Arbitration, we have closed that gap up to 2012 with a few discharges later then that date. The Union would like to take some of the older grievances, only discharges, and do them in an expedited arena dating back to 2008. This arena will be based solely on the facts from the Union and CTA. One of the goals of this administration, was to speed up the time for the Brothers and Sisters waiting to return to work.

MAINTENANCE PICK:

- November of 2020, I was invited to sit in on a Maintenance Pick meeting for the first time since being in office. During this fight with Marqueal, Tim and John; I learned a lot from them about how CTA has been undermining and undercutting our Maintenance members.
- Fast forward to March of 2021 and a few meetings under me. The CTA has not been moving fast enough to fill our jobs like in other departments. The same jobs that were open in November 2020 were still open in March 2021. The fight for the Red Line jobs going back to 2018 must come to the forefront, we cannot sit back and allow them to take work from us while another department grows and we get smaller. Your ABA of Maintenance Marqueal Williams will be giving you guidance on how we are going to protect ourselves and reverse this trend.

LEGISLATURES:

- Local 241 and 308 have met with the Speaker of the House and the President of the Senate. We have a bill (Hb) 1428 Sponsored by the Honorable State Rep Marcus Evans Jr:
 - This bill is the start of two things for the members:
 - This will lower the RHCT from 3% to 1% for the active members which will give us a 2% increase in our paycheck.
 - Also, it tests the water of the feeling of the Legislatures to see the feeling on voting for pension items. We are looking to make adjustments to PACE and the CTA pension in the future so this will gauge the battle for that road.

MEETING WITH CONTROL CENTER:

- Operators, when calling the Control Center, please remember to get the number of the Controller. Remember we are calling Control for help and they should not place us in a hostel or uncomfortable situation. If you feel this is taking place, please make the Union aware of this.

REPORT OF THE PRESIDENT B/A
KEITH D. HILL
MARCH 2021 (CONT.)

PICK MEETING:

- We held a “Pick” meeting this month and a few things were discussed, ridership was one of the main topics and hoping it bounce back to pre-Covid:
 - Before Covid we picked up 1.6 million people a day, today we have seen an increase during Covid to just a little over 300,000 people a day, that is 1.3 million less than normal. Please count everything and everyone that board the bus, it will only help our fight in the future because it’s coming.
- We also discussed the relief point on 67th and Cornell, but have not come up with a solution as of yet.
- The passenger load was a discussion as well and was increased to 20 people on a 40ft bus and 30 people on a 60ft bus. The passenger loads are a rough conversation for the Union for a few simple reasons:
 - The danger of more people on the bus and the danger it places us in as we have to leave people that are trying to get somewhere.
- We also talked about the biddable trippers and seeing when and how to start it up. There are a few software problems, work with us as we push to get this to us this year.

REED GROUP:

- We met with the REED Group this month to discuss a few different issues:
 - The main issues were discussed and we are looking for other members that might have been harmed. CTA and REED have been disciplining members who either were not eligible for FMLA or paid benefits, this pertains to part timers and anyone who has turned over with less than a year.
- What the CTA and REED group were doing to the members, if you fell into one of these categories you being labeled AWOL or forced back to work. If you were in one of these categories, they had nowhere for you to go and forced you back to work.
- This is wrong, if you are a part timer, you can go in the sick book and stay there for one year and ask for a year extension giving you had a total of two years to recover. If you are full time you can go in the sick book and stay for two years and ask for a one-year extension making it a total of three years to heal or recover.
- CTA has agreed to fix the problem and address the discipline for all members. If you fall into this category, please let the Union know so we can address your discipline for you.
- We also addressed other things, if you are ordering a package from the REED Group, please use the email if you can, it gives you a time stamp of when the package was sent. The Union thinks that the REED Group is playing a game here to deny our members, by saying it is not turned in on time when they are mailing it out late. Remember this whole process is on a time limit.

REPORT OF THE PRESIDENT B/A
KEITH D. HILL
MARCH 2021 (CONT.)

JOBS AND GROWTH:

- This Administration has taken pride in given members the opportunity to grow and move around within CTA.
- Since taking office, there have been (2) Clerks' classes, (2) Instruction classes, when Supervision is done this time around it will make the 7th class for members to move up.
- I'm pleased to announce and reintroduce a job that we had lost but now is coming back. The "Brick Layer Helper" is a trade that can take members a long way in the job and outside the job. To bring this job back is a big step for this Local as we move to regain jobs that were lost over the years.
- Also, after myself and Board Member Paul Tolson inquired about the jobs at 901 W. Division that have been open for over a year and claims of no one passing the test. We looked deeper into this and got them to change the test and I'm please to say with the new test we had 14 candidates pass on the first try.

We will keep pushing them to fill all jobs for my Brothers and Sisters at 901. Bear with us as we push to fill the jobs and once, they are filled we will have a new pick. Also, we will be starting the conversation about starting up the class for "Line Instructor" to give new Brothers and Sisters the chance to move up and around the CTA.

180 DAY PROGRAM:

- Local 241 has entered into its third agreement with the CTA to extend the 180-day program. By extending this program to June 30, 2021 it allows the members more time to address their situation. To the members that are in the 180-day program please address your issues as soon as possible.
- When the Union went to Springfield to establish the 180-day program, the average suspension was at the lowest six months. The laws have changed and now the smallest suspension is one year or more. We have to prepare our members to go to Springfield and change the law to suit the needs we have, because if we make a mistake it should not change our lives.

AVAS STARTING UP:

- Starting June 20, 2021, the CTA will start back using the AVAS system to monitor buses and the terminal activity. We must get back in the practice of this procedure. As a Union and members, we must remember to dispute and record our activity and delays, we must get back in the practice of filling out dispute forms and watching all time lines and postings. The Union will start conducting Rap Sessions to educate the members on this process. I also have attached a copy of the award with my report to guide members on how to protect

REPORT OF THE PRESIDENT B/A
KEITH D. HILL
MARCH 2021 (CONT.)

AVAS STARTING UP (Cont.):

themselves during this time. The most important thing to remember if you are filing a grievance on the AVAS it must be done within 14 days and on a **AVAS dispute form, not a regular grievance form**, if not the award clearly states it is denied and withdrawn. So, let's work together to keep all records clean.

SUMMARY OF NEW ILLINOIS LAW ON CRIMINAL RECORDS:

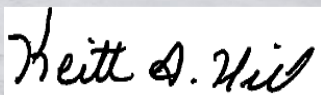
- The new law is an amendment to Illinois Human Rights Act. The state already had a ban on the box law, which precluded employers from rejecting applicants based on arrest records or inquiring about an applicant's criminal history until later stages of an applicant's hiring process. The law now prohibits any employer's use or reliance on a criminal conviction to support any adverse employment action, such as promotions or transfers, outside of certain narrow exceptions. Unless it is otherwise authorized by law an employer may only consider an individual's conviction history if there is:
 - 1) a substantial relationship between the criminal history and position sought or held or
 - 2) if the employer can show that the individual's employment raises a reasonable risk to property, the safety, or welfare of specific individuals or the general public.
- Remember the FMCSA, which applies to the state and intra state transportation under Illinois law, requires the transportation agency to conduct criminal background checks and obtain driving abstracts/conviction records to qualify drivers during the hiring and retention process. But for an employee who is hired and wants a promotion, a criminal record cannot per se be denied. Where there is a conviction, an employer must consider the following when making a judgment about use of criminal conviction:
 - 1) The length of time since the conviction
 - 2) The number of convictions on the record
 - 3) The nature and severity of the conviction
 - 4) The facts or circumstances surrounding the conviction
 - 5) The age of the person at the time of the conviction
 - 6) Evidence of rehabilitating efforts

REPORT OF THE PRESIDENT B/A
KEITH D. HILL
MARCH 2021 (CONT.)

Then if an employer wants to rely upon conviction, the employer must:

- 1) notify the individual that the conviction is basis for disqualification,
- 2) provide an applicant with a copy of the criminal history report, and
- 3) give the person five days to submit information to convince the employer not to take the adverse action. If the person cannot challenge the accuracy of the report or provide evidence of mitigation, the employer can then send the individual a notification informing them of the adverse action being taken and proceed with the disqualification.

In Solidarity,

A handwritten signature in black ink that reads "Keith D. Hill". The signature is written in a cursive, slightly slanted style.

Keith D. Hill
President / Business Agent

MARCH 2021



***TOI W. BOWERS
FINANCIAL & RECORDING
SECRETARY - TREASURER***

CONTACT

Phone
312-341-1733

Fax
312-341-1471

Address
ATU Local 241
1613 S. Michigan Ave
Chicago, IL 60616

Email
tbowers@atu241chicago.org



REPORT OF THE FINANCIAL & RECORDING SECRETARY – TREASURER

A.T.U. Local 241 Interim Election and Nominations

- ❖ Due to vacant positions in Local 241, we will be holding an Interim Election on April 13th, 2021. This election will be conducted in accordance with the ATU Constitution and General Laws and the Local 241 Bylaws.
- ❖ All election mailings have been finalized. Election times, Voting Locations and Candidates have been mailed and currently posted at all affected Locations.
- ❖ Nominations for the vacant positions were held on March 22nd and March 23rd. The 74th Street Maintenance Steward Nominee Thomas Canty Jr. will go unopposed.
- ❖ An unofficial count will be completed on Election Night, April 13, 2021.

Bills

All Bills are paid and current. The Per Capita Tax, or taxes paid by Local 241 to the ATU International in order to keep our Local in “good standing,” is paid and up to date as reflected in my treasury reports.

A.T.U. Local 241 Audit

The 6 – month audit and the LM2 has been completed for the year of 2020. At the top of my agenda is the protection of the members money. With that being said, for a 7th consecutive time, Local 241 has received a perfect 6 – month audit of no deficiencies.

With the help of our Members, Executive Board, and Officers, Local 241 continues to be financially solvent and getting stronger.

The ATU International and the Executive Board has been informed.

Open Grievances

- ❖ The number of open grievances for the month ending March 2021 is 1984.
- ❖ This Administration, under the leadership of President Hill, is still bringing back brothers and sisters that has been unjustly harmed by the Authority. Cases are being won with little to no lawyer involvement. This results in huge cost savings to the Membership.
- ❖ Even though the COVID – 19 Pandemic continues, Local 241 is still resolving grievances. Your Secretary - Treasurer demands that pay issues effecting hundreds of our members be rectified immediately. In some cases, Members are eligible for quick pays.
- ❖ We are notifying members about their awards and settlements. Please make sure your information is updated with Local 241.

COVID – 19

As our Administration continues to complete the important work of making our members made whole, I would like give a Special Thanks to all the Members of CTA and Pace for answering the call that was made. Due to the Pandemic, our Members have been wearing their masks and taking their temperatures. Although most of the issues are resolved over the phone, Local 241 has stepped up by following the procedures that have been put in place.

- ❖ By making appointments, the more complicated issues are resolved. It also ensures that the officers will be able to help you more efficiently. Not only do we maintain an open-door policy, President Hill use Zoom, Social Media and Email to keep members updated.
- ❖ The Warden also keeps our properties supplied with Officers reports and our Union Boards updated with important announcements. Please continue to check the Union Board at your location and watch out for our monthly reports.

