

NON-RESTRUCTURED GRADES
RATE SCHEDULE III

CHICAGO TRANSIT AUTHORITY

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
JANUARY 1, 1997 THROUGH DECEMBER 31, 2011

100%

HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
G000	1-12	28.901	2312.09	4624.18
G000	13-24	29.365	2349.18	4698.36
G000	THEREAFTER	29.826	2386.10	4772.21
G001	1-12	30.291	2423.27	4846.55
G001	13-24	30.635	2450.83	4901.65
G001	THEREAFTER	30.981	2478.46	4956.92
G002	1-12	31.446	2515.71	5031.42
G002	13-24	31.907	2552.55	5105.11
G002	THEREAFTER	32.369	2589.56	5179.12
G003	1-12	32.602	2608.14	5216.29
G003	13-24	33.063	2645.07	5290.14
G003	THEREAFTER	33.527	2682.16	5364.31
G004	1-12	33.758	2700.66	5401.32
G004	13-24	34.104	2728.29	5456.59
G004	THEREAFTER	34.450	2756.01	5512.01
G005	1-12	34.682	2774.59	5549.18
G005	13-24	35.030	2802.39	5604.77
G005	THEREAFTER	35.377	2830.18	5660.36
G006	1-12	35.607	2848.52	5697.05
G006	13-24	36.184	2894.74	5789.48
G006	THEREAFTER	36.765	2941.20	5882.40
G007	1-12	36.994	2959.54	5919.08
G007	13-24	37.574	3005.92	6011.84
G007	THEREAFTER	38.151	3052.06	6104.12
G008	1-12	38.383	3070.64	6141.28
G008	13-24	38.843	3107.41	6214.81
G008	THEREAFTER	39.307	3144.57	6289.15
G009	1-12	39.539	3163.16	6326.32
G009	13-24	40.002	3200.16	6400.33
G009	THEREAFTER	40.463	3237.01	6474.02
G010	1-12	40.925	3274.02	6548.03
G010	13-24	41.505	3320.40	6640.79
G010	THEREAFTER	42.080	3366.37	6732.74

NON-RESTRUCTURED GRADES
RATE SCHEDULE III

CHICAGO TRANSIT AUTHORITY

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JANUARY 1, 1997 THROUGH DECEMBER 31, 2011

100%

HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
G011	1-12	43.007	3440.54	6881.09
G011	13-24	43.470	3477.63	6955.26
G011	THEREAFTER	43.933	3514.64	7029.28
N001	1-6	23.813	1905.02	3810.04
N001	7-12	24.620	1969.58	3939.16
N001	THEREAFTER	25.427	2034.14	4068.28
N002	1-6	25.174	2013.94	4027.88
N002	7-12	25.999	2079.95	4159.91
N002	THEREAFTER	26.822	2145.72	4291.45
N003	1-6	26.271	2101.69	4203.38
N003	7-12	26.533	2122.62	4245.23
N003	THEREAFTER	27.746	2219.66	4439.31

TOTAL PAID RATE EFFECTIVE: JANUARY 1, 2019.

RATES PREPARED AND VERIFIED BY THE FINANCIAL SYSTEMS DEPARTMENT. FOR MORE INFORMATION
CONCERNING THE APPLICATION OF THESE RATES, CALL (312) 681-3424 OR 681-3475

NON-RESTRUCTURED GRADES
RATE SCHEDULE IV

CHICAGO TRANSIT AUTHORITY

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
JANUARY 1, 2013 THROUGH DECEMBER 31, 2015

1004

HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
G011	1-12	43.007	3440.54	6881.09
G011	13-24	43.470	3477.63	6955.26
G011	THEREAFTER	43.933	3514.64	7029.28
N001	1-6	23.813	1905.02	3810.04
N001	7-12	24.620	1969.58	3939.16
N001	THEREAFTER	25.427	2034.14	4068.28
N002	1-6	25.174	2013.94	4027.88
N002	7-12	25.999	2079.95	4159.91
N002	THEREAFTER	26.822	2145.72	4291.45
N003	1-6	26.271	2101.69	4203.38
N003	7-12	26.533	2122.62	4245.23
N003	THEREAFTER	27.746	2219.66	4439.31

TOTAL PAID RATE EFFECTIVE: JANUARY 1, 2019.

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NON-RESTRUCTURED GRADES
RATE SCHEDULE IV

CHICAGO TRANSIT AUTHORITY

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
JANUARY 1, 2013 THROUGH DECEMBER 31, 2015

100%

HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
G000	1-12	28.901	2312.09	4624.18
G000	13-24	29.365	2349.18	4698.36
G000	THEREAFTER	29.826	2386.10	4772.21
G001	1-12	30.291	2423.27	4846.55
G001	13-24	30.635	2450.83	4901.65
G001	THEREAFTER	30.981	2478.46	4956.92
G002	1-12	31.446	2515.71	5031.42
G002	13-24	31.907	2552.55	5105.11
G002	THEREAFTER	32.369	2589.56	5179.12
G003	1-12	32.602	2608.14	5216.29
G003	13-24	33.063	2645.07	5290.14
G003	THEREAFTER	33.527	2682.16	5364.31
G004	1-12	33.758	2700.66	5401.32
G004	13-24	34.104	2728.29	5456.59
G004	THEREAFTER	34.450	2756.01	5512.01
G005	1-12	34.682	2774.59	5549.18
G005	13-24	35.030	2802.39	5604.77
G005	THEREAFTER	35.377	2830.18	5660.36
G006	1-12	35.607	2848.52	5697.05
G006	13-24	36.184	2894.74	5789.48
G006	THEREAFTER	36.765	2941.20	5882.40
G007	1-12	36.994	2959.54	5919.08
G007	13-24	37.574	3005.92	6011.84
G007	THEREAFTER	38.151	3052.06	6104.12
G008	1-12	38.383	3070.64	6141.28
G008	13-24	38.843	3107.41	6214.81
G008	THEREAFTER	39.307	3144.57	6289.15
G009	1-12	39.539	3163.16	6326.32
G009	13-24	40.002	3200.16	6400.33
G009	THEREAFTER	40.463	3237.01	6474.02
G010	1-12	40.925	3274.02	6548.03
G010	13-24	41.505	3320.40	6640.79
G010	THEREAFTER	42.080	3366.37	6732.74

NON-RESTRUCTURED GRADES
RATE SCHEDULE V

CHICAGO TRANSIT AUTHORITY

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
JANUARY 1, 2016 THROUGH DECEMBER 31, 2019

100%

HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
G000	1-12	28.901	2312.09	4624.18
G000	13-24	29.365	2349.18	4698.36
G000	THEREAFTER	29.826	2386.10	4772.21
G001	1-12	30.291	2423.27	4846.55
G001	13-24	30.635	2450.83	4901.65
G001	THEREAFTER	30.981	2478.46	4956.92
G002	1-12	31.446	2515.71	5031.42
G002	13-24	31.907	2552.55	5105.11
G002	THEREAFTER	32.369	2589.56	5179.12
G003	1-12	32.602	2608.14	5216.29
G003	13-24	33.063	2645.07	5290.14
G003	THEREAFTER	33.527	2682.16	5364.31
G004	1-12	33.758	2700.66	5401.32
G004	13-24	34.104	2728.29	5456.59
G004	THEREAFTER	34.450	2756.01	5512.01
G005	1-12	34.682	2774.59	5549.18
G005	13-24	35.030	2802.39	5604.77
G005	THEREAFTER	35.377	2830.18	5660.36
G006	1-12	35.607	2848.52	5697.05
G006	13-24	36.184	2894.74	5789.48
G006	THEREAFTER	36.765	2941.20	5882.40
G007	1-12	36.994	2959.54	5919.08
G007	13-24	37.574	3005.92	6011.84
G007	THEREAFTER	38.151	3052.06	6104.12
G008	1-12	38.383	3070.64	6141.28
G008	13-24	38.843	3107.41	6214.81
G008	THEREAFTER	39.307	3144.57	6289.15
G009	1-12	39.539	3163.16	6326.32
G009	13-24	40.002	3200.16	6400.33
G009	THEREAFTER	40.463	3237.01	6474.02
G010	1-12	40.925	3274.02	6548.03
G010	13-24	41.505	3320.40	6640.79
G010	THEREAFTER	42.080	3366.37	6732.74

NON-RESTRUCTURED GRADES
RATE SCHEDULE V

CHICAGO TRANSIT AUTHORITY

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
JANUARY 1, 2016 THROUGH DECEMBER 31, 2019

100%

HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
G011	1-12	43.007	3440.54	6881.09
G011	13-24	43.470	3477.63	6955.26
G011	THEREAFTER	43.933	3514.64	7029.28
N001	1-6	23.813	1905.02	3810.04
N001	7-12	24.620	1969.58	3939.16
N001	THEREAFTER	25.427	2034.14	4068.28
N002	1-6	25.174	2013.94	4027.88
N002	7-12	25.999	2079.95	4159.91
N002	THEREAFTER	26.822	2145.72	4291.45
N003	1-6	26.271	2101.69	4203.38
N003	7-12	26.533	2122.62	4245.23
N003	THEREAFTER	27.746	2219.66	4439.31

TOTAL PAID RATE EFFECTIVE: JANUARY 1, 2019.

