

Summary OF Tentative Agreement for
1/1/2016 – 12/31/19 Collective Bargaining Agreement

The officers of Local 241 present the following tentative Agreement for a new collective bargaining agreement. A summary is below and there are no give backs or reduction in benefits.

1. **Term of Agreement:** January 1, 2016 –December 31, 2019 with approval of International President

2. **Wages:** The total wage increase to take effect between 1/1/2016 and 7/1/2019 shall be 9 1/2 %. All employees employed on date of ratification shall receive a 5% increase, receiving **full retroactive** pay (based upon hours worked) to 1/1/2016 based upon the following:
 - a. Effective 1/1/2016 1%
 - b. Effective 7/1/2016 1%
 - c. Effective 1/1/2017 1%
 - d. Effective 7/1/2017 1%
 - e. Effective 1/1/2018 1%

In addition, employees shall receive the following wage increases after 1/1/2018:

- f. Effective 7/1/2018 1.5%
- g. Effective 1/1/2019 1%
- h. Effective 7/1/2019 2%

The above increases will result in the following wage rates:

Grade/Classification	Ratification Date	7/1/2018	1/1/2019	7/1/2019
Full time Operator	34.49	35.01	35.36	36.07
Mechanic	35.65	36.19	36.55	37.28
Grade 00	29.09	29.53	29.82	30.42
Grade 1	30.22	30.68	30.98	31.60
Grade 2	31.57	32.05	32.37	33.01
Grade 3	32.70	33.19	33.53	34.20
Grade 4	33.60	34.10	34.45	35.13
Grade 5	34.50	35.02	35.37	36.08
Grade 6	35.86	36.40	36.76	37.50
Grade 8	38.34	38.92	39.31	40.09
Grade 9	39.47	40.06	40.46	41.27
Grade 10	39.92	40.52	40.92	41.74
Grade 11	42.85	43.50	43.94	44.81

Retroactive pay shall be paid no later than March 1, 2018

On July 1, 2019, the CTA shall make a one time payment totaling \$450,000 to be divided among all the employees in the 241 and 308 bargaining units.

The progression for maintenance employees shall be changed so employees shall receive 80% at time of hire and 90% after one year and 100% after two years. This applies to all current and new employees

Insurance:

1. Benefits: The present insurance benefits shall be maintained **with no change or reduction** in benefits during the term of the collective bargaining agreement.

2. Premiums: For the calendar year 2019 employees shall not have to pay their share of any premium increase that goes into effect on January 1, 2019. Under the formula in the contract that amount is a maximum of \$270.40 per year for single coverage and \$520.00 for family coverage.

3. To cover possible increases in insurance premiums to be effective 1/1/20, the year the contract expires, employees shall not have to pay up to \$270.40 per year (\$10.20 per pay period) of the employee's share of the annual employee premium that is in effect on January 1, 2020 for employees with single coverage and will not have to pay up to \$520.00 (\$20.00 per pay period) of the annual premium that is in effect for employees with family coverage, while negotiations are taking place.

All open enrollment forms will show the actual premium and the premium the employees will be paying as a result of this waiver of premiums.

4. New Administrator: The CTA shall issue a bid for new health insurance administrator (RFP) and shall meet with the Union prior to selecting and entering into a contract with a new insurance administrator.

Lay-off Protection: The layoff protection shall be extended by changing the date in 12.8 for protection from 2008 to 2010.

Picking:

Article 5.1(d) and Article 7(a)(v) of the contract shall be changed to allow employees pick more than 46 hours in a work week.

Trippers:

The number of trippers for part-time operators shall be reduced from 1644 to no more than 1500.

Maintenance Department Changes:

1. New Article to Contract: Any Bus Maintenance Department employee who is late to work is eligible to work into the next shift to make up the amount of time which the employee lost from work on the employee's regular shift because the employee was late. The opportunity to work may be exercised no more than twice per year. The employee shall notify the employee's supervisor when reporting to work that the employee wants to exercise the right to work into the next shift as provided for under the article.