Pension

In addition to mandatory pension training, I attended our regularly scheduled on Thursday March 25th, 2021. Pension Meetings are held every 4th Thursday of the Month.

Please be advised that the Pension Statements for the year ending December 31, 2020 has been mailed out. Please take this time to review your pension.

I know the Members may get tired of me saying this, but this is a good time to make sure that you update any outdated information. I can't stress enough the importance of how you want your benefits allocated.

Contract Negotiations

Contract negotiations have restarted between CTA and both Locals 241 and 308. We will keep the Members updated our progress and negotiation dates. As of the date of this report we are working to scheduled future dates. While in contract negotiations and a pandemic, lets continue to perform our jobs at the highest level of skill and integrity.

Joint Meeting 241/308

We all know how assaults on our Membership is an issue that must stay in the forefront. The continued safety of all CTA employees is a fight that we will continue to have. Both Locals agree that action is necessary. Please stay tuned for details on when and where a rally will be held.

Member Payroll and Reed Group Issues

Local 241 continues to hold meeting with CTA and the Reed Group to address our Members complaints and concerns. Members who are having payroll issues are encouraged to speak with the Business Managers at their locations. If no resolution is achieved please contact your Union Representative.

Your Union Representative can then work to resolve the issue or refer the case your Financial and Recording Secretary Treasurer Toi Bowers. If we continue to work within the process, our issues can be resolved in a timely fashion.

Member Arrears

Local 241 is aware that some of our Members have been off for an extended period of time. It is possible that these Members may be in the arrears on their union dues. Arrears notices have been posted, letting you know when we will begin the collection of arrears. Please check the Union Board at your location.

*****NOTICE*****

Dues Arrearage deductions will take place on the following dates:

April 28, 2021 & May 19, 2021

It is your responsibility to make sure your union dues are paid and current. Arrear's deductions taken by Local 241 may not clear up your completed arrearage, please make every effort to clear up your complete balance. Any questions, please contact Toi Bowers, your Financial and Recording Secretary-Treasurer.

As I conclude my report, I want to continue to wish all of our Members well. As we try to defeat this COVID – 19 Pandemic, I look forward to having our in-person Meetings. We will continue to keep the Membership updated on when we can safely resume.

Per the CDC and the ATU International, the Mass Membership Meeting for the month of April will be cancelled.

In Solidarity,

Toi W. Bowers

Toi W. Bowers

Financial Recording Secretary-Treasurer

ATU Local 241

***"TODAY AND TOMORROW, TOGETHER WE WILL MAKE A
DIFFERENCE, TOGETHER WE WILL WIN!"***

— TOI W. BOWERS



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
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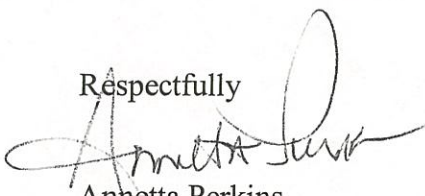
April 01, 2021

NOTICE

Dear Brothers and Sisters of the 74th maintenance department.

Notice of Nomination for the position of steward at the 74th garage was duly given. **Thomas Canty Jr.** was the only member duly nominated for the position of steward at the 74th garage. Section 18 of Local ATU's By-Laws does not allow for write-in candidates. Therefore, there being only one candidate for the position of steward at 74th Garage, the Election Committee of Local 241 hereby declares that **Thomas Canty Jr.** has been duly elected to the position of steward and there will be no further action in this matter.

Respectfully


Annetta Perkins
Election Commissioner



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

March 1, 2021 Notice of Interim Nominations and Elections

Dear Brothers and Sisters of Local 241:

In accordance with *the Constitution and General Laws (2020)* Sec 14.10 Elections to Fill the Unexpired Terms (Interim Elections) ATU Local 241 will be holding Nominations and Elections to fill the unexpired terms of the following positions

74th Maintenance	Maintenance Steward
Kedzie Garage	Transportation Executive Board Member
	Transportation Steward

Due to Covid-19 restrictions, nominations for 74th Street Maintenance Steward, Kedzie Transportation Executive Board Member, and Kedzie Transportation Steward will be held on March 22, 2021 at 10:00 a.m., 2:00 p.m., 4:00 P.M and 7:00 pm at the Garage Location.

To be eligible to be a candidate for one of the above positions, the member must be a member in continuous good standing in the Local for two (2) consecutive years prior to and including the day of the nomination meeting and provided further that such member has complied with all the applicable qualifying provisions contained in the By-Laws and in the International Constitution. Questions regarding membership in good standing should be addressed to Local 241 Union Office at 312-341-1733.

A Member in Good Standing nominated for an elected position shall not be placed on the ballot unless the nominated individual delivers to the Local Union's Financial & Recording Secretary Treasurer written acceptance of the nomination signed by him or her. Such written nomination must be received by the Financial & Recording Secretary Treasurer within two calendar days of the date of the nominations meeting, either during the nominations meeting or during the Local Union's regular business hours (8:30 a.m. to 4:00 p.m.). All persons shall be provided a receipt by the Financial & Recording Secretary Treasurer.

In order to a candidate for office in an interim election, any incumbent ATU Local 241 officer, executive board member or other elected representative desiring to fill a vacancy for the remainder of the term must submit his or her resignation prior to the close of nominations for that office and thereafter any such additional vacated offices shall be included in the interim election. (CGL-2020 Section 14.10(b)) Only Members in Good Standing shall be eligible to vote for Steward position(s) from his or her respective work location and/or classification.

Officers will be Delegates to the International Convention.

Election Details:

The elections will be held on April 13, 2021 at each work Location. The voting hours shall be from 7:00 a.m. to 8:00 p.m. The count will be held at 1613 S. Michigan on the same day. Nominees will only be allowed 1 observer at the count due to COVID-19 social distancing restrictions. Masks are required at all times. If for any reason a run – off election is necessary, it will be held April 27, 2021.

Good luck to all nominees running for a position.

Respectfully,

Annetta M Perkins
Election Commissioner



Amalgamated Transit Union

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

Office of the International Secretary-Treasurer

March 22, 2021

Toi Bowers
Financial Secretary
ATU Local 0241
1613 S. Michigan Avenue
Chicago, IL 60616

Dear Sister Bowers,

We are in receipt of your local union's *Audit Report* for the period ended December 31, 2020. We have reviewed the Audit Report and any deficiencies noted are listed below.

No deficiencies were noted in the Audit Report.

We recommend that you attach this correspondence to your copy of the Audit Report. With every best wish, I am

In solidarity,

Kenneth Ray Kirk
International Secretary-Treasurer

/th

Entered by the International
Date Received: 3/16/2021



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Interim Election Notice

March 29, 2021

Members of Local Union 241. On Tuesday, April 13, 2021 our Interim Election will be taking place at the garage locations listed below. The following names have accepted and will stand for election:

74th Street Maintenance Steward

Thomas Canty Jr.

Kedzie Garage Executive Board

Lamar Daniels

Anthony Goodwin

Dario Madrigal

Teresa C. White

Kedzie Garage Steward

Miguel Perez

Rashida Tramble

103rd Street Maintenance Steward

Larhon Brownlee

Nick Skulark

General Office

Contina Hill

Clarence M. Logan

The Election times are as follows

74th Street Maintenance-7 a.m.- 8 p.m. Kedzie Garage-7 a.m.- 8 p.m.

103rd Street Maintenance 7 a.m.- 8 p.m.

Chicago Ave. Maintenance-7 a.m.- 5 p.m. 901 W. Division 7 a.m. - 5 p.m.

Skokie Shop- 7 a.m.- 5 p.m.

Due to COVID-19 General Office will be voting at Chicago Avenue, 901 W. Division, Skokie Shop and 1613 S. Michigan Ave.

The count will be held the same night at 1613 S. Michigan Avenue at the Local 241 Union Office Due to COVID-19 nominees will be allowed with 1 observer only. Masks must be worn at all times.

In the event a run-off is needed it will be held on April 27, 2021.

Good luck to all candidates running for a position.

Respectfully,

Annetta Perkins
Election Commissioner



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March 24, 2021

ATTENTION ATU LOCAL 241 MEMBERS

Re: Dues Arrearages

Please be advised arrearages will be deducted from your paycheck on the following pay dates:

April 28, 2021 & May 19, 2021

These deductions include missed dues payments due to sickness, IOD, area 605 or any means of missing a payment owed to Local 241.

MEMBERS ARREARS

As a continued reminder, if you have been off for an extended period of time, it is possible that you may be in arrears on your union dues. Please continue to check the union board for arrears notices letting you know when we will begin the collection of arrears.

Note: It is your responsibility to make sure your union dues are paid and current. Arrears deductions taken by Local 241 may not clear up your completed arrearage, please make every effort to clear up your complete balance. Any questions, please contact Toi Bowers, your Financial and Recording Secretary-Treasurer.

Toi Bowers

Financial Recording Secretary-Treasurer



*2^d Vice President Tanno
Muhammad
April 2021 Report*

I would like to start off by saying, Peace and Blessings to Local 241 members; I hope you and your families are in good health and in the best of spirits.

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

I also would like to wish the “Big Fella” 1st Vice President Woodrow Eiland a speedy recovery.

Weingarten Rights:

When an employer is questioning an employee to obtain information to support or possibly alter disciplinary decisions, **Weingarten Rights Apply**. Most Employers will stop the meeting and allow the Employee to contact his or her Union Representative (See Attachment Please:)

COVID-19:

This Pandemic is still well and present! The Pandemic impacts the world workers and their families. Our colleagues, families and some of us continually struggle with:

- Alcohol and or Drug substance abuse
- Health
- Caregiver
- Fatigue and guilt
- Depression
- Fears and loneliness
- Thought of Suicide

COVID-19: (cont.)

Now, we have seen a great impact on ourselves and families that challenge us mentally and physically. Each Covid-19 experience comes unique and come with unique challenges, we're not alone and to dismiss stigma and we must seek help. Please feel free to contact EAP 1(888)371-1125, if you need to.

CONTRACT MEETING:

Also attended a Zoom Contract Meeting with our Sister Local 308 and we all anxious to get back to the table.

GARAGES:

I also continue to visit the Bus Garages resolving grievances, assisting writing, updating and listening to the Operators concerns.

STEP II GRIEVANCE MEETING:

Working hard and resolving Step II grievances at 567 CTA Headquarter.

EXPEDITED ARBITRATION:

Also, attended Expedited Arbitration with 50 cases and 39 won with no cost to the membership.

DRUG HEARINGS:

I attended approximately (8) drug hearings: Our Union Steward Roger Love at 103rd Street garage was also in attendance.

- 1-Discharged
- 3-Enter EAP
- 4-Resigned

The Opioid Epidemic kills 130 Americans a day approximately 6760 weekly 27040 monthly and over 324,480 yearly, since the onset of Covid-19 has an alarming rise in addiction to Opioids in the black community. The wide spread of this drug under the brand Oxycontin is largely due to the marketing campaign worth an estimated 13 billion dollars according to Americans are pushing for the broad use of pain killer.

I cannot express enough to our members how important it is, not just to save your job but also to save your family's lives. **PLEASE SAY NO TO DRUGS AND ALCOHOL!** *We are working in a safety sensitive position.*

PENSION MEETING:

Membership Contributed 3% to HC Trust overly fund 145%

Pension Membership contributed 13.324% fund 54% 1.9 billion

I leave you as I came in Peace and Paradise,

Tanno Muhammad
2nd Vice President

I found that attending the drug cases with the 2nd VP President Tanno Muhammad to be informative as far as providing information to the members.