RATES PREPARED AND VERIFIED BY THE FINANCIAL SYSTEMS DEPARTMENT. FOR MORE INFORMATION
CONCERNING THE APPLICATION OF THESE RATES, CALL (312) 681-3424 OR 681-3475

RESTRUCTURED GRADES
RATE SCHEDULE I

CHICAGO TRANSIT AUTHORITY

SCHEDULE FOR EMPLOYEES HIRED THROUGH NOVEMBER 30, 1974

100%

HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
GR00	1-12	23.699	1895.89	3791.78
GR00	13-24	24.079	1926.35	3852.71
GR00	THEREAFTER	24.458	1956.65	3913.31
GR01	1-12	24.838	1987.03	3974.07
GR01	13-24	25.121	2009.66	4019.32
GR01	THEREAFTER	25.406	2032.44	4064.89
GR02	1-12	25.785	2062.82	4125.65
GR02	13-24	26.164	2093.12	4186.25
GR02	THEREAFTER	26.542	2123.34	4246.69
GR03	1-12	26.733	2138.61	4277.23
GR03	13-24	27.112	2169.00	4337.99
GR03	THEREAFTER	27.492	2199.38	4398.75
GR04	1-12	29.706	2376.49	4752.98
GR04	13-24	30.011	2400.89	4801.78
GR04	THEREAFTER	30.317	2425.37	4850.75
GR05	1-12	30.694	2455.51	4911.02
GR05	13-24	31.002	2480.16	4960.31
GR05	THEREAFTER	31.307	2504.56	5009.12
GR06	1-12	33.470	2677.63	5355.26
GR06	13-24	34.015	2721.18	5442.36
GR06	THEREAFTER	34.556	2764.49	5528.98
GR07	1-12	34.775	2782.02	5564.05
GR07	13-24	35.320	2825.58	5651.15
GR07	THEREAFTER	35.862	2868.97	5737.93
GR08	1-12	38.383	3070.64	6141.28
GR08	13-24	38.843	3107.41	6214.81
GR08	THEREAFTER	39.307	3144.57	6289.15
GR09	1-12	39.539	3163.16	6326.32
GR09	13-24	40.002	3200.16	6400.33
GR09	THEREAFTER	40.463	3237.01	6474.02

RESTRUCTURED GRADES
RATE SCHEDULE I

CHICAGO TRANSIT AUTHORITY

SCHEDULE FOR EMPLOYEES HIRED THROUGH NOVEMBER 30, 1974

100+

HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
GR10	1-12	40.925	3274.02	6548.03
GR10	13-24	41.505	3320.40	6640.79
GR10	THEREAFTER	42.080	3366.37	6732.74
GR11	1-12	43.007	3440.54	6881.09
GR11	13-24	43.470	3477.63	6955.26
GR11	THEREAFTER	43.933	3514.64	7029.28
NR01	1-6	19.480	1558.39	3116.78
NR01	7-12	20.141	1611.31	3222.63
NR01	THEREAFTER	20.800	1664.00	3327.99
NR02	1-6	20.141	1611.31	3222.63
NR02	7-12	20.800	1664.00	3327.99
NR02	THEREAFTER	21.457	1716.60	3433.19
NR03	1-6	20.800	1664.00	3327.99
NR03	7-12	21.457	1716.60	3433.19
NR03	THEREAFTER	22.117	1769.36	3538.72

TOTAL PAID RATE EFFECTIVE: JANUARY 1, 2019.

RATES PREPARED AND VERIFIED BY THE FINANCIAL SYSTEMS DEPARTMENT. FOR MORE INFORMATION CONCERNING THE APPLICATION OF THESE RATES, CALL (312) 681-3424 OR 681-3475

RESTRUCTURED GRADES
RATE SCHEDULE II

CHICAGO TRANSIT AUTHORITY

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
DECEMBER 31, 1974 THROUGH DECEMBER 31, 1996

100%

HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
	1-12	23.699	1895.89	3791.78
GR00	13-24	24.079	1926.35	3852.71
GR00	THEREAFTER	24.458	1956.65	3913.31
	1-12	24.838	1987.03	3974.07
GR01	13-24	25.121	2009.66	4019.32
GR01	THEREAFTER	25.406	2032.44	4064.89
	1-12	25.785	2062.82	4125.65
GR02	13-24	26.164	2093.12	4186.25
GR02	THEREAFTER	26.542	2123.34	4246.69
	1-12	26.733	2138.61	4277.23
GR03	13-24	27.112	2169.00	4337.99
GR03	THEREAFTER	27.492	2199.38	4398.75
	1-12	29.706	2376.49	4752.98
GR04	13-24	30.011	2400.89	4801.78
GR04	THEREAFTER	30.317	2425.37	4850.75
	1-12	30.694	2455.51	4911.02
GR05	13-24	31.002	2480.16	4960.31
GR05	THEREAFTER	31.307	2504.56	5009.12
	1-12	33.470	2677.63	5355.26
GR06	13-24	34.015	2721.18	5442.36
GR06	THEREAFTER	34.556	2764.49	5528.98
	1-12	34.775	2782.02	5564.05
GR07	13-24	35.320	2825.58	5651.15
GR07	THEREAFTER	35.862	2868.97	5737.93
	1-12	38.383	3070.64	6141.28
GR08	13-24	38.843	3107.41	6214.81
GR08	THEREAFTER	39.307	3144.57	6289.15
	1-12	39.539	3163.16	6326.32
GR09	13-24	40.002	3200.16	6400.33
GR09	THEREAFTER	40.463	3237.01	6474.02

RESTRUCTURED GRADES
RATE SCHEDULE II

CHICAGO TRANSIT AUTHORITY

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
DECEMBER 31, 1974 THROUGH DECEMBER 31, 1996

100%

HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
		40.925	3274.02	6548.03
GR10	1-12	41.505	3320.40	6640.79
GR10	13-24	42.080	3366.37	6732.74
GR10	THEREAFTER			
		43.007	3440.54	6881.09
GR11	1-12	43.470	3477.63	6955.26
GR11	13-24	43.933	3514.64	7029.28
GR11	THEREAFTER			
		19.480	1558.39	3116.78
NR01	1-6	20.141	1611.31	3222.63
NR01	7-12	20.800	1664.00	3327.99
NR01	THEREAFTER			
		20.141	1611.31	3222.63
NR02	1-6	20.800	1664.00	3327.99
NR02	7-12	21.457	1716.60	3433.19
NR02	THEREAFTER			
		20.800	1664.00	3327.99
NR03	1-6	21.457	1716.60	3433.19
NR03	7-12	22.117	1769.36	3538.72
NR03	THEREAFTER			

TOTAL PAID RATE EFFECTIVE: JANUARY 1, 2019.

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RESTRUCTURED GRADES
RATE SCHEDULE III

CHICAGO TRANSIT AUTHORITY

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
JANUARY 1, 1997 THROUGH DECEMBER 31, 2011

100%

HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
GR00	1-12	23.699	1895.89	3791.78
GR00	13-24	24.079	1926.35	3852.71
GR00	THEREAFTER	24.458	1956.65	3913.31
GR01	1-12	24.838	1987.03	3974.07
GR01	13-24	25.121	2009.66	4019.32
GR01	THEREAFTER	25.406	2032.44	4064.89
GR02	1-12	25.785	2062.82	4125.65
GR02	13-24	26.164	2093.12	4186.25
GR02	THEREAFTER	26.542	2123.34	4246.69
GR03	1-12	26.733	2138.61	4277.23
GR03	13-24	27.112	2169.00	4337.99
GR03	THEREAFTER	27.492	2199.38	4398.75
GR04	1-12	29.706	2376.49	4752.98
GR04	13-24	30.011	2400.89	4801.78
GR04	THEREAFTER	30.317	2425.37	4850.75
GR05	1-12	30.694	2455.51	4911.02
GR05	13-24	31.002	2480.16	4960.31
GR05	THEREAFTER	31.307	2504.56	5009.12
GR06	1-12	33.470	2677.63	5355.26
GR06	13-24	34.015	2721.18	5442.36
GR06	THEREAFTER	34.556	2764.49	5528.98
GR07	1-12	34.775	2782.02	5564.05
GR07	13-24	35.320	2825.58	5651.15
GR07	THEREAFTER	35.862	2868.97	5737.93
GR08	1-12	38.383	3070.64	6141.28
GR08	13-24	38.843	3107.41	6214.81
GR08	THEREAFTER	39.307	3144.57	6289.15
GR09	1-12	39.539	3163.16	6326.32
GR09	13-24	40.002	3200.16	6400.33
GR09	THEREAFTER	40.463	3237.01	6474.02

RESTRUCTURED GRADES
RATE SCHEDULE III

CHICAGO TRANSIT AUTHORITY

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
JANUARY 1, 1997 THROUGH DECEMBER 31, 2011

100%

HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
GR10	1-12	40.925	3274.02	6548.03
GR10	13-24	41.505	3320.40	6640.79
GR10	THEREAFTER	42.080	3366.37	6732.74
GR11	1-12	43.007	3440.54	6881.09
GR11	13-24	43.470	3477.63	6955.26
GR11	THEREAFTER	43.933	3514.64	7029.28
NR01	1-6	19.480	1558.39	3116.78
NR01	7-12	20.141	1611.31	3222.63
NR01	THEREAFTER	20.800	1664.00	3327.99
NR02	1-6	20.141	1611.31	3222.63
NR02	7-12	20.800	1664.00	3327.99
NR02	THEREAFTER	21.457	1716.60	3433.19
NR03	1-6	20.800	1664.00	3327.99
NR03	7-12	21.457	1716.60	3433.19
NR03	THEREAFTER	22.117	1769.36	3538.72

TOTAL PAID RATE EFFECTIVE: JANUARY 1, 2019.