2. Seniority: As of the effective date of the agreement, any person who fills a bus mechanic vacancy shall be placed at the bottom of the seniority list.

3. Excel Program: All references to the Excel Program for Bus Mechanics shall be eliminated from collective bargaining agreement.

4. Training: After the execution of the cba, the CTA agrees to meet and discuss with the union the implementation of a training program for the mechanic classification.

5. Tools: The CTA has agreed to make available to bus mechanics all tools necessary for them to perform their duties.

6. Maintenance Picking: New provision into contract providing:

Bus mechanics and supervisors have picking rights under Article 13.5 for following positions:

Mechanics:

1. Inspection Relief
2. Benchman
3. Trouble Track
4. Tire man
5. Mobile Bus mechanic
6. Bay Inspection
7. Mobile Repair Relief
8. HVAC
9. Radio
10. Powertrain
11. Current Jobs within Inspection A
12. Current Jobs within Inspection B

Servicers:

1. General Cleaner
2. Bus Servicer (pumps)
3. Spotter
4. Scheduler
5. Engine Wash
6. Bus Servicer 1

7. Pick Quota:

Minimum Pick Quotas for Vacation and holidays subject to adjustment increase on garage by garage basis shall be

Pick Vacation
Mechanics – 3 Servicers -2

VRD
Mechanics -2 Servicers -1

Holiday
Mechanics -2 Servicers – 2

8. New Hires – Servicers:

50% of permanent servicer positions shall come from Apprentices and 50% from regular hiring

9. Change in Disciplinary action:

Discipline for pulled nozzles shall be changed to Class II accident

10, Filling of Positions:

The CTA agrees to fill all redlined servicer and mechanic positions within a reasonable time.

11. Maintenance Training Center Clerk and Maintenance Office Clerk

Vacancies which occur in such positions shall be filled in normal course of business from bus servicers qualified to perform these positions with preference being given to first persons coming from pool and then posting if necessary.

Part-time Operator days off:

Part time operators shall have at least one day off, but the the CTA shall attempt to normally give part-time operators two days off.

Instructor and Supervisor Pay Understanding:

Employees who are not qualified line instructors but who perform duties of line instructor shall be paid the proper rate pursuant to paragraph 4.1 of agreement.

Instructors and supervisors temporarily assigned to higher graded classification on account of temporary vacancy shall receive proper rate under Article 4.12.

Within 30 days of ratification the CTA will promote 12 current pool supervisors into 12 full time positions and 5 current pool instructors to full time positions and agrees to back fill the pool of instructors and supervisors and will appoint future instructors and supervisors from pool as openings develop based upon operational needs.

AVAS Understanding:

CTA agrees not to reduce current time for late departure under Avas for discipline and no late departure shall be subject to discipline or count toward discipline unless the operator has had an actual (not scheduled) layover of at least five minutes before the late departure.

Pay for Equipment Tech Travel:

When an equipment tech is delayed in his or her return from out of state rail work on account of travel delays caused by cancellation of trains or flights, the affected equipment tech shall be compensated for up to a maximum of eight (8) hours per day for each day the travel is delayed on account of such cancellation.

Mileage Allowance:

The mileage allowance in 4.5 shall be amended to provide for payment at IRS rate.

629 Program:

The CTA agreed to meet with union president to discuss continuation and use of 629 program.

VRD Days:

The CTA and Union Presidents shall meet after ratification of contract to establish a system by which to insure employees have the opportunity to take VRD Days.

Apprentice Program:

Apprentice Program continued as a supplement to collective bargaining agreement with following changes;

1. Effective 1/1/2018 - \$12.50 wage rate
2. Effective 1/1/2019 - \$13.50 wage rate
3. Apprentices may be assigned to assist building janitors on pm and midnight shifts effective with each pick for the cleaning and maintenance of wash rooms, work areas

and bus turnarounds and maintaining of washrooms, lunchroom and work areas, and turnarounds and those janitors who are assisted by apprentices shall receive a stipend of 50 cents per hour. No more than two apprentices shall be assigned to assist a janitor. This does not increase the number of apprentices.