Union Steward-103rd Street
Roger Love, Jr.

Weingarten Questions & Answers
Prepared by Judith Nenrann, Esq.
MTA Division of Legal Services September 19, 1996

What is the basis of the so-called "Weingarten rights"?

These rights are based upon private and public sector collective bargaining laws. An employee's right to representation in investigatory or pre-disciplinary meetings was established in a 1975 United States Supreme Court decision, *NLRB v. Weingarten, Inc.* The state Labor Relations Commission has adopted the Weingarten rules for public employees covered by M. G. L. c. 150E.

What situations give rise to Weingarten rights?

- Where the employee has a reasonable expectation that discipline may result; for example, where the meeting is part of the employer's disciplinary procedure.
- Where the purpose of the meeting or interview is to investigate an employee's allegedly inadequate work performance or other misconduct, where discipline of any kind is a possible result.
- Where the purpose of the interview or meeting is to elicit facts, the employee's "side of the story," or obtain admissions or other evidence either to determine whether or not discipline is warranted OR to support a disciplinary decision already made.
- Where the employee is required to explain or defend his/her conduct in a situation which the employee reasonably fears could affect his/her working conditions or job security. [Note-that it is not clear whether this would include non-disciplinary situations, such as RIF's].

What situations DO NOT give rise to Weingarten fights?

- Where the meeting or discussion is merely for the purpose of conveying work instructions, training, or needed corrections.
- Where the purpose of the meeting is simply to inform the employee about a disciplinary decision that has already been made and no information is sought from the employee.
- Where the employer has clearly and overtly assured the employee prior to the interview that no discipline or adverse consequences will result from the interview.
- Where any discussion that occurs after the employer has notified the employee of the discipline has been initiated by the employee rather than the employer.

Do job performance reviews or evaluation conferences give rise to Weingarten rights?

Possibly. We would argue that these rights apply where the employee's performance has been under scrutiny and the employee reasonably believes that his/her job is in jeopardy. However, the right is unlikely to apply to classroom observations.

How about "counseling" sessions with supervisors regarding absenteeism or drug or alcohol problems?

Again, possibly, especially where the employer is seeking information from the employee or has given the employee a reasonable basis for believing that discipline or termination might result from the problems under discussion.

What constitutes a "reasonable expectation" that discipline may result?

The test is objective, not subjective. The employee's belief must be a reasonable assessment of the objective circumstances. For example, has the employer provided any oral or written warnings? Have there been oral or written allegations of misconduct? "Has the employee been under scrutiny previously? Have other employees been disciplined for conduct similar to that being investigated at this meeting? *Note that an employer may be able to avoid Weingarten problems by clearly informing the employee that no discipline will result from the meeting and by following through on that promise.*

What if the employer states that a disciplinary decision has already been made but then begins to question the employee about his or her conduct?

The cases are unclear on this situation. We recommend that employees ask for representation at any point in the meeting when the employer solicits information from them. We would argue that seeking such information shows that the employer is trying to support or possibly alter its disciplinary decision, which gives rise to Weingarten rights.

Does the location of the interview matter?

It is more likely that Weingarten fights are involved when the interview or discussion takes place in a supervisor's office, but this is not a hard and fast rule

Does the employer have to inform you about your Weingarten rights before conducting the meeting or interview?

Absolutely not. It is up to employees to know their rights and ask for representation in investigatory or disciplinary interviews.

How and when should an employee request representation?

As soon as the employee becomes aware that the employer is seeking information that may result in discipline, or to support a disciplinary decision, the employee should state his/her desire for representation.

The employee's request does not have to be in any particular form nor does it have to be in writing. Even words such as, "Shouldn't I have a representative here?" have been considered sufficient to assert Weingarten rights.

As to when, the employee can make the request at any time, even in the middle of the meeting. (However, the employer will be permitted to use any information obtained before the request has been made, as long as the employer provides Weingarten rights promptly upon the employee's request.)

Does the employee need to repeat the request for representation more than once?

No. It is incumbent upon the employer to provide Weingarten rights even if the request is made to a lower-level supervisor who is not conducting the meeting and is not repeated at the outset of the meeting.

What should the employee do if s/he is not sure whether or not a particular meeting calls for Weingarten rights?

There is no harm in asking for representation even if you're not sure you're entitled to it. The employer cannot discipline you simply for asking. Employees could also ask whether or not the meeting could result in disciplinary action; if the answer is anything but "no," the employee would be reasonable in asking for representation.

Cautionary Note: An employee may not be protected if s/he refuses to participate in a meeting that is subsequently found to lack Weingarten status. Therefore, *we recommend that employees consult with their union representatives any time they are called to a meeting with the employer, for advice about their rights.*

What are the Weingarten rights that the employer must offer, after an employee has requested representation?

The employer has three lawful options:

- Grant the request and delay the interview or meeting until the representative arrives and has a chance to consult privately with the employee; or
- Discontinue the meeting or interview; or
- Allow the employee to choose whether to continue with the interview unrepresented or forego the interview entirely.

If the employer insists that the meeting continue without a representative, may the employee refuse to answer questions or even leave the meeting?

Arguably yes. An employer cannot discipline or discharge an employee for refusing to surrender his Weingarten rights to representation. If it is truly a Weingarten situation, the employee may remain silent or even leave and return to his/her normal work duties. However, given the complexity and unpredictability of the law, it is often more prudent for the employee to comply with the employer's directives, knowing that s/he might later be able to overturn any discipline that results from the unlawful meeting. Otherwise, the employee risks being disciplined for insubordination.

Can the employee insist on a particular representative? Does it have to be a union representative?

The employee may choose his/her own representative, whether it's a union official or another employee, without the employer's interference, as long as the choice does not unduly disrupt the employer's ability to conduct the investigation. In practice, this usually means that the employer should try to comply with employee's request, even if it means some delay in scheduling the meeting. On the other hand, the employee can't expect the employer to postpone the meeting unreasonably. The reasonableness of either the employer's or the employee's behavior can only be measured on a case by case basis.

Does the employer have to give release time to the representative requested by the employee?

The general rule is that the employee may choose his/her representative if that person is "available." If the interview or meeting is scheduled sufficiently in advance that the representative can meet with the employee on off-duty time, then they will be required to do so. Of course, your local collective bargaining agreement may also provide for release time in these situations.

If the interview or meeting is scheduled so closely that off-duty consultation is not possible, the employer would have to provide release time to the representative who is on the premises unless the employer can establish some overriding management need that would preclude doing so.

What are the representative's role, rights, and duties at a Weingarten meeting?

While Weingarten meetings are not "bargaining sessions," the union representative has the following rights:

- To be informed about the subject matter of the meeting;

- To consult privately with the employee before the meeting;
- To speak and be proactive during the interview, as long as doing so does not interfere with or disrupt the meeting;
- To advise and counsel the employee;
- To provide additional information to the employer at the end of questioning.
- To bear witness to the proceedings, take notes, etc..

If an employer has provided all the necessary Weingarten rights, may an employee refuse to answer questions?

No, unless the matter under discussion has criminal implications. Generally, an employee generally does not have the right to remain silent, as long as his/her representational rights have been honored, nor may the union representative direct the employee to remain silent.

Can an employee "waive" his/her Weingarten fights? How?

If an employee does not affirmatively ask for representation, s/he will be considered to have "waived" his/her rights. However, as noted earlier, the request for representation does not have to comprise any "magic words," as long as it puts the employer reasonably on notice that the employee would prefer representation.

If the employer claims that the employee chose to continue the interview without representation the employer must demonstrate that the choice was voluntary, clear, and unmistakable. For example, if the employee elected to go forward without a representative only after the employer told him "things will be worse for you if you insist on having the union present," then the choice would not be deemed "voluntary."

What remedy is available for violation of Weingarten rights?

An employer commits a prohibited practice under Chapter 150E if it (1) refuses an employee's request for representation during an investigatory or disciplinary meeting or otherwise withholds the full panoply of Weingarten rights; (2) disciplines an employee for asserting his/her Weingarten rights; (3) threatens or coerces an employee exercising Weingarten rights; or (4) threatens or disciplines a union representative for assisting an employee in a Weingarten meeting.

The Labor Relations Commission will order the employer to rescind any retaliatory threats or discipline imposed because an employee or union representative exercised Weingarten rights. Moreover, if, the Commission finds that the discipline ultimately imposed by the employer was affected by the information obtained at the unlawful meeting, or was affected by the fact that no union representative was present, then the Commission will also order that discipline rescinded. The Commission will also order the employer to post a notice of the violation.

Arguably, information obtained at a meeting in violation of Weingarten rights should be excluded from any eventual discharge or discipline arbitration.

Assistant Business Agent – Maintenance March 2021 Report **By Marqueal L. Williams**

Physical for Emisting

The Garage Locations were mandatorily sending Local 241 Servicers who did not pick Emist to Concentra to get a physical to be fitted for a respirator and then trained to do Emist. This Mandatory Physical is a violation of your rights. If you decline this physical, you should also call your Union Representative.

If you decide to participate with Management request, you should not take your own personal vehicle, take public transportation to and from the Concentra Location. Ask Management what they want you to Mimms on to protect you from any discipline, after you come from being tested you will be trained on Emisting because you participated with the physical. Remember you have the right to refuse.

COVID-19 TESTING

As I reported Previously if you get tested for Covid-19 you need to let you work location know, also STAY HOME until you get the test results. If you come to work for any reason knowing you can have the virus you will be disciplined. You're not putting just your co-workers at risk you are putting their families at risk as well.

If you are feeling sick, the phrase "STAY HOME" because you sick do not excuse you from the discipline, what does excuse you from the discipline is when you get tested for COVID-19. If you claim to be sick Friday and Saturday night you will be disciplined. Again, if you tell Management in an interview that you stayed home because you had COVID-19 symptoms and was not tested, your words alone just put everyone in that room at risk, be mindful of what you say. If you are sick and come back to work with a doctor excuse Management do not have to accept it. But they have been honoring it, at least you made an attempt to seek medical help and not putting everyone at risk.

General Clean Bus Servicer Apprentices

Starting 3/3/2021 Bus Servicer Apprentices will be doing General Clean in this order, no more than (2) Two Buses a night, if you do a 60 ft bus you may be asked to split a 40 ft. bus. You do not have to clean no exterior of any bus. You may be asked to work on (2) two 40 ft. bus, this is a normal day.

Holidays

Group 1 always start the pick and Easter Sunday was group 1. All Holidays will be celebrated on Mondays starting with Memorial Day May 31, 2021, Independence Day July 5, 2021, Labor Day September 6, 2021. This is all the holidays before the next pick. Because of the Holidays fall on Mondays Group 1 work all holidays and Group 2 have all Holidays off.

Health Reimbursement Account

Everyone received their pension statement from the pension board by mail, and now everyone is asking why I have not received my Health Care Trust Statement and when is my Health Care Trust

statement is coming. Your Health Care Trust Statement will not be coming in the mail, you can check your Health Reimbursement Account by going online at gal.wealthcareportal.com you must create a user name and password. At this site you can check you balance anytime.