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RESTRICTURED GRADES
RATE SCHEDULE IV

CHICAGO TRANSIT AUTHORITY

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
JANUARY 1, 2013 THROUGH DECEMBER 31, 2015

100%

HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
GR00	1-12	23.699	1895.89	3791.78
GR00	13-24	24.079	1926.35	3852.71
GR00	THEREAFTER	24.458	1956.65	3913.31
GR01	1-12	24.838	1987.03	3974.07
GR01	13-24	25.121	2009.66	4019.32
GR01	THEREAFTER	25.406	2032.44	4064.89
GR02	1-12	25.785	2062.82	4125.65
GR02	13-24	26.164	2093.12	4186.25
GR02	THEREAFTER	26.542	2123.34	4246.69
GR03	1-12	26.733	2138.61	4277.23
GR03	13-24	27.112	2169.00	4337.99
GR03	THEREAFTER	27.492	2199.38	4398.75
GR04	1-12	29.706	2376.49	4752.98
GR04	13-24	30.011	2400.89	4801.78
GR04	THEREAFTER	30.317	2425.37	4850.75
GR05	1-12	30.694	2455.51	4911.02
GR05	13-24	31.002	2480.16	4960.31
GR05	THEREAFTER	31.307	2504.56	5009.12
GR06	1-12	33.470	2677.63	5355.26
GR06	13-24	34.015	2721.18	5442.36
GR06	THEREAFTER	34.556	2764.49	5528.98
GR07	1-12	34.775	2782.02	5564.05
GR07	13-24	35.320	2825.58	5651.15
GR07	THEREAFTER	35.862	2868.97	5737.93
GR08	1-12	38.383	3070.64	6141.28
GR08	13-24	38.843	3107.41	6214.81
GR08	THEREAFTER	39.307	3144.57	6289.15
GR09	1-12	39.539	3163.16	6326.32
GR09	13-24	40.002	3200.16	6400.33
GR09	THEREAFTER	40.463	3237.01	6474.02

RESTRUCTURED GRADES
RATE SCHEDULE IV

CHICAGO TRANSIT AUTHORITY

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
JANUARY 1, 2013 THROUGH DECEMBER 31, 2015

100%

HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
GR10	1-12	40.925	3274.02	6548.03
GR10	13-24	41.505	3320.40	6640.79
GR10	THEREAFTER	42.080	3366.37	6732.74
GR11	1-12	43.007	3440.54	6881.09
GR11	13-24	43.470	3477.63	6955.26
GR11	THEREAFTER	43.933	3514.64	7029.28
NR01	1-6	19.480	1558.39	3116.78
NR01	7-12	20.141	1611.31	3222.63
NR01	THEREAFTER	20.800	1664.00	3327.99
NR02	1-6	20.141	1611.31	3222.63
NR02	7-12	20.800	1664.00	3327.99
NR02	THEREAFTER	21.457	1716.60	3433.19
NR03	1-6	20.800	1664.00	3327.99
NR03	7-12	21.457	1716.60	3433.19
NR03	THEREAFTER	22.117	1769.36	3538.72

TOTAL PAID RATE EFFECTIVE: JANUARY 1, 2019.

RATES PREPARED AND VERIFIED BY THE FINANCIAL SYSTEMS DEPARTMENT. FOR MORE INFORMATION
CONCERNING THE APPLICATION OF THESE RATES, CALL (312) 681-3424 OR 681-3475

RESTRUCTURED GRADES
RATE SCHEDULE V

CHICAGO TRANSIT AUTHORITY

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
JANUARY 1, 2016 THROUGH DECEMBER 31, 2019

100%

HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
GR00	1-12	23.699	1895.89	3791.78
GR00	13-24	24.079	1926.35	3852.71
GR00	THEREAFTER	24.458	1956.65	3913.31
GR01	1-12	24.838	1987.03	3974.07
GR01	13-24	25.121	2009.66	4019.32
GR01	THEREAFTER	25.406	2032.44	4064.89
GR02	1-12	25.785	2062.82	4125.65
GR02	13-24	26.164	2093.12	4186.25
GR02	THEREAFTER	26.542	2123.34	4246.69
GR03	1-12	26.733	2138.61	4277.23
GR03	13-24	27.112	2169.00	4337.99
GR03	THEREAFTER	27.492	2199.38	4398.75
GR04	1-12	29.706	2376.49	4752.98
GR04	13-24	30.011	2400.89	4801.78
GR04	THEREAFTER	30.317	2425.37	4850.75
GR05	1-12	30.694	2455.51	4911.02
GR05	13-24	31.002	2480.16	4960.31
GR05	THEREAFTER	31.307	2504.56	5009.12
GR06	1-12	33.470	2677.63	5355.26
GR06	13-24	34.015	2721.18	5442.36
GR06	THEREAFTER	34.556	2764.49	5528.98
GR07	1-12	34.775	2782.02	5564.05
GR07	13-24	35.320	2825.58	5651.15
GR07	THEREAFTER	35.862	2868.97	5737.93
GR08	1-12	38.383	3070.64	6141.28
GR08	13-24	38.843	3107.41	6214.81
GR08	THEREAFTER	39.307	3144.57	6289.15
GR09	1-12	39.539	3163.16	6326.32
GR09	13-24	40.002	3200.16	6400.33
GR09	THEREAFTER	40.463	3237.01	6474.02

CHICAGO TRANSIT AUTHORITY

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
JANUARY 1, 2016 THROUGH DECEMBER 31, 2019

100%

HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
GR10	1-12	40.925	3274.02	6548.03
GR10	13-24	41.505	3320.40	6640.79
GR10	THEREAFTER	42.080	3366.37	6732.74
GR11	1-12	43.007	3440.54	6881.09
GR11	13-24	43.470	3477.63	6955.26
GR11	THEREAFTER	43.933	3514.64	7029.28
NR01	1-6	19.480	1558.39	3116.78
NR01	7-12	20.141	1611.31	3222.63
NR01	THEREAFTER	20.800	1664.00	3327.99
NR02	1-6	20.141	1611.31	3222.63
NR02	7-12	20.800	1664.00	3327.99
NR02	THEREAFTER	21.457	1716.60	3433.19
NR03	1-6	20.800	1664.00	3327.99
NR03	7-12	21.457	1716.60	3433.19
NR03	THEREAFTER	22.117	1769.36	3538.72

TOTAL PAID RATE EFFECTIVE: JANUARY 1, 2019.

RATES PREPARED AND VERIFIED BY THE FINANCIAL SYSTEMS DEPARTMENT. FOR MORE INFORMATION
CONCERNING THE APPLICATION OF THESE RATES, CALL (312) 681-3424 OR 681-3475

CHICAGO TRANSIT AUTHORITY

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
SCHEDULED FOR EMPLOYEES HIRED THROUGH NOVEMBER 30, 1974

100%

HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
S301	CHIEF FOOT COLLECTOR	37.124	2969.88	5939.77
H460	ACTING WORK TRAIN CONDUCTOR	36.776	2942.09	5884.18
H461	TOWERMAN CLASS A	35.492	2839.39	5678.79
H462	SWITCHMAN	35.471	2837.70	5675.39
H463	BUS OPERATOR	35.361	2828.89	5657.78
H464	RAPID TRANSIT OPERATOR,	35.361	2828.89	5657.78
H465	TOWERMAN CLASS B	35.338	2827.03	5654.06
H466	MOTORMAN	35.361	2828.89	5657.78
H467	FOOT COLLECTOR	34.946	2795.68	5591.36
H468	STREET COLLECTOR	34.890	2791.24	5582.47
H469	CASH BOX PULLER	34.890	2791.24	5582.47
H470	CONDUCTOR	34.732	2778.55	5557.10
H471	TICKET AGENT	31.823	2545.85	5091.69
H473	COMBINED RAIL OPERATOR	34.732	2778.55	5557.10
H474	CUSTOMER SERVICE REPRESENTATIVE	34.732	2778.55	5557.10
H475	YARD LEADER	37.131	2970.45	5940.90
H476	YARD REPLACEMENT LEADER	38.790	3103.20	6206.41
H477	MODIFIED CUSTOMER ASSISTANT	31.823	2545.85	5091.69
H478	COURIER	34.946	2795.68	5591.36
H479	FLAGMAN	30.055	2404.37	4808.73

* TOTAL PAID RATE EFFECTIVE: JANUARY 1, 2019.