4. Clarification that bus servicer apprentices shall be assigned only General Clean functions and removal of garbage from bus terminals. It is understood that the Apprentice duties shall not adversely affect the work Bus Servicers or Janitors and parties will meet and discuss to resolve any questions.
5. Any Bus Servicer or Janitor who is released from Areas 605 shall be returned to work as long as the Apprentices are employed.
6. Continuation of provision that no janitor or servicer can be laid off while apprentices working

Notification of Officers:

The Union agrees to notify the CTA of its officers in writing, and any officer not named may be denied access to facilities.

Estimated Wage Rates and Increases (2080 hours at top of Progression Scale-100%)

<u>Grade/Class.</u>	<u>Rate</u> <u>Ratification Date</u>	<u>Rate</u> <u>7/1/2018</u>	<u>Rate</u> <u>1/1/2019</u>	<u>Rate</u> <u>7/1/2019</u>	<u>Total</u> <u>Hourly</u> <u>Increase</u>	<u>Yearly</u> <u>Increase - 7/1/19</u>
Full Time Operator	34.49	35.01	35.36	36.07	\$3.25	\$6761.68
Mechanic	35.65	36.19	36.55	37.28	\$3.36	\$6984.23
85% of Operator	29.31	29.76	30.06	30.66	\$2.77	\$5761.60
Grade 00	29.10	29.53	29.83	30.42	\$2.74	\$5700.01
Grade 1	30.22	30.68	30.98	31.60	\$2.85	\$5924.40
Grade 2	31.58	32.05	32.37	33.02	\$2.97	\$6185.94
Grade 3	32.70	33.19	33.53	34.20	\$3.08	\$6410.82
Grade 4	33.60	34.11	34.45	35.14	\$3.17	\$6583.54
Grade 5	34.51	35.03	35.38	36.09	\$3.25	\$6764.56
Grade 6	35.86	36.40	36.76	37.50	\$3.38	\$7025.82
Grade 7	37.22	37.77	38.15	38.92	\$3.51	\$7295.07
Grade 8	38.34	38.92	39.31	40.09	\$3.61	\$7511.75
Grade 9	39.47	40.06	40.47	41.27	\$3.72	\$7737.20
Grade 10	39.92	40.52	40.93	41.74	\$3.76	\$7821.02
Grade 11	42.85	43.50	43.94	44.81	\$4.04	\$8400.59

Estimated Gross Back Pay based upon 1900 hours worked in both 2016 and 2017 and 160 hours in January for members at Top Progression Scale

Back pay will be based upon actual hours and actual pay rate adjusted for increases

Full Time Operator	\$3417.10
Mechanic	\$3531.63
85% of Operator	\$2904.53
Grade 00	\$2882.25
Grade 1	\$2993.97
Grade 2	\$3127.97
Grade 3	\$3239.79
Grade 4	\$3329.02
Grade 5	\$3418.56
Grade 6	\$3552.66
Grade 7	\$3686.66
Grade 8	\$3798.37
Grade 9	\$3910.09
Grade 10	\$3954.76
Grade 11	\$4245.34

Part-time operators and employees on operator's progression

<u>Grade/Class.</u>	<u>Rate</u> <u>Current</u>	<u>Rate</u> <u>Ratification Date</u>	<u>Rate</u> <u>7/1/2018</u>	<u>Rate</u> <u>1/1/2019</u>	<u>Rate</u> <u>7/1/2019</u>
65%	21.33	22.41	22.75	22.98	23.45
70%	22.97	24.14	24.51	24.75	25.25
75%	24.61	25.86	26.26	26.52	27.05
80%	26.25	27.59	28.01	28.29	28.86

Back Pay is based upon hours worked in each progression step.