Discipline Hearings

As I reported last month, I cannot express this enough, if you need Union Representation you MUST call the representative of your location, and Management do not give the Union Reps a call to let us know that you are being disciplined.

You and ONLY YOU are responsible to call the union, you have 24 hours to receive union representation from the time the manager gives you the referral. You should call your Union Representative as soon as possible if you do not know the Union Rep at your location call Marqueal Williams (312)888-6364.

Maintenance Training

Force Picking is cause by when you have a lot of high seniority employees who is certified in HVAC and Mobile Repair positions and you have a lot of new hire that is not certified in any position, now you must take the senior employee and make them work HVAC on nights and the new person with no certification gets to go on the day shift. During this Garage Pick the Union had to Force Pick individuals' because we have higher seniority employees who refuse to pick HVAC and Mobile Relief, when the training center send senior employees and the employees do not pick the position, this is what causes Force Picking.

In 2011 an agreement was made to make all new employee HVAC, RADIO, MOBILE REPAIR certified at one point the force pick was reaching employees with (16) sixteen years of service, now we had a grasp on the situation and we stopped this practice in 2019, now force picking is affecting employees with (5) five years so for the next two classes we are going to have them trained in HVAC and Mobile Repair before they are released in to the garage in order to bring down the Force Picking to at least (1) one year of Service.

Contact Numbers You May Need

Reed-Group (877) 282-2019 7am -7pm Monday – Friday

Control (312) 432-8041 Ask for your Garage Controller.

EEO (312) 681-2610 Equal Employment Opportunity. Report, date, time of harassment.

EAP (888) 371-1125 Employee Assistance Program

Safety (888) 968-7282 Report, date, time, and location of the unsafe incident.

In Solidarity,



Marqueal L. Williams

Assistant Business Agent – Maintenance

CTA-74th St. Depot Federal Credit Union

The Services We Offer

Savings

Financial Literacy Training

Personal Loans

Auto / Motorcycle Loans - New and
Used

Loans for Trailers

Loans for RVs

Christmas Loans

Summer Loans

Gift Cards

Reloadable Debit Cards

10053-57 South Western Ave
Chicago, IL. 60643

Phone: (773) 476-4822

Fax: (773) 476-4273

Email: Cta74thdfcu@yahoo.com

Website: www.74thstdfcu.com

HOURS

Free Services

Notary Public

Time Books

Payroll Deposits

Direct Deposits

Invite to Annual Meeting

Monday, Tuesday, Thurs, 10:00 a.m - 3:00 p.m
Friday 12:00 p.m - 5:00 p.m

Executive Board:

Willie Means - Chairman
Leonard Morris - Vice Chairman
Robert Davis - Secretary
Charles H. Peterson - Treasurer

Michael Booth - Board Member
Ruth Ewing - Board Member
Jay Thompson - Board Member

Fee Services

Copying and Fax Services

Laminated Time Books

Laminating Services

Staff:

Charles H. Peterson - Treasurer
Michael Booth - Manager
Ruth Ewing - Assistant Manager

Ronney Hunter Jr.
Aaron McCray
Vern Hodges

Volunteers:

Venita Jones
Yavaughn Triplett

Tanno Muhammed
Camela Parnell

77TH Street Depot Federal Credit Union

5401 South Wentworth Union #26 Chicago Il 60653

Branch Office: 11049 South Fairfield Chicago Il 60655

Main Office Hours: 9a.m to 3p.m- Mon/Wed/Thurs/Fri. Phone#773-846-7137

Branch Office: 10a.m to 3p.m- Mon/Thurs/Fri. Phone#708-422-3900

E/mail: 77thstreet210@sbcglobal.net web page: 77thstreetdepotfcu.org

ACCESS YOUR ACCOUNT 24/7, WITH ONLINE BANKING AND OUR DEBIT CARD

We offer:

New and Used Auto Loans

Debit Cards

On Line access

ACH deduction options

Personal Loans

Payroll Deductions

Motorcycle Loans

Holiday Loans

Property Tax Loans

Payday Loans

Free Checking Account

We encourage you to join our credit union, we are here to help.

MANAGER/CEO

AL O. TOWNS



CHICAGO AVENUE GARAGE FEDERAL CREDIT UNION

Savings Accounts

- **Competitive interest rate on savings**
- **Each savings account insured to \$250,000 by NCUA (National Credit Union Administration)**

Loans

- **Unsecured loans**
- **Christmas loans**
- **Short-term emergency loans**

Quick turn-around on loan applications.

**CHICAGO AVENUE GARAGE
FEDERAL CREDIT UNION**
4909 W. Division Street, Suite #403
CHICAGO, ILLINOIS 60651
Telephone: (773) 626-1100
Fax: (773) 626-2210
E-mail: cagfcu4283@att.net



Attention: CTA Employees

- ♦ A federal credit union is a not-for-profit financial institution cooperative that provides a place for members to save and obtain loans at reasonable rates.
- ♦ Call or stop by the office for more information.

Hours

**Monday
through Friday:
10:00 A.M. to
2:30 P.M.**
**Closed on major
holidays**

IMPORTANT, TIMELY TIPS

for members of

Chicago Avenue Garage Federal Credit Union

If you have a loan with the Chicago Avenue Garage Federal Credit Union, and

you are planning to change jobs, or retire from CTA,

or

you experience any major changes in your finances, and plan to file bankruptcy,

please contact the credit union to discuss your financial situation, and possible adjustments to your loan repayment schedule. The credit union wants to help you avoid late payments, late fees, and negative reporting on your credit report.

Telephone: 773-626-1100

(best time to call – Monday through Friday 10:30 A.M. to 2:00 P.M.)

E-mail: cagfcu4283@att.net

Holy Bible: Ecclesiastes 10:19 "...money answers everything."
Credit Union members, let's talk about it.

CHICAGO AVENUE GARAGE FEDERAL CREDIT UNION

4909 West Division Street, Suite 403, Chicago, IL 60651

(CAGFCU)

MEMBERSHIP PROMOTION

Did you know that certain family members of Chicago Avenue Garage employees are eligible to join the CAGFCU?

Contact the office to obtain a “Family Member Eligibility Statement” .

Phone: 773-626-1100

Office Hours: 10:00 AM to 2:30 PM (Monday through Friday)

E-mail: cagfcu4283@att.net

CTA SOUTH FEDERAL CREDIT UNION

8050 S. KING DRIVE

CHICAGO, IL 60619

PHONE: (773) 783-5693

FAX: (773) 783-6095

EMAIL: ctasouthfederalcu@yahoo.com

HOURS:

MONDAY, THURSDAY & FRIDAY

10:00AM – 2:00PM

(Closed Tuesday & Wednesday)

SERVICES:

SAVINGS ACCOUNT

SIGNATURE LOANS

SHARE TO SHARE LOANS

AUTO/MOTORCYCLE LOANS (NEW & USED)

CHRISTMAS LOANS

CHRISTMAS CLUB SAVINGS ACCOUNT

RELOADABLE DEBIT CARDS

EXECUTIVE BOARD:

KENNETH MIXON – PRESIDENT

VERA J. BECKLEY – VICE-PRESIDENT

MARY WILSON – SECRETARY

AQUANETTE THOMPSON – TREASURER

DONNA WATKINS – CREDIT COMMITTEE CHAIRPERSON

MARVIN ALEXIS – BOARD MEMBER

ALBERT TOMPKINS – BOARD MEMBER

STAFF:

AQUANETTE THOMPSON – MANAGER/TREASURER

DEBORAH BROOKS – CLERK

MILDRED ADDISON - TELLER

HAPPY BIRTHDAY TO OUR LOCAL 241 MEMBERS CELEBRATING IN MARCH

Ballenger	Sedrick	301	Lewis	Seryee	302	Pierce	Dashaun	303
Bean	Donnie	301	Magliano	Michael	302	Riddle-Fields	Ricquia	303
Brown	Tatiana	301	Matos	Milton	302	Rudolph	Jessie	303
Bush	Alada	301	McGinnis	Gregory	302	Scalise	Joseph	303
Cooley	Floyd	301	Owens	Darryl	302	Streeter	Antoine	303
Davis	Angela	301	Oyola	Carlos	302	Thomas	Geneva	303
Davis	Scott	301	Peoples	Donnell	302	Timmons	Roselyn	303
Drozdel	Zbigniew	301	Perkins	Donte	302	Townsell	Kendra	303
Fleshman	Maurice	301	Reed	Christine	302	Trimuel	Antoine	303
Frazier	Takeysha	301	Riley	Erica	302	Tucker	Jeffrey	303
Gober	David	301	Rodriguez	Yomaira	302	Warren	LaDonna	303
Goode	Zanita	301	Sanders	Angela	302	Williams	Emery	303
Harrison	Bessie	301	Turner	Jerry	302	Williams	Monique	303
Holcomb	Sedrick	301	Washington	James	302	Zabel	Marvin	303
Holmes	Kiara	301	Wells-Curry	Rhonda	302	Alicea	Efrain	304
Hudson	William	301	Williams	Attiyya	302	Bailey	Terrell	304
Hughes	Steven	301	Williams	Larry	302	Binns	Phillip	304
Ishmon	Connie	301	Almaguer	Jose	303	Boley	Lois	304
Jackson	Martel	301	Booker	Lorell	303	Collins	Jerqwana	304
Johnson	Michael	301	Brooks	Georjetta	303	Collins	William	304
Jones	Gloria	301		Christophe		Crosby	Robert	304
Lamberth	Josefina	301	Clemons	r	303	Green	Ralph	304
Martin	Yolandra	301	Davis	Leon	303	Holliday	Kameron	304
Myles	Michael	301	Davis-Lee	Patricia	303	Holyfield	Kendra	304
Phillips	Julius	301	Dent	Takela	303	Khoury	Antoine	304
Robinson	Edward	301	Dixon	Michael	303	McClain	Victor	304
Ross	Andre	301	Franklin	Al	303	McFarland	Willie	304
Ruiz	Rogilio	301	Frey	Richard	303	Ortiz	Milton	304
Starr	Brenda	301	Glover	Daniel	303	Pendleton	Cleophia	304
Turner	Lernon	301	Gniadek	Gene	303	Robertson	Lydia	304
Williams	Tiffany	301	Gonzalez	Jose	303	Roddy	Torrey	304
Williams-Carter	Jennice	301	Hart	Demerila	303	Roman	David	304
Bailey	Nelson	302	Hudson	Larry	303	Santana	Edwin	304
Bateman	Keith	302	Irving	Aaron	303	Smith	Deidra	304
Bell	Henry	302	Jacobs	Allen	303	Wade	William	304
Caner	Dan	302	Knight	Patricia	303	Wade Jr	William	304
Cortez	Raymond	302	Lumpkin-			Winkfield	Neal	304
Daley	Priscilla	302	Bradley	Jenetta	303	Young	Dwayne	304
DeJesus	Hector	302	Mitchell	Crystal	303	Alexander	Ashley	305
Dotson	Melvin	302	Moffett	Dyrell	303	Barrera	Lazaro	305
Edwards	Jeramie	302	Mullins-Jenkins	Carolyn	303	Bell	Kevin	305
Fergus	Richard	302	Newsome	Carmen	303	Chocolate	Joseph	305
Hawkins	Kevin	302	Orourke	David	303	Cieslinski	Thomas	305
Hormillosa	Romeo	302	Padilla	Daniel	303	Collins	Tasha	305
Johnson-Bey	Reuben	302	Phillips	Juanita	303	Cribbens	Jennifer	305