RATES PREPARED AND VERIFIED BY THE FINANCIAL SYSTEMS DEPARTMENT.
FOR MORE INFORMATION CONCERNING THE APPLICATION OF THESE RATES, CALL (312) 681-3424 OR 681-3475

CHICAGO TRANSIT AUTHORITY

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
DECEMBER 1, 1974 THROUGH DECEMBER 31, 1996

1004

HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
S301	CHIEF FOOT COLLECTOR	37.124	2969.88	5939.77
H460	ACTING WORK TRAIN CONDUCTOR	36.776	2942.09	5884.18
H461	TOWERMAN CLASS A	35.492	2839.39	5678.79
H462	SWITCHMAN	35.471	2837.70	5675.39
H463	BUS OPERATOR	35.361	2828.89	5657.78
H464	RAPID TRANSIT OPERATOR,	35.361	2828.89	5657.78
H465	TOWERMAN CLASS B	35.338	2827.03	5654.06
H466	MOTORMAN	35.361	2828.89	5657.78
H467	FOOT COLLECTOR	34.946	2795.68	5591.36
H468	STREET COLLECTOR	34.890	2791.24	5582.47
H469	CASH BOX PULLER	34.890	2791.24	5582.47
H470	CONDUCTOR	34.732	2778.55	5557.10
H471	TICKET AGENT	31.823	2545.85	5091.69
H473	COMBINED RAIL OPERATOR	34.732	2778.55	5557.10
H474	CUSTOMER SERVICE REPRESENTATIVE	34.732	2778.55	5557.10
H475	YARD LEADER	37.131	2970.45	5940.90
H476	YARD REPLACEMENT LEADER	38.790	3103.20	6206.41
H477	MODIFIED CUSTOMER ASSISTANT	31.823	2545.85	5091.69
H478	COURIER	34.946	2795.68	5591.36
H479	FLAGMAN	30.055	2404.37	4808.73

* TOTAL PAID RATE EFFECTIVE: JANUARY 1, 2019.

RATES PREPARED AND VERIFIED BY THE FINANCIAL SYSTEMS DEPARTMENT.
FOR MORE INFORMATION CONCERNING THE APPLICATION OF THESE RATES, CALL (312) 681-3424 OR 681-3475

TRANSPORTATION DEPARTMENT
RATE SCHEDULE III

CHICAGO TRANSIT AUTHORITY

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
JANUARY 1, 1997 THROUGH DECEMBER 31, 2012

100%

HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
S301	CHIEF FOOT COLLECTOR	37.124	2969.88	5939.77
H460	ACTING WORK TRAIN CONDUCTOR	36.776	2942.09	5884.18
H461	TOWERMAN CLASS A	35.492	2839.39	5678.79
H462	SWITCHMAN	35.471	2837.70	5675.39
H463	BUS OPERATOR	35.361	2828.89	5657.78
H464	RAPID TRANSIT OPERATOR,	35.361	2828.89	5657.78
H465	TOWERMAN CLASS B	35.338	2827.03	5654.06
H466	MOTORMAN	35.361	2828.89	5657.78
H467	FOOT COLLECTOR	34.946	2795.68	5591.36
H468	STREET COLLECTOR	34.890	2791.24	5582.47
H469	CASH BOX PULLER	34.890	2791.24	5582.47
H470	CONDUCTOR	34.732	2778.55	5557.10
H471	TICKET AGENT	31.823	2545.85	5091.69
H473	COMBINED RAIL OPERATOR	34.732	2778.55	5557.10
H474	CUSTOMER SERVICE REPRESENTATIVE	34.732	2778.55	5557.10
H475	YARD LEADER	37.131	2970.45	5940.90
H476	YARD REPLACEMENT LEADER	38.790	3103.20	6206.41
H477	MODIFIED CUSTOMER ASSISTANT	31.823	2545.85	5091.69
H478	COURIER	34.946	2795.68	5591.36
H479	FLAGMAN	30.055	2404.37	4808.73

* TOTAL PAID RATE EFFECTIVE: JANUARY 1, 2019.

RATES PREPARED AND VERIFIED BY THE FINANCIAL SYSTEMS DEPARTMENT.
FOR MORE INFORMATION CONCERNING THE APPLICATION OF THESE RATES, CALL (312) 681-3424 OR 681-3475

TRANSPORTATION DEPARTMENT
RATE SCHEDULE IV

C H I C A G O T R A N S I T A U T H O R I T Y

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
JANUARY 1, 2013 THROUGH DECEMBER 31, 2015

100%

HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
S301	CHIEF FOOT COLLECTOR	37.124	2969.88	5939.77
H460	ACTING WORK TRAIN CONDUCTOR	36.776	2942.09	5884.18
H461	TOWERMAN CLASS A	35.492	2839.39	5678.79
H462	SWITCHMAN	35.471	2837.70	5675.39
H463	BUS OPERATOR	35.361	2828.89	5657.78
H464	RAPID TRANSIT OPERATOR,	35.361	2828.89	5657.78
H465	TOWERMAN CLASS B	35.338	2827.03	5654.06
H466	MOTORMAN	35.361	2828.89	5657.78
H467	FOOT COLLECTOR	34.946	2795.68	5591.36
H468	STREET COLLECTOR	34.890	2791.24	5582.47
H469	CASH BOX PULLER	34.890	2791.24	5582.47
H470	CONDUCTOR	34.732	2778.55	5557.10
H471	TICKET AGENT	31.823	2545.85	5091.69
H473	COMBINED RAIL OPERATOR	34.732	2778.55	5557.10
H474	CUSTOMER SERVICE REPRESENTATIVE	34.732	2778.55	5557.10
H475	YARD LEADER	37.131	2970.45	5940.90
H476	YARD REPLACEMENT LEADER	38.790	3103.20	6206.41
H477	MODIFIED CUSTOMER ASSISTANT	31.823	2545.85	5091.69
H478	COURIER	34.946	2795.68	5591.36
H479	FLAGMAN	30.055	2404.37	4808.73

* TOTAL PAID RATE EFFECTIVE: JANUARY 1, 2019.

RATES PREPARED AND VERIFIED BY THE FINANCIAL SYSTEMS DEPARTMENT.
FOR MORE INFORMATION CONCERNING THE APPLICATION OF THESE RATES, CALL (312) 681-3424 OR 681-3475

CHICAGO TRANSIT AUTHORITY

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
JANUARY 1, 2016 THROUGH DECEMBER 31, 2019

100%

HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
S301	CHIEF FOOT COLLECTOR	37.124	2969.88	5939.77
H460	ACTING WORK TRAIN CONDUCTOR	36.776	2942.09	5884.18
H461	TOWERMAN CLASS A	35.492	2839.39	5678.79
H462	SWITCHMAN	35.471	2837.70	5675.39
H463	BUS OPERATOR	35.361	2828.89	5657.78
H464	RAPID TRANSIT OPERATOR,	35.361	2828.89	5657.78
H465	TOWERMAN CLASS B	35.338	2827.03	5654.06
H466	MOTORMAN	35.361	2828.89	5657.78
H467	FOOT COLLECTOR	34.946	2795.68	5591.36
H468	STREET COLLECTOR	34.890	2791.24	5582.47
H469	CASH BOX FULLER	34.890	2791.24	5582.47
H470	CONDUCTOR	34.732	2778.55	5557.10
H471	TICKET AGENT	31.823	2545.85	5091.69
H473	COMBINED RAIL OPERATOR	34.732	2778.55	5557.10
H474	CUSTOMER SERVICE REPRESENTATIVE	34.732	2778.55	5557.10
H475	YARD LEADER	37.131	2970.45	5940.90
H476	YARD REPLACEMENT LEADER	38.790	3103.20	6206.41
H477	MODIFIED CUSTOMER ASSISTANT	31.823	2545.85	5091.69
H478	COURIER	34.946	2795.68	5591.36
H479	FLAGMAN	30.055	2404.37	4808.73

* TOTAL PAID RATE EFFECTIVE: JANUARY 1, 2019.

RATES PREPARED AND VERIFIED BY THE FINANCIAL SYSTEMS DEPARTMENT.
FOR MORE INFORMATION CONCERNING THE APPLICATION OF THESE RATES, CALL (312) 681-3424 OR 681-3475

EQUIPMENT MAINTENANCE RAIL SYSTEM
RATE SCHEDULE I

CHICAGO TRANSIT AUTHORITY

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
SCHEDULED FOR EMPLOYEES HIRED THROUGH NOVEMBER 30, 1974

100%

MONTHLY/HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
S353	ACTING TERMINAL FOREMAN	39.411	3152.87	6305.74
H569	RAIL LEADER/EXCEL	38.378	3070.20	6140.40
H570	TECHNICIAN/EXCEL	39.474	3157.95	6315.91
H571	HVAC REPAIRER/EXCEL	39.106	3128.51	6257.02
H572	CONTROLS INSPECTOR/EXCEL	38.378	3070.20	6140.40
H573	CAR BODY INSPECTOR/EXCEL	37.463	2997.05	5994.09
H574	TRUCK SHOP REPAIRER/EXCEL	37.463	2997.05	5994.09
H575	CAR REPAIRMAN A			
	1-6	36.308	2904.62	5809.24
	THEREAFTER	36.550	2923.97	5847.95
H576	CAR REPAIRMAN B			
	1-12	35.840	2867.22	5734.44
	THEREAFTER	36.068	2885.43	5770.86
H577	MOTOR CLEANER	30.056	2404.51	4809.02
H578	CAR SERVICER	30.056	2404.51	4809.02
H194	CAR SERVICER APPRENTICE	13.500	1080.00	2160.00

* TOTAL PAID RATE EFFECTIVE: JANUARY 1, 2019.

RATES PREPARED AND VERIFIED BY THE FINANCIAL SYSTEMS DEPARTMENT.
FOR MORE INFORMATION CONCERNING THE APPLICATION OF THESE RATES, CALL (312) 681- 3424 OR 681-3475

EQUIPMENT MAINTENANCE RAIL SYSTEM
RATE SCHEDULE II

CHICAGO TRANSIT AUTHORITY

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
DECEMBER 1, 1974 THROUGH DECEMBER 31, 1996

100%

MONTHLY/HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
S353	ACTING TERMINAL FOREMAN	39.411	3152.87	6305.74
H569	RAIL LEADER/EXCEL	38.378	3070.20	6140.40
H570	TECHNICIAN/EXCEL	39.474	3157.95	6315.91
H571	HVAC REPAIRER/EXCEL	39.106	3128.51	6257.02
H572	CONTROLS INSPECTOR/EXCEL	38.378	3070.20	6140.40
H573	CAR BODY INSPECTOR/EXCEL	37.463	2997.05	5994.09
H574	TRUCK SHOP REPAIRER/EXCEL	37.463	2997.05	5994.09
H575	CAR REPAIRMAN A			
	1-6	36.308	2904.62	5809.24
	THEREAFTER	36.550	2923.97	5847.95
H576	CAR REPAIRMAN B			
	1-12	35.840	2867.22	5734.44
	THEREAFTER	36.068	2885.43	5770.86
H577	MOTOR CLEANER	30.056	2404.51	4809.02
H578	CAR SERVICER	30.056	2404.51	4809.02
H194	CAR SERVICER APPRENTICE	13.500	1080.00	2160.00

* TOTAL PAID RATE EFFECTIVE: JANUARY 1, 2019.

RATES PREPARED AND VERIFIED BY THE FINANCIAL SYSTEMS DEPARTMENT.
FOR MORE INFORMATION CONCERNING THE APPLICATION OF THESE RATES, CALL (312) 681- 3424 OR 681-3475

EQUIPMENT MAINTENANCE RAIL SYSTEM
RATE SCHEDULE III

CHICAGO TRANSIT AUTHORITY

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
JANUARY 1, 1997 THROUGH DECEMBER 31, 2011

1004

MONTHLY/HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
S353	ACTING TERMINAL FOREMAN	39.411	3152.87	6305.74
H569	RAIL LEADER/EXCEL	38.378	3070.20	6140.40
H570	TECHNICIAN/EXCEL	39.474	3157.95	6315.91
H571	HVAC REPAIRER/EXCEL	39.106	3128.51	6257.02
H572	CONTROLS INSPECTOR/EXCEL	38.378	3070.20	6140.40
H573	CAR BODY INSPECTOR/EXCEL	37.463	2997.05	5994.09
H574	TRUCK SHOP REPAIRER/EXCEL	37.463	2997.05	5994.09
H575	CAR REPAIRMAN A			
	1-6	36.308	2904.62	5809.24
	THEREAFTER	36.550	2923.97	5847.95
H576	CAR REPAIRMAN B			
	1-12	35.840	2867.22	5734.44
	THEREAFTER	36.068	2885.43	5770.86
H577	MOTOR CLEANER	30.056	2404.51	4809.02
H578	CAR SERVICER	30.056	2404.51	4809.02
H194	CAR SERVICER APPRENTICE	13.500	1080.00	2160.00

* TOTAL PAID RATE EFFECTIVE: JANUARY 1, 2019.

RATES PREPARED AND VERIFIED BY THE FINANCIAL SYSTEMS DEPARTMENT.
FOR MORE INFORMATION CONCERNING THE APPLICATION OF THESE RATES, CALL (312) 681- 3424 OR 681-3475

EQUIPMENT MAINTENANCE RAIL SYSTEM
RATE SCHEDULE IV

C H I C A G O T R A N S I T A U T H O R I T Y

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
JANUARY 1, 2013 THROUGH DECEMBER 31, 2015

100%

MONTHLY/HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
S353	ACTING TERMINAL FOREMAN	39.411	3152.87	6305.74
H569	RAIL LEADER/EXCEL	38.378	3070.20	6140.40
H570	TECHNICIAN/EXCEL	39.474	3157.95	6315.91
H571	HVAC REPAIRER/EXCEL	39.106	3128.51	6257.02
H572	CONTROLS INSPECTOR/EXCEL	38.378	3070.20	6140.40
H573	CAR BODY INSPECTOR/EXCEL	37.463	2997.05	5994.09
H574	TRUCK SHOP REPAIRER/EXCEL	37.463	2997.05	5994.09
H575	CAR REPAIRMAN A			
	1-6	36.308	2904.62	5809.24
	THEREAFTER	36.550	2923.97	5847.95
H576	CAR REPAIRMAN B			
	1-12	35.840	2867.22	5734.44
	THEREAFTER	36.068	2885.43	5770.86
H577	MOTOR CLEANER	30.056	2404.51	4809.02
H578	CAR SERVICER	30.056	2404.51	4809.02
H194	CAR SERVICER APPRENTICE	13.500	1080.00	2160.00

* TOTAL PAID RATE EFFECTIVE: JANUARY 1, 2019.

RATES PREPARED AND VERIFIED BY THE FINANCIAL SYSTEMS DEPARTMENT.
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EQUIPMENT MAINTENANCE RAIL SYSTEM
RATE SCHEDULE V

CHICAGO TRANSIT AUTHORITY

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
JANUARY 1, 2016 THROUGH DECEMBER 31, 2019

100%

MONTHLY/HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
S353	ACTING TERMINAL FOREMAN	39.411	3152.87	6305.74
H569	RAIL LEADER/EXCEL	38.378	3070.20	6140.40
H570	TECHNICIAN/EXCEL	39.474	3157.95	6315.91
H571	HVAC REPAIRER/EXCEL	39.106	3128.51	6257.02
H572	CONTROLS INSPECTOR/EXCEL	38.378	3070.20	6140.40
H573	CAR BODY INSPECTOR/EXCEL	37.463	2997.05	5994.09
H574	TRUCK SHOP REPAIRER/EXCEL	37.463	2997.05	5994.09
H575	CAR REPAIRMAN A			
	1-6	36.308	2904.62	5809.24
	THEREAFTER	36.550	2923.97	5847.95
H576	CAR REPAIRMAN B			
	1-12	35.840	2867.22	5734.44
	THEREAFTER	36.068	2885.43	5770.86
H577	MOTOR CLEANER	30.056	2404.51	4809.02
H578	CAR SERVICER	30.056	2404.51	4809.02
H194	CAR SERVICER APPRENTICE	13.500	1080.00	2160.00

* TOTAL PAID RATE EFFECTIVE: JANUARY 1, 2019.

RATES PREPARED AND VERIFIED BY THE FINANCIAL SYSTEMS DEPARTMENT.
FOR MORE INFORMATION CONCERNING THE APPLICATION OF THESE RATES, CALL (312) 681- 3424 OR 681-3475

CHICAGO TRANSIT AUTHORITY

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
SCHEDULED FOR EMPLOYEES HIRED THROUGH NOVEMBER 30, 1974

100%

MONTHLY/HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
S327	TRAVELING NIGHT FOREMAN	44.017	3521.34	7042.69
S328	S & E SAFETY COORDINATOR	44.017	3521.34	7042.69
S332	P.M. RESIDENT INSTRUCTOR			
	1-12	38.135	3050.77	6101.53
	12-24	38.619	3089.55	6179.10
	THEREAFTER	39.108	3128.66	6257.31
H535	MOBILE BUS REPAIRER	37.005	2960.43	5920.86
H563	BUS MECHANIC	36.550	2923.99	5847.98
H537	TIRE REPAIRER			
	1-12	35.075	2806.02	5612.04
	7-18	35.426	2834.06	5668.12
	19-30	35.731	2858.46	5716.92
	31-36	36.068	2885.45	5770.90
	THEREAFTER	36.550	2923.99	5847.98
H538	SHOP INSPECTOR	35.361	2828.89	5657.78
H539	BUS HANDLER	34.890	2791.24	5582.47
H540	ENGINE WASHER	30.057	2404.53	4809.05
H541	SHOP TRACTOR OPERATOR	30.057	2404.53	4809.05
H542	LABORER	31.823	2545.85	5091.69
H543	BUS SERVICER	30.057	2404.53	4809.05
H544	BUS WHEELCHAIR LIFT SPECIALIST	37.006	2960.51	5921.02

* TOTAL PAID RATE EFFECTIVE: JANUARY 1, 2019.