HAPPY BIRTHDAY TO OUR LOCAL 241 MEMBERS CELEBRATING IN MARCH

Davis	Terry	305	Willis	Larry	306	Riley	Lawrence	308
Gage	Bertram	305	Akins	Daryl	307	Smith	Brian	308
Johnson	Anthony	305	Bennett	Lashaun	307	Stanback	Orlander	308
Johnson	Vickie	305	Cameron	Chailo	307	Taylor	Rodney	308
Jones	Albert	305	Carswell	Harun	307	Tidmore	Nicole	308
Jones	Shantay	305	Catching	Lee	307	Tyson	Coleman	308
Kaya	Assunta	305	Clark	Carolyn	307	Velez	David	308
Leonard	Percy	305	Cyriac	Jose	307	White	Jonathan	308
Loyd	Pierre	305	Davis	Qudell	307	Williamson	Lakenya	308
McLaughlin	Bernard	305	Donaldson	Donnetta	307	Woolfolk	Royal	308
Parker	James	305	Eiland	Woodrow	307	Adames	Longino	309
Pineda	Enrique	305	Erwin	Renee	307	Adams	Barry	309
Piper	Donnie	305	Funches	Edward	307	Baldwin	Lillian	309
Provenzale	Michael	305	Jimenez	Evelyn	307	Brown	Calvin	309
Rentas	Eric	305	Jimenez	Luis	307	Brown	Melvia	309
Robinson	Andre	305	Lercara	Frank	307	Fletcher	Cathedra	309
Smith	Carl	305	Miller	Ricky	307	Gardner	Desiree	309
Smith-Petty	Carlton	305	Piekielko	John	307	Golden	Clarence	309
Thurmond	Cynthia	305	Poole	Betty	307	Hampton	Cuatasha	309
Westhoff	Timothy	305	Russell	Louis	307	Holt	Thae	309
Williams	Felicia	305	Salamanca	Aurelio	307	Jones	Cherconn	309
Windham	Ebonie	305	Savage	Lulling	307	Mitchell	Octavia	309
Woods	John	305	Scott	Tiqueda	307	Morales	Nerida	309
Woods	Michael	305	Spears	Joe	307	Mouson	Samuel	309
Baltimore	Darryl	306	Speed	DeSandra	307	Ortiz	David	309
Bomman	Sherman	306	Toomey-			Paige	Johnny	309
Cappelletti	Joseph	306	Beckert	Michael	307	Pasquier	Maurice	309
Davis	William	306	Urzua	Matilde	307	Perry	Zandra	309
Fry	Pauline	306	Webb	Diane	307	Silvas	Norena	309
Griffin	Michelle	306	Wilkins	Danika	307	Simpson	DeJa	309
Harris	Joseph	306	Williams	James	307	Spann	Jeffrey	309
Hatchett	Gregory	306	Akpa	Komi	308	Stockstell	Kenneth	309
Hayes	Keenan	306	Baker	Eileen	308	Watkins	Viola	309
Ippolito	Anthony	306	Bynum	Wilhemina	308	Williams	Brandy	309
Lightford	Melvin	306	Coleman	Zandra	308	Allen	Dyane	310
McMahon	James	306	Flores	Orquidia	308	Anderson-		
Melant	Carl	306	Fuqua	Lois	308	Canty	Tara	310
Minor	Sandra	306	Glasby	Charles	308	Boll	Donald	310
Robinson	Sharon	306	Goston	Willie	308	Boykin	Penceil	310
Rogers	Beverly	306	Green	Cornelius	308	Bryant	David	310
Snowden	Darrin	306	Guyton	Joyce	308	Coari	Marie	310
Surles	Willie	306	Jervier	Veronique	308	Cook	Kennella	310
Taylor	Aubrey	306	Justiniano	Victor	308	Goodlow	Shataya	310
Turner	Jacqueline	306	Mojica	Angel	308	Herron	John	310
Walker	Anthony	306	Murry	Regina	308	Hill	William	310

HAPPY BIRTHDAY TO OUR LOCAL 241 MEMBERS CELEBRATING IN MARCH

Hodges	Kareem	310	Brown	Rosalind	312	Mosley	Andrea	313
Holguin	Jesus	310	Conner	Patrisia	312	Newsome	Sabrina	313
Lambert	John	310	Cross	James	312	Patterson	Allen	313
Leanos	Jose	310	Cruzado	Raymond	312	Powell	Phillip	313
Linares	Victoria	310	Dates	Larry	312	Rice	Kevin	313
Melton	Adam	310	Deorneau	Ernest	312	Ruff	Gwendolyn	313
Merchan	Wilson	310	El-Saaliq	Musayah	312	Seabolt	Mark	313
Miller	LaShawn	310	Gaines	James	312	Smith	Katrina	313
Molina	Luz	310	Gerrity	Mary	312	Stark	Timothy	313
Paski	Thomas	310	Gerybo	Vincent	312	Stevenson-		
Purdie	Phillip	310	Harmon	Alan	312	Lewis	Deborah	313
Robinson	Willie	310	Hurd	Larnell	312	Stokes	Donnley	313
Simmons	Frieda	310	Jones	Bria	312	Taylor	Gailynn	313
Squire	Darrell	310	Jones	Leroy	312	Velez	Adalberto	313
Stump	Freddricka	310	Jones	Lillie	312	Velez	Vanessa	313
Taylor	Lee	310	Jones	Lon	312	Walcott	Dean	313
Walls	James	310	Jordan	Bruce	312	West	David	313
Walton	Thomas	310	Lawson	Gladys	312	White	Regina	313
Williams	Sarah	310	Lopez	Alma	312	Williams	Zakiya	313
Anderson	Alfred	311	Lusby	Gertha	312	Atiq	Salah	314
Bradford	Freddie	311	Marsten	Jeffery	312	Atwater	Doris	314
Clark	Allen	311	McKinney	Grady	312		Harunrashi	
Gerald	David	311	Milke	Joseph	312	Biradar	d	314
Grubisic	Paul	311	Minor	Tasha	312	Black	Gregory	314
Guzman	Jesus	311	Pineda	Javier	312	Bowman	Martese	314
Holmes	Gloria	311	Robertson	Tracy	312	Brooks	Dolores	314
Irwin	Dennis	311	Seymore	Javious	312	Brown-Henley	Cynthia	314
Johnson	Charles	311	Vasquez	Hector	312		Muhamma	
Mathis	Carl	311	Watts	Jimmie	312	Chaudri	d	314
McCollum	Ronald	311	Willis	Theola	312	Clark	Michael	314
Patterson	Judith	311	Young	Michael	312	Cunning	Patricia	314
Roberts	Richard	311	Ziomek	Jerome	312	Davis	L	314
Robinson	Daisy	311	Ayala	Roberto	313	Dennis	Angel	314
Rodgers	Jessie	311	Barney	Vernon	313	Ferrell	Duane	314
Ross	Copelain	311	Bell	Sharyelle	313	Hunt	Samuel	314
Taylor	Gerald	311	Daniels	Nicole	313	Jexie	Koshy	314
Tiebout	Heather	311	Guice	Ophelia	313	Johnson	Clarence	314
Turnquist	Mauricia	311	Hampton	Stephen	313	Laskero	John	314
Tyler	AnntaNetta	311	Hanieh	Nabil	313	Lawrence	Keith	314
Ward	Reginald	311	Harris	Sharon	313	Lee	Renee	314
Watkins	Dannette	311	Harris	Tommy	313	Luke	Danny	314
White	Curtis	311	Johny	Shawncy	313	McKinney	Steven	314
Williams	Nakia	311		Christophe		Mcmath	Craig	314
Beasley	Michael	312	Jones	r	313	Nieves	Neftali	314
Boykin	Elaine	312	Jones	Keesha	313	Ramos	William	314
						Richardson	Patricia	314

HAPPY BIRTHDAY TO OUR LOCAL 241 MEMBERS CELEBRATING IN MARCH

Rivera	William	314	Monaghan	Mark	316	Burton	Ruth	318
Robinson	William	314	Moore	Janisha	316	Campana	James	318
Stean	Bristalyn	314		Christophe		Carson	Earl	318
Treat	Thomas	314	Robinson	r	316	Celestin	Dennis	318
Ware	Deandre	314	Smith	Gene	316	Cervantes	Antonio	318
Watkins	Natoya	314	Smith	Walter	316	Colon	Richard	318
Zarate	Luis	314	Stribling	Nepolean	316	Cooper	Fontane	318
Addison	Carolyn	315	Sutton	Isaiah	316	Dejesus	Hector	318
Ashford	Keisha	315	Wade	Bruce	316	Flynn-Mitchner	Nora	318
Brooks	Joseph	315	Zapata	Joel	316	Hughes	Al	318
Carr	Garrett	315	Brown	Eric	317	Jackson	Michael	318
Carson	Ronald	315	Brown	Mavis	317	Jarm	James	318
Carter	William	315	Coleman	Ernestine	317	Jones	Ebony	318
Catchings	Lee	315	Corvin	Larry	317	Jones	Erika	318
Chanchavac	Oscar	315	Ellis	James	317	Little	Melvin	318
Claudio	Manuel	315	Flores	Julio	317	Manson	Maurice	318
Crane	Debra	315	Forte-Sims	Lori	317	Obanner	Allen	318
Crisanti	Lisa	315	Green	Howard	317	Ong	Philip	318
Dawson	Lawrence	315	Haney	Bobby	317	Peterson	Timothy	318
Drake	Alice	315	Hannah	Claude	317	Ridgner	Kenyatta	318
Evans	Jimmie	315	Harris	Archie	317	Robinson	Lawrence	318
Griswold	John	315	Johnson	Carl	317	Ross	Myron	318
Herrod	Lloyd	315	Johnson	Lorenzo	317	Smith	Ronnie	318
Jenkins	Melvin	315	Jones	Clifton	317	Smith	Willie	318
McGinnis	Jeffery	315	Jones	Jimmie	317	Woods	Terry	318
Moore	George	315	Jones	Tyrone	317	Zachary	Felicia	318
Murray	Timmie	315	King	Tanya	317	Barnes	Belinda	319
Patton	Derrick	315	Lewis	Phillip	317	Barrios	Joseph	319
Phelps	Roy	315	Marusarz	Gerald	317	Briggs	Cory	319
Rice	Annie	315	Meier	Craig	317	Capozzi	Nicholas	319
Smart	Kirby	315	Miller	Latasha	317	Cochran	Jermaine	319
Span	Thermon	315	Pierce	Patrick	317	Cole	Sherri	319
Turner	Kendall	315	Ratcliff	Kejuan	317	Coleman	Charles	319
Wynn	Lutrece	315	Rejmer	David	317	Collins	Tyshie	319
Aguilar	Jose	316	Roebuck	Devonta	317	Davis	Clifford	319
Bowens	Jerrell	316	Santiago	Gladys	317	Evans	Terra	319
Cameron	Pierre	316	Santos	Victor	317	Farr	John	319
Colbert	Marquita	316	Strickland	Quantrell	317	Hernandez	Moises	319
Cornell	Kevin	316	Walker	Jimmie	317	Hiner	Alexander	319
Gray	Bertram	316	Washington	Denise	317	Jackson	Sonya	319
Gray	Joseph	316	Webb	Norman	317	Jeffries	Robert	319
Harrell	Rayfield	316	Weston	Marvin	317	Jones	Rodrick	319
Haynes	Mary	316	Williams	Foster	317	Kaminski	Richard	319
Hoff	John	316	Bolanos	Jorge	318	McGee	Leroy	319
Lloyd	Brian	316	Brown	Emmitte	318	Morris	Odell	319

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Thompson	James	319	Stanton	Rose	321	Liescke	Brian	323
Watts	Adwoa	319	Taylor-Sykes	Kimberly	321	Manka	Michael	323
Williams	Leartha	319	Thomas	Karl	321	Martain	Marcus	323
Williams	Rochelle	319	Thompson	Parthenia	321	Mixon	Joyvonne	323
Altman	Yvonne	320	Travis	Kimberly	321	Newby	Tonya	323
Black	Stella	320	Walls	Lakeshia	321	Peavy	Candice	323
Burns	Raymond	320	Williams	Jack	321	Phillips	James	323
Chambers	Lolita	320	Williams	John	321	Ragsdale	Frederick	323
Craig	Leonard	320	Williams	Linda	321	Reeder	Zenja	323
Dogan-Storey	Diane	320	Almendarez	Charles	322	Richardson-	Brandamer	
Havlicek	Edward	320	Armstrong	Calvin	322	Elmore	e	323
Henderson	Larry	320	Betts	Tiffany	322	Sharpe	Lonnie J	323
James	Jermaine	320	Blaney	April	322	Sison	Frank	323
Jeffries	William	320	Chaluisan	Albizu	322	Trotter	Joe	323
Johnson	Vernita	320	Echols	Deondre	322	Walker	Joseph	323
McGhee	Hilteray	320	Faulks	Kenneth	322	Watkins	Arnold	323
McNary	Joyce	320	Frazier-Hill	Helen	322	Williams	Nieda	323
Melvin	Tanika	320	Gatewood	Tiant	322	Wilson	Arlis	323
Neely	DeAndre	320	Greenfield	Kelvin	322	Antony	Emmanuel	324
Quarles	Audrey	320	Guzman	Alberto	322	Battles	J	324
Riess	Normann	320	Hanson	Richard	322	Bibbs	Edward	324
Smith	Mark	320	Holman	Anita	322	Busch	Tramal	324
Tatum	Rudolph	320	Houser	Harriett	322	Demery	Dwight	324
Torres	Blanca	320	Ivey	Needham	322	Fisher	Michael	324
Walker	Abe	320	King	Barry	322	Flowers	Calvin	324
Ballard	Jeremiah	321	McHoward	Herbert	322	Franklin	Jovan	324
Bernard	Ryan	321	Mendoza	Michael	322	Gray	Robert	324
Brown	Damion	321	Mickles	Ryan	322	Hill	Willie	324
Collier	Jason	321	Moore	Jerica	322	Jackson	Theodore	324
Denham	Jerald	321	Nesbitt	Ayanna	322	Jacobs	Coy	324
Edwards	Ashlee	321	Olmos	Oscar	322	Kemrah	Amir	324
Harris	Elbert	321	Williams	Shanita	322	Liddell	Tommie	324
Jackson	Rosalyn	321	Adams	Juanita	323	Little	Robin	324
Jenkins	Mikel	321	Allen	Lasharn	323	Murrell	Janette	324
Jones	Bliss	321	Buckhalter	Derries	323	Nowak	Robert	324
Jones	Cedric	321	Childs Pulphus	Glenda	323	Parrish	Michael	324
Keys	James	321	Coleman	Monica	323	Phillips	Nijela	324
Kochopolus	John	321	DeJohnson	Andre	323	Ramos	Jose	324
Lacy	Dwayne	321	Frank	William	323	Salinas	Cesar	324
Means	Willie	321	Fulton	Floyd	323	Sciaccotta	Robert	324
Mitchell	Melvin	321	Golden	Temeka	323	Singleton	Stanley	324
Moore	Sean	321	Gushard	Ralph	323	Stokes	Mollie	324
Nevels	Cecilia	321	Hasemann	Robert	323	Thigpen	Annie	324
Robinson	Tommie	321	Jackson	Brittany	323	York	Philisha	324
Skipper	Cynphoni	321	Johnson	Van	323	Young	Shawnda	324

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Abraham	Mathews	325	Temple	Desiree	326	Miller	Wayne	328
Belpre	Juan	325	Triplett	Ernest	326	Montgomery	Daniel	328
Bickham	Carl	325	Watson	John	326	Pugh	Tony	328
Brown	Shana	325	Wilson	Mac	326	Rasheed	Jerine	328
Cantre	Dimas	325	Acevedo	Carlos	327	Readus	Johnnie	328
Davison	Cannie	325	Brown	Curley	327	Robinson	Eduardo	328
Ford	Demeisco	325	Caver	George	327	Ryan	Jerome	328
Funches	Arzella	325	Chamblis	Henry	327	Sims	Rueben	328
Graham	Letrisha	325	Cintron	Juan	327	Smith	Jamail	328
Harris	La'Quesha	325	Coffee	Lula	327	Tubbs	India	328
Hill	A	325	Corona	Juan	327	Urdaz	Mariano	328
Hudson	Michael	325	Dale	Brenda	327	Wilson	Kiwame	328
Joyner	Eric	325	Haywood	Deonte	327	Woods	Everett	328
Lindsey	Marion	325	Heidewald	James	327	Young	Leslie	328
Murcio	Javier	325	Hibbler	Rhonda	327	Bedenfield	Marcella	329
Murray	Kelly	325	Holt	Samuel	327	Chaffe	Michele	329
Nicholson	Ruby	325	James	Brenda	327	Ewing	Ruth	329
Reyes	Leonel	325	Johnson	Levi	327	Fair	Cortez	329
Acosta	Jose	326	Madrigal	Ismael	327	Farrell	Michael	329
	Trashondri		McDonald	JaMar	327	Fields	Latoya	329
Black-Davis	a	326	Moss	James	327	Fobbs	George	329
Boyd	Gregory	326	Pierce	Eddie	327	Hall	Lanetta	329
Brewer	Ashley	326	Scott	Nora	327	Holloway	Ronnie	329
Calcano	Carlos	326	Smith	Richard	327	Holmes	Charles	329
Chamber	Ronald	326	Steward	Jeanette	327	Jamerson	Tony	329
Duran	Tony	326	Torres	Sigifredo	327	Johnson	Jimmie	329
Edwards-Butts	Eva	326	Torres	Wilfredo	327	Jones	Timothy	329
El-Amin	Ashanti	326	Towns	Al	327	Lewandowski	Edward	329
Gadson	Joseph	326	Underwood	Melvin	327	Morgan	Billy	329
Harvey	Leonna	326	Walker	Keith	327	Reed	Catanya	329
Hudson	Wilson	326	Watkins	Anthony	327	Rodriguez	Eliseo	329
Joy	Ronald	326	Watkins	Willie	327	Rodriguez	Harry	329
Lacey	Jamal	326	Wells	Tammy	327	Sheppard	Terrance	329
McCartney	Marlon	326		Christophe		Stimage	Mark	329
McIntosh	Mary	326	Williams	r	327	Thomas	Mario	329
Nieves	Jose	326	Araki	Brian	328	Thompson	Malcolm	329
Powell	Alicia	326	Bridgewater	Fredrick	328	Alexander	David	330
Pulliam	Tommy	326	Burage	Michael	328	Alfred	Thomas	330
Rivera	Eugenio	326	Dye	Connie	328	Barron	Michael	330
Rucker	Shirley	326	Fleming	Willie	328	Brown	Bill	330
Sanni	Ayoyinka	326	Hawkins	Reginald	328	Brown	Sharon	330
Sardgon	Clifton	326	Henderson	Albert	328	Buckley	Kelvin	330
Scates	Elijah	326	Jackson	Timothy	328	Cooke	Rafael	330
Simmons	Charles	326	Jones	Morris	328	Garcia	William	330
Stack	Mike	326	Loury	Rose	328	Gatson	Levell	330

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Henderson	Rether	330	Hardy	LaRhonda	331
Hicks	Tasherra	330	Havlik	Marie	331
Jeffries	Harold	330	Lomax	Calvin	331
Kelley	Andrea	330	Lopez	Rafael	331
Matthews	Robert	330	Miller	David	331
McMath	Joyce	330	Moore	Batina	331
Meneses	Ramon	330	Motton	Johnnie	331
Ovando	Edgar	330	Nor	Tiffany	331
Pipolo	Joseph	330	Owens	Troy	331
Polk	Fred	330	Philpot	Ronald	331
Powell	Diane	330	Redmond	Catrina	331
Robinson	Valarie	330	Smith	Odell	331
Roque	Oliver	330	Thompson	Matthew	331
Shelton	Daniel	330	Walker	Benjamin	331
Smith	Ramono	330	White	Augusta	331
Smith	Ronald	330	Williams	Tony	331
Smith	Wade	330	Willis	Elliott	331
Steward	James	330	Wilmington	Quentin	331
Thompson	Ronald	330	Wolski	Steven	331
Thurmond	Aleeah	330	Woodard	James	331
Turner	Charles	330			
Vargas	Mario	330			
Walker	Tony	330			
Wallace	Gary	330			
Ware	Mary	330			
Webb	Charmaine	330			
Williams	Leon	330			
Williams	Owen	330			
Williams	Tracy	330			
Williams	Tracy	330			
Young	Carrieatta	330			
Young	Marvin	330			
Barker	Alfaco	331			
Bell	Ira	331			
Bethea	Joseph	331			
Bradberry	Dorothy	331			
Broughton	Erica	331			
Coleman	Renardo	331			
Council	Roosevelt	331			
Craft	Mark	331			
Dixon	Tamirra	331			
Ellis	Brian	331			
Freeney	Daniel	331			
Gillon	Regina	331			
Halley	Victoria	331			