RATES PREPARED AND VERIFIED BY THE FINANCIAL SYSTEMS DEPARTMENT.
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EQUIPMENT MAINTENANCE BUS SYSTEM
RATE SCHEDULE II

CHICAGO TRANSIT AUTHORITY

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
DECEMBER 1, 1974 THROUGH DECEMBER 31, 1996

100+

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GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
S327	TRAVELING NIGHT FOREMAN	44.017	3521.34	7042.69
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CHICAGO TRANSIT AUTHORITY

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
JANUARY 1, 1997 THROUGH DECEMBER 31, 2011

100%

MONTHLY/HOURLY RATED CLASSIFICATIONS

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CHICAGO TRANSIT AUTHORITY

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
JANUARY 1, 2013 THROUGH DECEMBER 31, 2015

100%

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CHICAGO TRANSIT AUTHORITY

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
JANUARY 1, 2016 THROUGH DECEMBER 31, 2019

100%

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H544	BUS WHEELCHAIR LIFT SPECIALIST	37.006	2960.51	5921.02

* TOTAL PAID RATE EFFECTIVE: JANUARY 1, 2019.

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FACILITIES MAINTENANCE TRACK/ STRUCTURES
RATE SCHEDULE I

C H I C A G O T R A N S I T A U T H O R I T Y

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
SCHEDULED FOR EMPLOYEES HIRED THROUGH NOVEMBER 30, 1974

100%

HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
H645	CRANEMAN A	39.345	3147.56	6295.13
H646	CRANEMAN B	38.473	3077.83	6155.67
H647	TRACK WELDER	35.535	2842.79	5685.57
H648	WORK CAR CRANE OPERATOR	35.486	2838.91	5677.82
H649	CRANEMAN HELPER	35.347	2827.76	5655.52
H650	TRACK LUBRICATOR MAINTAINER	35.091	2807.32	5614.63
H651	LOADER-GRINDER OPERATOR	34.901	2792.04	5584.09
H652	TRACK WELDER HELPER	34.650	2772.01	5544.01
H654	IRONWORKER HELPER	34.417	2753.34	5506.68
H656	TRACKMAN	34.276	2742.11	5484.22

* TOTAL PAID RATE EFFECTIVE: JANUARY 1, 2019.

RATES PREPARED AND VERIFIED BY THE FINANCIAL SYSTEMS DEPARTMENT.
FOR MORE INFORMATION CONCERNING THE APPLICATION OF THESE RATES, CALL (312) 681- 3424 OR 681-3475

FACILITIES MAINTENANCE TRACK/ STRUCTURES
RATE SCHEDULE II

C H I C A G O T R A N S I T A U T H O R I T Y

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
DECEMBER 1, 1974 THROUGH DECEMBER 31, 1996

100%

HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
H645	CRANEMAN A	39.345	3147.56	6295.13
H646	CRANEMAN B	38.473	3077.83	6155.67
H647	TRACK WELDER	35.535	2842.79	5685.57
H648	WORK CAR CRANE OPERATOR	35.486	2838.91	5677.82
H649	CRANEMAN HELPER	35.347	2827.76	5655.52
H650	TRACK LUBRICATOR MAINTAINER	35.091	2807.32	5614.63
H651	LOADER-GRINDER OPERATOR	34.901	2792.04	5584.09
H652	TRACK WELDER HELPER	34.650	2772.01	5544.01
H654	IRONWORKER HELPER	34.417	2753.34	5506.68
H656	TRACKMAN	34.276	2742.11	5484.22

* TOTAL PAID RATE EFFECTIVE: JANUARY 1, 2019.

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FACILITIES MAINTENANCE TRACK/ STRUCTURES
RATE SCHEDULE III

C H I C A G O T R A N S I T A U T H O R I T Y

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
JANUARY 1, 1997 THROUGH DECEMBER 31, 2011

100%

HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
H645	CRANEMAN A	39.345	3147.56	6295.13
H646	CRANEMAN B	38.473	3077.83	6155.67
H647	TRACK WELDER	35.535	2842.79	5685.57
H648	WORK CAR CRANE OPERATOR	35.486	2838.91	5677.82
H649	CRANEMAN HELPER	35.347	2827.76	5655.52
H650	TRACK LUBRICATOR MAINTAINER	35.091	2807.32	5614.63
H651	LOADER-GRINDER OPERATOR	34.901	2792.04	5584.09
H652	TRACK WELDER HELPER	34.650	2772.01	5544.01
H654	IRONWORKER HELPER	34.417	2753.34	5506.68
H656	TRACKMAN	34.276	2742.11	5484.22

* TOTAL PAID RATE EFFECTIVE: JANUARY 1, 2019.

RATES PREPARED AND VERIFIED BY THE FINANCIAL SYSTEMS DEPARTMENT.
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FACILITIES MAINTENANCE TRACK/ STRUCTURES
RATE SCHEDULE IV

C H I C A G O T R A N S I T A U T H O R I T Y

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
JANUARY 1, 2013 THROUGH DECEMBER 31, 2015

100%

HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
H645	CRANEMAN A	39.345	3147.56	6295.13
H646	CRANEMAN B	38.473	3077.83	6155.67
H647	TRACK WELDER	35.535	2842.79	5685.57
H648	WORK CAR CRANE OPERATOR	35.486	2838.91	5677.82
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H651	LOADER-GRINDER OPERATOR	34.901	2792.04	5584.09
H652	TRACK WELDER HELPER	34.650	2772.01	5544.01
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H656	TRACKMAN	34.276	2742.11	5484.22

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RATES PREPARED AND VERIFIED BY THE FINANCIAL SYSTEMS DEPARTMENT.
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FACILITIES MAINTENANCE TRACK/ STRUCTURES
RATE SCHEDULE V

C H I C A G O T R A N S I T A U T H O R I T Y

SCHEDULE FOR EMPLOYEES HIRED OR ENTERING THE BARGAINING UNIT
JANUARY 1, 2016 THROUGH DECEMBER 31, 2019

100%

HOURLY RATED CLASSIFICATIONS

GRADE	TIME PERIOD	HOURLY RATE	BIWEEKLY	MONTHLY
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H646	CRANEMAN B	38.473	3077.83	6155.67
H647	TRACK WELDER	35.535	2842.79	5685.57
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RATES PREPARED AND VERIFIED BY THE FINANCIAL SYSTEMS DEPARTMENT.

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ATTACHMENT S

EXHIBIT A

EXHIBIT A: SOLE AGREEMENT
AMALGAMATED TRANSIT UNION
LOCAL 308

TABLE OF CONTENTS

<u>SUBJECT</u>	<u>DATE</u>	<u>Page(s)</u>
No. 1 Third Physician Determination Agreement	04/24/78	1-4
No. 2 Work Train Crew Procedures	06/29/81	5-6
No. 3 Trackman (T.M.E.O.) Training Course Outline (Establishes Guidelines)	04/08/85	7-16
No. 4 Rail Service Employee (Appendix C)* (Includes Appendix B)	08/10/88	17-28(a)-(d)
No. 5 Ticket Agent Comfort Relief	12/13/88	29-30
No. 6 Instructor/Training Specialist	06/19/89	31-32
No. 7 Trackman (T.M.E.O.) Training Course Outline (Full-Time T.M.E.O.)	08/16/89	33-36
No. 8 Trackman Overtime and Emergency Procedures	08/16/89	37-41
No. 9 Trackman T.M.E.O Compensation [pre-1974 rate]	12/14/89	42-43
No. 10 Rail Janitor Group Leaders Agreement*	12/14/89	44-49
No. 11 Arbitration Information Requests	04/13/90	50-51
No. 12 Terminal Combination Clerks (Stockroom Clerks/Materials Management/Office Clerks/Service Delivery)	01/05/94	52-59
No. 13 Cook County Sheriff's Office Community Service Force*	05/17/94	60-61
No. 14 Caruvana Arbitration Award	01/18/95	62-64
No. 15 Terminal Interview Procedures	05/11/95	65-66
No. 16 Rail Service Employee Picks	01/21/96	67-72
No. 17 Mobile Wash Truck (Janitors)	03/15/96	73-74
No. 18 Agent Supervisors Overtime Procedures	06/20/96	75
No. 19 Double-Up Book-Work Book Procedure*	07/23/96	76
No. 20 Rail Service Employee-Work Procedure	02/11/97	77-79
No. 21 Leader Agreement (Yard/Shop/Service/Janitor Leader)	04/11/97	80-86
No. 22 Workbook Procedures and Pool Clerk Usage	12/11/95	87-91
No. 23 Right-of-Way Janitors	01/26/98	92-93
No. 24 Pool Roadmaster	01/12/99	94-96
No. 25 Material Management (Family of Jobs)	02/10/99	97-102
No. 26 Career Path Agreement*	07/20/99	103-107

EXHIBIT A: SOLE AGREEMENT-LOCAL 308(Cont.)

<u>SUBJECT</u>	<u>DATE</u>	<u>Page(s)</u>
No. 27 Motor Operator Seniority	08/05/99	108-109
No. 28 Motor Blower	10/07/99	110-115
No. 29 Transfer to Area 605(<i>Rail Service Employee</i>)	10/29/99	116
No. 30 Customer Assistant Coverage Criteria	08-18-00	117-118
No. 31 Flagman Picking Procedures	03/09/01	119
No. 32 Yard Administration (<i>Yard Leader/Yardmaster Leader</i>)	09/19/01	120-129
No. 33 Rail Operations: Part-Time Temporary Capital Flagman	12/12/02	130-132
No. 34 Rail Operations: Part-Time Temporary Capital Rail Instructor	12/12/02	133-135
No. 35 Rail Operations: Part-Time Temporary Capital Inspector	12/12/02	136-139
No. 36 Rail Excel Program: New Hire Understanding	11/01/03	140-143
No. 37 Rail Excel Program: Overtime	11/02/03	144-146
No. 38 Block Run Assignment(s)	12/23/97	147-148
No. 39 Extra Board Procedures Revised	08/11/11	149-151

* The Authority and Local 308 agree to retain these side agreements without revision and alteration. However, the parties agree negotiations will continue in regard to these agreements. Additionally, these agreements will be negotiated in good faith with the goal of reaching a final-written agreement.