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Berrios	Ramon	0401	Hite	Jerry	0402	Dotson	Rickey	0404
Blanks	Shiquita	0401	Houston	Earnest	0402	Farmer	Earnest	0404
Evans	Shannon	0401	Isaac	Julius	0402	Franklin	Robbin	0404
Figueroa-Davis	Amarilis	0401	Kemp	Billie	0402	Franklin	William	0404
Finley	Emmanuel	0401	Keys	Cassandra	0402	Gladney	Henry	0404
Gray	Celester	0401	Mitchell	Angela	0402	Jones	Nkrumah	0404
Greene	Bryce	0401	Morgan	Linda	0402	Jordan	Nicole	0404
Hubbard	Almasi	0401	Morris	Katrina	0402	Leyva	Erick	0404
Jackson	Raymond	0401	Morrow	Timothy	0402	Mayfield	John	0404
James	Kevin	0401	Reed	Robert	0402	McGill	Willarene	0404
Johnson	Odean	0401	Richmond	Gloria	0402	McKinnon	Ralph	0404
Kelsey	Oscar	0401	Smith	Kendrah	0402	Mitchell	Delora	0404
Knight Teedom	June	0401	Thomason	Booker	0402	Mollo	Jeanne	0404
Lewis	Kyle	0401	Thrasher	Roy	0402	Nawrot	Lynn	0404
Little	Gill	0401	Windham	Andrew	0402	Neely	Paris	0404
Lyons	Robert	0401	Booker	Erma	0403	Nelson	Kenneth	0404
McFallar	Audrey	0401	Cooper	Terrance	0403	Parks	Cornelius	0404
Melchor	Mario	0401	Crespo	David	0403	Ramos	Hector	0404
Merendon	Mario	0401	Davis	Janiki	0403	Samuel	Betty	0404
Murff	Gerald	0401	Henry	Joseph	0403	Shaffer	Mary	0404
Pearce	Takula	0401	Larregui	Hiram	0403	Sharif	Douglas	0404
Pehlke	Frank	0401	Milner	Wilburn	0403	Stanton	Tiana	0404
Peters	Jeffery	0401	Morales	Luis	0403	Taylor	Veronica	0404
Rebb	Tiffany	0401	Phillips	Charles	0403	Vogt	John	0404
Reynolds	John	0401	Rainey	Leon	0403	Waddell	Twania	0404
Ross	Curtis	0401	Reyes	Anibal	0403	Walker	Marketta	0404
Torres	Lourdes	0401	Robinson	Joshua	0403	Williams	Minnie	0404
Trent	Joseph	0401	Robinson	Shala	0403	Woolfolk	Leonard	0404
West	William	0401	Romero	Carlos	0403	Araque	Carlos	0405
Williams	Melvin	0401	Satterfield	Willie	0403	Bender	Michael	0405
Wolfe	Joseph	0401	Smith	John	0403	Brent	Alexander	0405
Abdullah	Mustafaa	0402	Tanner	Napoleon	0403	Cooper	Juanita	0405
Banks	Johnny	0402	Thomas	Charles	0403	Drearr	Thomas	0405
Barnes	Latisha	0402	Tirado	Robert	0403	Garrett	Terence	0405
Bishop	Mattie	0402	Velazquez	Carlos	0403	Greene	George	0405
Boss	Marlena	0402	Williams	Dewitt	0403	Greenwood	Lonzo	0405
Carson	James	0402	Williams	Steven	0403	Guy	Naquita	0405
Cofield	Jacqueline	0402	Wilson	Johnny	0403	Hardaway	Robert	0405
Edwards	William	0402	Witherspoon	Jessie	0403	Harris	Verlene	0405
Fullenwider	Earl	0402	Akis	Marlene	0404	Howard	Wallace	0405
Gipson	Eddie	0402	Barker	LaTasha	0404	Jones	James	0405
Glass	McKinley	0402	Bradley	Frank	0404	Jones	Robert	0405
Green	Jacqueline	0402	Brinson	Tabatha	0404	Jones	Sophia	0405
Gulledge	Chanel	0402	Buie	Delores	0404	Lowe	Katie	0405
Haywood	Sabrina	0402	Clisby	Ivan	0404	McIntosh	Nina	0405

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Moore	Collier	0405	Matthews	Fernandos	0407	Foreman	Shawn	0409
Page	Simone	0405	McGregor	Aubrey	0407	Griffin	Lois	0409
Panjwani	Abjilmajid	0405	McNeal	Socora	0407	Hardrick	Antonio	0409
Paredes	Irma	0405	Moncrief	Billy	0407	Haynes	Donshay	0409
Peters	Maurice	0405	Neal	Harvey	0407	Herron	Benny	0409
Smothers	Ricky	0405	Parry	Alfred	0407	Jackson	Charles	0409
Thomas-Neal	Tamara	0405	Powell	Roy	0407	Jones	Rashawn	0409
Ware	Elvis	0405	Roberson	Antoine	0407	Layne	Catherine	0409
Washington	James	0405	Sanchez	Gilbert	0407	Lloyd	Gilbert	0409
Bates	Mario	0406	Smith	Judith	0407	Mc Miller	Robert	0409
Battle	Kimolin	0406	Thomas	Brian	0407	Morris	Jerome	0409
Bonds	Carretha	0406	Tolbert	Reginald	0407	Pettiford	Seandale	0409
Bryant	Eric	0406	Walker	Willie	0407	Rivera	Anthony	0409
Collins	Keith	0406	Welch	Michelle	0407	Robles	Sylvia	0409
Eleby	Zelda	0406	Ziegler	Darald	0407	Rodgers	Roy	0409
Fleming	Ray	0406	Banton	Christina	0408	Solebo	Sakiru	0409
Harris	Yolanda	0406	Boxley	David	0408	Villarreal	Edward	0409
Holden	Isaac	0406	Burson	Donald	0408	White	Albert	0409
Jean Michel	Marie Lyne	0406	Carr	Demeror	0408	Bracy	Patrick	0410
Johnson	Tenisha	0406	Champion	Fatima	0408	Bradshaw	Tracey	0410
Kaspar	Keith	0406	Collins	Farris	0408	Brown	Claude	0410
Klodzinski	Jaroslav	0406	Crawford	Derrick	0408	Clifton	Angel	0410
Martin	Alonzo	0406	Eggerson	Trenton	0408	Davis	Tamira	0410
Percy	Parrysh	0406	Graham	Albert	0408	Edwards	Clifford	0410
Reynolds	Donald	0406	Hale	Lawrence	0408	Fason	Barney	0410
Ross	Clarence	0406	Hollingsworth	Calvin	0408	Galarza	Daniel	0410
Ross	Michael	0406	Jones	Valerie	0408	Huezo	German	0410
Sanchez	Hector	0406	Jones	William	0408	Johnson	Rosetta	0410
Shelby	Cynthia	0406	Lamich	Jeffery	0408	Monnier	Douglas	0410
Terry	Tracy	0406	Moriarty	Michael	0408	Parfitt	Eric	0410
Williams	Sean	0406	Paige	Arthur	0408	Qualls	James	0410
Bailey	Issac	0407	Payne	Lee	0408	Rodgers	Michael	0410
Coley	Lovar	0407	Pope	Nathaniel	0408	Salameh	Kassem	0410
Conwell	Alesha	0407	Reed	Earlean	0408	Walker	Colon	0410
Cox-Blakney	Cecelia	0407	Reed	Peter	0408	Washington	Reginald	0410
Criss	Jerry	0407	Reyes	Elizabeth	0408	White	Lemuel	0410
Ferrero	Jerald	0407	Rodriguez	Providencia	0408	Wilmington	Quentin	0410
Franklin	Andrew	0407	Spivey	Betty	0408	Woodruff	Radiance	0410
Gray	George	0407	Thompson	Bryant	0408	Agudo	Edmundo	0411
Hardy	Jimmie	0407	Vivian	Willis	0408	Alvarado	Nelson	0411
Housen	Syncere	0407	Bastean	Albert	0409	Beal	Marlon	0411
Hudson	Shamia	0407	Cintron	Tomas	0409	Bradley	Bruce	0411
Jimenez	William	0407	Davis	Johnnie	0409	Brewer	Sean	0411
Jusino	Rafael	0407	Esbjornson	Steven	0409	Carmody	David	0411
Lee	Shymeisha	0407	Finley	Timothy	0409	Conditt	Isaac	0411

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Criste	Jesse	0411	Mines	Charles	0412	Carr	Pierre	0414
Garuba	Forijimi	0411	Moore	Donald	0412	Dennis McEvoy	Estella	0414
Gilliam	Rapheal	0411	Mora	Sylvia	0412	Gonzalez	Omar	0414
Gonzalez	Gerardo	0411		Cuauhtemo		Gordon	Lintzia	0414
Grove	Robert	0411	Patino	c	0412	Hankins	Yvohnne	0414
Hackney	Decortea	0411	Perez	Julio	0412	Harris	Sylvester	0414
Hall	Walter	0411	Pyatt	Chiquita	0412	Huston	Jo-Carol	0414
Harbin	John	0411	Rampersaud	Kawal	0412	Jackson	Darryl	0414
Hodge	Antonio	0411	Russell	Thomas	0412	Jones	Leon	0414
Hodorowicz	Michael	0411	Settles	Nakita	0412	Jordan	Shanta	0414
Jervier	Yuri	0411	Sibley	Eddie	0412	Katchem	Matthew	0414
Johnson	Perry	0411	Smith	Ronald	0412	Lindsey	Christopher	0414
Jones	Gary	0411	Terry	James	0412	McClarn	Walter	0414
Keippel	Stephen	0411	Thomas	Willy	0412	McKissack-		
Mathews	Carves	0411	Vazquez	Jose	0412	Booker	Ashley	0414
Mcgee	Shirley	0411	Velez	Epiano	0412	Muhammad	Larry	0414
Nunn	James	0411	Wideman	Kushonda	0412	Polk	Katherine	0414
Owens	Christine	0411	Williams	Bramonde	0412	Rivera	Eli	0414
Preacely	Maurice	0411	Williams	Ivanita	0412	Santiago	Pascual	0414
Ramos	Confesor	0411	Williams	Penny	0412	Scott	Ronald	0414
Robinson	David	0411	Adkins	Mervin	0413	Spiller	Verlinda	0414
Smith	Barry	0411	Berlinguette	Arthur	0413	Townsend	Rosemary	0414
Tippen	Robert	0411	Chalifoux	Lee	0413	Wakefield	John	0414
Williams	Dennis	0411	Chibe	Charles	0413	Ward	J	0414
Williams	Eugene	0411	Davis	Lavell	0413	Watkins	Arrine	0414
Williams	Karen	0411	Dixon	Edward	0413	Wilkes	Garnett	0414
Arango	Jimmy	0412	Edwards	Lorenzo	0413	Winston	Debbie	0414
Borges	Jose	0412	Fadden	Timothy	0413	Wright	Lester	0414
Bowie	Marilyn	0412	Harper-			Al-Khayr	Yvonne	0415
Brown	Eric	0412	Wordlaw	Pamela	0413	Banks	Nathaniel	0415
Brown	Ruthie	0412	Howard	Joanne	0413	Benson	Lilah	0415
Butler	Sherita	0412	Johnson	Emanuel	0413	Birdow	Nicole	0415
Clark	Eric	0412	Jordan	Joyce	0413	Blakeney	Carbert	0415
Dorsey	Michael	0412	Kinnard	Charles	0413	Clark	James	0415
Escott	Zeola	0412	Martinez	Victoria	0413	Colon	Jose	0415
Gayden	Lori	0412	Peacock	Erik	0413	Cubie	Walter	0415
Gilbert	Joe	0412	Pink	Derry	0413	Davidson	Beatrice	0415
Gillespie-Erving	Zennovia	0412	Pipkins	Terrence	0413	Davis	Douglas	0415
Gordon	Nelson	0412	Smith	Keith	0413	Feliciano	Justin	0415
Hall	Billy	0412	Thomas	Dale	0413	Garcia	Jorge	0415
Hudson	Donnell	0412	Thompson	Jason	0413	Hampton	Lavell	0415
Johnson	Monica	0412	Allen	Dusti	0414	Hannah	Brian	0415
Jones	Zachary	0412	Alvarado	Nelson	0414	Hendricks	Akbar	0415
Means	Joseph	0412	Baldwin	Matthew	0414	Henson	Damon	0415
Miller	Sikeara	0412	Cannon	Michael	0414	Holmes	Antonio	0415