AGREEMENT

THIS AGREEMENT made and entered into this 24th day of April, 1978, by and among the CHICAGO TRANSIT AUTHORITY ("CTA") and LOCAL UNION 308 and LOCAL UNION 241, AMALGAMATED TRANSIT UNION ("Union"),

WITNESSETH:

WHEREAS, Article 13.12, entitled "Third Physician Determination," of the Collective Bargaining Agreement entered into among the parties provides as follows:

In cases where the Authority's physician does not find that the employee is physically fit to return to duty in his regular job classification or physically fit to return to duty in any job classification and the employee's personal physician is in disagreement on the question of the employee's fitness to return to work, the Authority and the Union will choose a third physician to examine the employee and the third physician's decision shall be binding on the parties. The cost of the third physician will be borne equally by the Authority and the Union.

WHEREAS, the parties desire to enact a procedure for the implementation and the processing of cases under said provision.

NOW, THEREFORE, IT IS MUTUALLY AGREED by and between the parties as follows:

1. In the event a CTA physician does not find that an employee is physically fit to return to duty in his regular job classification or physically fit to

return to duty in any job classification, notification of said finding and the particular ailment or disability upon which the determination is based shall be made to the Union and the employee within seven (7) days of said determination. Within twenty-eight (28) days after notification of said determination by a CTA physician an employee shall have the right to demand that his physical condition be submitted to a third physician. (However, said twenty-eight (28) day period shall be extended for a reasonable length of time if there are extenuating circumstances.) The demand shall be made in writing, by the Union or the employee, stating the employee's name and badge or tag number, and addressed to the Chicago Transit Authority, Labor Relations Department. Said demand must be accompanied by a written statement from the employee's personal physician which statement must, by a fair reading, be contrary to the position of the CTA physician. Further, the demand must be accompanied by two Medical Authorization Release forms, signed by the employee, in substantially the form attached hereto as Exhibit "A".

2. It is agreed and understood between the parties that in order for an employee's personal physician's statement to be considered contrary to the determination of the CTA physician, it must reasonably appear that the employee's personal physician has specifically examined the employee with regard to the particular ailment or disability upon which the CTA physician made his determination of unfitness for work.

3. Within a period not exceeding more than five (5) business days, the CTA shall inform the Union or the employee, as the case may be, whether or it agrees that the matter is subject to Article 13.12 of the Collective Bargaining Agreement.

4. In the event that CTA advises that the third physician procedures are not applicable, or if the CTA fails to inform the Union or the employee within five (5) business days of its decision whether or not the third physician procedures are applicable, there shall be considered a dispute arising under the terms of the Collective Bargaining Agreement, and subject to the grievance and arbitration procedures set forth herein.

5. In the event the CTA advises that the third physician procedures are applicable, the following shall occur:

(a) Within five business days following notification of the agreement to submit the matter to a third physician, the CTA shall forward to the third physician all pertinent medical data from the CTA Medical Department, as well as a statement setting forth the basis for the finding of unfitness for work.

(b) The Union and/or the employee shall, within the same period, request the employee's personal physician to forward to the third physician all pertinent medical data.

(c) Within the same time period, the parties will jointly submit any pertinent job descriptions, together with a statement concerning the physical activities performed or to be performed by the employee to the third physician.

6. Effective upon the execution hereof, the parties agree that the third physician will be:

WILLIAM G. TROYER, M. D.
Chief, Primary and Ambulatory Care Section
University of Illinois, Department of Medicine
Post Office Box 6998
901 South Wolcott
Chicago, Illinois 60680

If Dr. Troyer, or his successor, is unwilling or unable to serve as the third physician,

or if one of the parties informs the other party that Dr. Tioyer, or his successor, is no longer acceptable, the parties shall meet within ten (10) days to select a physician or medical facility for the purpose of making third physician determinations.

7. Within ten (10) days after the execution of this Agreement, the parties will meet for the purpose of agreeing on job descriptions and supplementary statements concerning physical activities not specifically covered by the standard job descriptions of the CTA. It is expressly agreed and understood that a failure by the parties to meet, and further, to agree, as set forth herein, shall not in any way void this Agreement.

8. It is expressly agreed and understood by and between the parties hereto that a submission to a third physician of a question concerning an employee's fitness to work in no way acts as, or shall be considered as, a waiver of the employee's right to submit to the grievance-arbitration procedures dispute concerning an employee's entitlement to compensation for lost wages and fringe benefits if it is determined that the CTA's physician's decision that the employee was not physically fit was unreasonable.

CHICAGO TRANSIT AUTHORITY

By: Leon Wool

LOCAL UNION 241, AMALGAMATED
TRANSIT UNION

By: Earl Berley Sr.
6/1/78

LOCAL UNION 308, AMALGAMATED
TRANSIT UNION

By: Wilford Spears

Chicago Transit Authority

Merchandise Mart Plaza • P.O. Box 3555, Chicago, Illinois 60654 312-664-777

AGREEMENT

THIS AGREEMENT made and entered into this 19th day of June, 1981, by and between the CHICAGO TRANSIT AUTHORITY ("CTA"), and LOCAL 308, AMALGAMATED TRANSIT UNION ("UNION").

WITNESSETH:

WHEREAS, the Authority has determined that a revision in the procedure of the assignment of work train crews is necessary, and;

WHEREAS, Local 308 has protested the revision proposed by the Authority, and;

WHEREAS, the parties hereto desire to settle said protest without proceeding to the grievance/arbitration procedure, and;

WHEREAS, the parties hereto further desire that settlement of said protest will have no precedent value in any way as hereinafter set forth,

NOW, THEREFORE, the parties agree as follows:

1. Work train crews will be required to remain at their work assignment until their regularly scheduled quitting time.
2. Work train crews will spot and move work trains in the 63rd Street Yard when and as directed.
3. Work train crews will unload and sort materials returned to the 63rd Street Yard at the completion of a work day as directed by the Materials Management Department.
4. In consideration thereof, the Authority will make the necessary arrangements to establish a job classification effective June 28, 1981 entitled "Work Train Foreman" to be paid at the same rate as the classification of Track Foreman I. Said Work Train Foremen will be a working Foreman and will be responsible for the Maintenance Department employees assigned to the work train crews.
5. Effective June 28, 1981, the Authority will also dual-rate two individuals as Work Train Foremen who will be eligible to receive that rate on such occasions when they fill-in for the regular Work Train Foremen.
6. The Work Train Foremen will be selected from among those employees currently assigned to the work trains, including the Work Car Derrick Operator.

5. The terms and conditions of this agreement shall apply without exception only to the present matter regarding the parties hereto, the CTA and the Union specifically agree that this Agreement and its terms and conditions shall not in any way, nor in any manner be used as a precedent in any arbitration hearings, negotiations, or discussions between the parties, except as may be necessary to enforce the provisions hereof.

AMALGAMATED TRANSIT UNION


Clarence Knox
President
Local 308

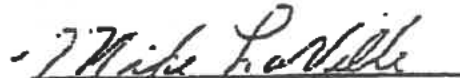

Richard Hammonds
Board Member

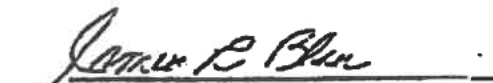
CHICAGO TRANSIT AUTHORITY


Larry Plant
Manager, Materials Management

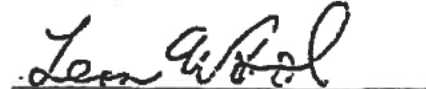

C. Len Wiksten
Director, Plant Maintenance


I. Wolgemuth
Manager, Maintenance


Mike LaVelle
Director, Service


James R. Blaa
Manager, Transportation


A. F. Schmidt
Area Superintendent,
Contract Administration


Leon Wool
Manager, Labor Relations



Chicago Transit Authority

Merchandise Mart Plaza, P.O. Box 3555
Chicago, Illinois 60654
(312) 864-7200

No. 3: Trackman—T.M.E.O. Training Course Outline (Establishes Guidelines)

AGREEMENT

THIS AGREEMENT, made and entered into this 8TH day of APRIL, 1985, by and between the CHICAGO TRANSIT AUTHORITY (CTA), and LOCAL 308, AMALGAMATED TRANSIT UNION (Union).