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Howard	Andrew	0415	Branch	Izaiah	0417	Williams	James	0418
Jones-Alimi	Loverree	0415	Brown	Alvin	0417	Adorno	Angel	0419
McMenamin	Thomas	0415	Buckley	Eunice	0417	Alcala	Lucinda	0419
Nelson	Anthony	0415	Butler	Ronald	0417	Beene	Timothy	0419
Robinson	April	0415	Clayborne	Jeff	0417	Bland	David	0419
Sanders	Tony	0415	Cross	Valayia	0417	Booker	John	0419
Turner	Laquanya	0415	Dorelus	Alain	0417	Cleveland	Paul	0419
Wade	Elvis	0415	Goudeau	Frank	0417	Crawford	George	0419
Williams	Robert	0415	Hernandez	German	0417	Evans	Rosia	0419
Younger	LaShawn	0415	Hurd	James	0417	Gentle	Edwin	0419
Akins	Calvin	0416	Jones	Vicki	0417	Gipson	Lakebia	0419
Alexander	Willie	0416	Lareese	George	0417	Johnson	Calvin	0419
Barranco	Emanuele	0416	Leigh	Michael	0417	Jones	Mattie	0419
Boyd	Earl	0416	Love	Mary	0417	Joplin	William	0419
Brown	Eric	0416	McCrea	Keisha	0417	Kendall	Byron	0419
Bush	Sylvester	0416	Safo	George	0417	Lambert	Wayne	0419
Chandler	Henry	0416	Summerville	Willie	0417	Neuheisel	Rita	0419
Davis	Robin	0416	Taylor	George	0417	Nichols	Henry	0419
Dixon	Christopher	0416	Taylor	Tracee	0417	Ofoedu	Vincent	0419
Glover	Annie	0416	Thomas	Ravan	0417	Ogilvie	Garth	0419
Gorham	Collom	0416	Walker	Lonnie	0417	Peterson	Latoya	0419
Harris	Dimetrius	0416	Weeden	James	0417	Reyes	Michael	0419
Hill	Daz	0416	Whaley	Marshe	0417	Richard	Mary	0419
Johnson	Lisa	0416	Clements	Michelle	0418	Robinson	Rufus	0419
Love	James	0416	Damron	Troy	0418	Shipp	Sam	0419
Lynch	Kevin	0416	Gamino	Francisco	0418	Upshaw	Walter	0419
McCarthy	John	0416	Glenn	Antrace	0418	Williamson	Chimanga	0419
McCaskel	Latreata	0416	Ingram	Devan	0418	Adams	Dorothy	0420
McRoberts	TaVonna	0416	Irwin	James	0418	Adams	Velanie	0420
Pabon	Angela	0416	Jones	Eboni	0418	Allmon	Reginald	0420
Parker	Stephen	0416	Lopez	Robert	0418	Bowers	Grafton	0420
Peters	Theodore	0416	Mathews	Flora	0418	Breashears	Debra	0420
Pree	Adrienne	0416	McCombs	Dwight	0418	Castaneda	Roberto	0420
Quirk	Kevin	0416	Ollins	Michael	0418	Cioffi	Christopher	0420
Reyna	Ismael	0416	Ozuzu	Ikechukwu	0418	Flores	Kenneth	0420
Romero	Rafael	0416	Pacheco	Victoria	0418	Gause	Everett	0420
Thornton	Toby	0416	Perales	Michael	0418	Gibson	Aneesah	0420
Varughese	George	0416	Reed	Keona	0418	Hill	Mossie	0420
Washington	Lawrence	0416	Sanders	Chad	0418	James-Givhan	Candice	0420
Washington	Lonnie	0416	Sanders	Dale	0418	Knox	George	0420
Wilson	Joseph	0416	Smith	Drusilla	0418	Kuhn	Dennis	0420
Winters	Briana	0416	Southworth	Deirdra	0418	Kuhn	Dennis	0420
Berry	Carlett	0417	Stewart	Willie	0418	Lesser	Twila	0420
Biradar	Zakariya	0417	Tinsey	Derrick	0418	McKinnie	Lutricia	0420
Bitoy	Dario	0417	Wells	Joe	0418	Morgan	Eric	0420

HAPPY BIRTHDAY TO OUR LOCAL 241 MEMBERS CELEBRATING IN APRIL

Naumovski	Vlade	0420	Garcia	Cesar	0422	Salis	Jose	0424
Perry	Juanita	0420	Hill	Eric	0422	Turner	Terence	0424
Ramsey	Quandra	0420	Lahmon	Sallie	0422	Washington	Charles	0424
Rivera	Ervin	0420	Lamm	Daniel	0422	Banks	Kendall	0425
Rivera	Jahaziel	0420	Myles	Lashunda	0422	Bokhari	Khurram	0425
Shields	Pamela	0420	Reyes	Jorge	0422	Brown	Cheryl	0425
Smith	Edward	0420	Saucedo	Jose	0422	Caldwell	Silas	0425
Soto	Edwin	0420	Spinks	Charles	0422	Caston	Gerald	0425
	Mellowneic		Taylor	Isaiah	0422	Coley	Miquel	0425
Springfield	e	0420	Taylor	Robert	0422	Coronel	Bolivar	0425
Steele	Ralford	0420	Young	Tiara	0422	Darling	Chasity	0425
Vargas	Javier	0420	Burton	Sereena	0423	Garrett	Tiffany	0425
Williams	Darnell	0420	Center	Dovid	0423	Howard	Carolyn	0425
Ammons	William	0421	Courtrell	Mark	0423	Johnston	Francis	0425
Bolton	Deborah	0421	Covarrubias	Alejandro	0423	Kopystynsky	Mykalena	0425
Campbell	Adam	0421	Edler	Junious	0423	Lee	Latonya	0425
Choi	Byung-Yup	0421	Felton	Novella	0423	McClure	Flora	0425
Corley	Lester	0421	Harris	Calvin	0423	Nevels	Lakisha	0425
Crutcher	Gary	0421	Hawes	Dewey	0423	Sanders	Mary	0425
Damon	Scott	0421	Holland	Londa	0423	Santiago	Eli	0425
Degutis	Saigunas	0421	Hollis	Samuel	0423	Steude	Glenn	0425
Duncan	Eula	0421	Michalowski	Nancy	0423	Barnes	Terra	0426
Fields	Robert	0421	Mixon	Kenneth	0423	Bernard	Lisa	0426
Guzman	Joel	0421	Reed	Beverly	0423	Brown	Dominique	0426
Johnson	Michael	0421	Rogers	Stanley	0423	Burnett	Syreetta	0426
Kopcec	James	0421	Roland	Kenneth	0423	Dawkins	Sharon	0426
McDonald	Leonardo	0421	Smith	Marilyn	0423	Faulk	Annette	0426
Muhammad	Karriem	0421	Stockdale	Sanwella	0423	Foster	Ashley	0426
Orozco	Juan	0421	Streeter	Larry	0423	Henry	Michael	0426
Payne	Justine	0421	Williamson	Denise	0423	Johnson	Timothy	0426
Richie	Yasmine	0421	Willis	Alonzo	0423	Luster	Wayne	0426
Ridley	Eluster	0421	Wilson	Shahala	0423	Miarnowski	Mitchell	0426
Santiago	Adalino	0421	Benitez	Edwin	0424	Peters	Charlene	0426
Sullivan	Krystal	0421	Bustos	Jose	0424	Porter	Eugene	0426
Vazquez	Jesus	0421	Copeland	Nedra	0424	Reynolds	Anthony	0426
Watkins	Carey	0421	Crane	Christopher	0424	Skiba	Marek	0426
Wiggins	Dorothy	0421	Curry	Jeffery	0424	Smith	Dionne	0426
Williamson	Hubert	0421	Foster	Henry	0424	Sosa	Jacob	0426
Beckford	Ian	0422	Hall	Kevin	0424	Sosa	Jose	0426
Brewster	Nedra	0422	Harris	Leroy	0424	Spain	Janice	0426
Bynum	George	0422	Loud	Melvin	0424	Strong	Sharita	0426
Daley	Charles	0422	Marino	Omar	0424	Taylor	George	0426
DeVega	Maria	0422	Potts	Richard	0424	Townsend	Nina	0426
Douglas	David	0422	Purnell	Douglas	0424	Whitley	Brian	0426
Duda	Anthony	0422	Ross	Lee	0424	Wilcher	James	0426

HAPPY BIRTHDAY TO OUR LOCAL 241 MEMBERS CELEBRATING IN APRIL

Binford	Lee	0427	Tomlin	Alicia	0428
Black	Donna	0427	Torres	Hector	0428
Brewer	William	0427	Watkins	Tanesha	0428
Burns	George	0427	Beckon	Kelvin	0429
Burrell	Zedrick	0427	Coleman	James	0429
Caldwell	Naomi	0427	Engelbrecht	Duane	0429
Cisneros	Raul	0427	Horton	Annie	0429
Exposito	Pedro	0427	Martin	Melvin	0429
Flores	Jose	0427	McFall	Willie	0429
Garza	Armando	0427	Moore	Latrona	0429
Jacinto	Raul	0427	Munoz	Herminio	0429
Johnson	Conrad	0427	Norman	Amber	0429
Kindle	Jean	0427	Pereda	Jose	0429
Lenoir	Melbernice	0427	Pierce	Latifah	0429
Lewis	Hollis	0427	Rice-Peterson	Patricia	0429
Mc Coy-Walker	Shawana	0427	Stevens	Mary	0429
Meyer	Patricia	0427	Taylor	Mattie	0429
Miramontes	Lizette	0427	Vaval	Cynthia	0429
Moncada	Nicholas	0427	Wagner	Glenford	0429
Porter	Lamar	0427	Williams	Derrick	0429
Redmond	Laval	0427	Williams	Nia	0429
Roberson	Eric	0427	Blagojevic	Nikola	0430
Smith	Hershel	0427	Bowers	Kelvin	0430
Tatum	Quintin	0427	Butler	Brandon	0430
Tucker	Andre	0427	Crespo	Amador	0430
Ward	Eugene	0427	Gary	Phillip	0430
Agnew	Charles	0428	Harper	John	0430
Beyers	Darryl	0428	Hernandez	John	0430
Bishop	Danny	0428	Hill	Auset	0430
Clinton	Genal	0428	Hill	Mary	0430
Davis	James	0428	Hutchinson	Larry	0430
Figueroa	Juan	0428	Jackson	Annie	0430
Garcia	Anselmo	0428	Lang	Mack	0430
Gilkey	Kelvin	0428	McGowan	Clinton	0430
Greathouse	Leroy	0428	Moore	Vickilynn	0430
Johnson	Othell	0428	Olavarria	Amador	0430
Khalil	Richam	0428	Pender-Bey	Danell	0430
Klein	Keith	0428	Ponders	Tara	0430
Moore	Raymond	0428	Portis	William	0430
Ng	Wai	0428	Rivera	Jesus	0430
Pearson	Al	0428	Smith	Paulette	0430
Perez	Eduardo	0428	Smith	Robert	0430
Santiago	Jaime	0428	Stomper	Richard	0430
Stewart	Betty	0428	Thornton	Dean	0430
Stokes	Othello	0428	Walker	Walter	0430