WITNESSETH:

WHEREAS, the parties are signators to an Agreement dated October 10, 1980 establishing guidelines and conditions for training of Track Maintenance Equipment Operators (T.M.E.O's);

WHEREAS, the parties are committed to maintaining a high level of stability and competence within the T.M.E.O. workforce and to maintain an equitable method of compensation for persons who have qualified or may qualify as T.M.E.O's;

WHEREAS, the parties desire to revise certain provisions of the October, 1980 Agreement;

NOW, THEREFORE, the parties agree as follows:

1. The Authority shall maintain the present Course Outline for Track Maintenance Equipment Operators as amended and more fully described in Exhibit 'A' attached hereto.
2. Employees for such Training Course will be selected, instructed, quizzed, and qualified or disqualified as is more fully described in Exhibit 'A'.
3. Employees who have qualified or who may qualify as a T.M.E.O. will be paid a premium of \$.45 per hour in addition to their regular straight-time rate for all hours worked as a T.M.E.O.
4. Employees who successfully complete qualification requirements on any track maintenance machines listed in the Exhibit 'A' course outline, shall be provisionally dual rated as follows:
 - a. Said employees shall receive a premium of \$.45 per hour in addition to their regular straight-time rate for all hours worked on the machines for which they have qualified, subsequent to qualification.

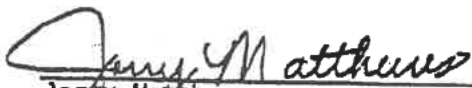
- b. These employees shall be required to continue in their efforts to complete qualification requirements on all remaining track maintenance equipment. The employees shall be compensated at their regular rate of pay for hours spent in training on the remaining track maintenance equipment. Thereafter, the employees shall receive the stated premium for hours worked on each of the remaining machines subsequent to qualification on that machine;
 - c. Employees who are dual rated as the result of this Agreement shall exercise good faith efforts to successfully complete qualification on the remaining machines. In the event that the Authority determines that a dual-rated employee has not made sufficient progress towards qualifying on the remaining machines once said machines have been made available, the Authority shall notify the Union and agree to discuss the situation prior to rescission of the employee's provisional dual rating. Such discussion shall take place within five (5) work days of notification to the Union.
- 5. The Authority reserves the right to adjust the hours shown in the Course Outline for "maximum time offered for training; and "minimum qualification time". Notice shall be given to the Union prior to the implementation of any such adjustments.
 - 6. In order to insure that each trainee receives sufficient opportunity to complete qualification requirements, the Authority shall allocate qualification training time in a manner that is equitable.
 - 7. All employees who entered the T.M.E.O. Training Course on September 15, 1980 and who have successfully completed qualifications on any track maintenance machines shall receive premium pay for hours worked on said machines as of August 1, 1984. Premium pay for hours worked on the machines by said employees prior to August 1, 1984 shall not be allowed.
 - 8. The Union hereby agrees to release the parties from any and all rights, claims, demands, actions, causes of action, or suits of law it has or may have and to withdraw any grievances arising from the subject matter of this Agreement or the manner in which it was processed, except as may be necessary to enforce the provisions hereof.

9. The terms and conditions of this Agreement shall apply without exception only to the present matter regarding the CTA and the Union and the parties specifically agree that this Agreement and its terms and conditions shall not in any way, nor in any manner, be used as a precedent in any further arbitration proceedings, negotiations, or discussions between the parties, except as may be necessary to enforce the provisions hereof.

AMALGAMATED TRANSIT UNION,
LOCAL 308



Elwood Flowers
President



Jerry Matthews
Vice President

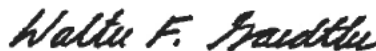


McDonald Newkirk
Executive Board Member
Facilities Maintenance



George W. Mosely
Assistant Board Member
Facilities Maintenance

CHICAGO TRANSIT AUTHORITY



Walter F. Gaedtker
Superintendent, Power and Way



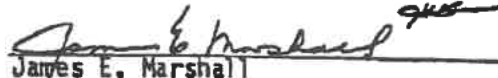
C. Len Wiksten
Director, Facilities Maintenance



Thomas L. Wolgenuth
Manager, Facilities
Engineering and Maintenance



Andrew F. Schmidt
Director, Contract Administration



James E. Marshall
Manager, Labor Relations

MMD/AFS:dr
April 8, 1985

CHICAGO TRANSIT AUTHORITY
FACILITIES MAINTENANCE
TRACK & ROADWAY

TRACK MAINTENANCE EQUIPMENT OPERATOR
TRAINING COURSE OUTLINE

April, 1985

CONTENTS

<u>ITEM</u>	<u>DESCRIPTION</u>	<u>PAGE</u>
I	Introduction	2 of 4
II	Explanation of Machines and Equipment	3 of 4
III	Routine Machine Maintenance	3 of 4
IV	Signal System	3 of 4
V	Training and Qualification Times	4 of 4

I. INTRODUCTION

A. Purpose

The purpose of this course is to train employees in the operation of track maintenance equipment which the Authority now has and such other equipment as may be purchased or used. Employees who successfully complete all required training and testing will be dual-rated as Track Maintenance Equipment Operators (T.M.E.O.'s).

B. Eligibility and Selection Criteria

- 1) Announcements of Training will be posted at all work locations and all Trackmen currently working within the Track and Roadway Group will be eligible to apply for training.
- 2) Selection of employees to be trained as T.M.E.O.'s will be done on the basis of a review of past work record, and an interview with management of Track and Roadway.

If all considerations are equal, the most senior employee will be chosen first for training.

C. Method and Duration of Instruction

The training will consist of classroom work and on-the-job training as detailed below:

- 1) Sixteen (16) hours classroom time.
- 2) The presently applicable maximum hours of on-the-job training time are shown in Point V.. The Authority reserves the right to adjust the hours shown in the Course Outline for "Maximum Time Offered For Training" and "Minimum Qualification Time". Notice shall be given to the Union prior to the implementation of any such adjustments.

D. Retraining

In the event that an employee fails to qualify on a particular piece of equipment, the employee will be offered one (1) retraining opportunity on the machine on which the employee failed, for up to a maximum of the original training period.

If the employee fails to qualify in operation of any of the equipment after the retraining period, the employee will be dropped from the T.M.E.O. program.

Retraining will be given first consideration over training of new and additional trainees.

E. Hours and Working Conditions

During training and after qualification, employees will be required to work as assigned. Every attempt will be made to consistently schedule work and rotate operating time on the equipment.

Any employee who withdraws from training or from operation of the equipment after qualification, will be assigned to the bottom of the Seniority List for any future consideration for T.M.E.O. training.

F. Record Keeping

During training, the instructors and foreman will be responsible for keeping note of employee's equipment operating training time and progress. The Authority will maintain a complete progress file for each T.M.E.O. trainee accepted into the training program through completion of the training course including documentation on qualification/disqualification of trainees. Each trainee shall receive a record by which he may document his hours of training and qualification. Said record shall be approved and initialed by the foreman as the employee progresses in his training.

G. Quizzes and Tests

Quizzes and tests will be given during classroom portions of the training course.

Prior to being dual-rated on any machine, employees must complete the necessary minimum hours of qualification testing time on said machine as set forth in Point V.

H. Dual-Rating

Employees who successfully complete qualification requirements on any machine shall be provisionally dual-rated. The employees shall be required to continue in their efforts to complete qualification requirements on all remaining track maintenance equipment. The employees shall be compensated at their regular rate of pay for hours spent in training on the remaining track maintenance equipment. Thereafter, the employees shall receive the stated premium for hours worked on each of the remaining machines subsequent to qualification on that machine.

In the event that the Authority determines that a dual-rated employee has not made sufficient progress towards qualifying on the remaining machines once said machines have been made available, the Authority shall notify the Union and agree to discuss the situation prior to rescission of the employee's provisional dual rating. Such discussion shall take place within five (5) work days of notification to the Union.

II. EXPLANATION OF MACHINES AND EQUIPMENT

Six (6) hours classroom time will be devoted to providing an explanation of machines and equipment using slides, movies, and other teaching aids as follows:

1. Explain what each machine does, why it is done and the machine's capabilities and limitations.
2. Explain the sequential use of machines and the reason for sequencing.
3. Talk about future equipment use and mechanization in general.
4. Quiz.

III. ROUTINE MACHINE MAINTENANCE

Two (2) hours classroom time will be devoted to providing an explanation of routine machine maintenance required to be performed by the operator using slides and other teaching aids as follows:

1. Explain reasons for routine machine maintenance.
2. Explain "check lists" and frequency of routine T.M.E.O. maintenance duties.
3. Differentiate between routine maintenance performed by the T.M.E.O's and repair or heavy maintenance work assigned to shop workers.
4. Quiz.

IV. SIGNAL SYSTEM

Eight (8) hours classroom time will be devoted to providing an explanation of the existing signal system used on the rail system to control train operations and its relation to track maintenance equipment operation using slides and other teaching aids as follows:

1. Explain the different existing signal systems (wayside, car-borne-cab signal, manual, etc.).
2. Explain how signal equipment installations relate to the operation of track maintenance equipment (what to avoid, not disturb, etc.).
3. Explain how track maintenance equipment is transferred from the storage site to the work site and under what various operating conditions it is done.
4. Explain which basic wayside signal aspects an operator should be familiar with and what they indicate.

5. Quiz and Wayside Signal Aspect Test will be given. The employee must score at least 70% in order to pass the test. If the employee fails to pass the test, the employee will be retrained once. If the employee fails to pass the test a second time, the employee will be disqualified from any further T.M.E.O. training and no additional retraining or opportunity for qualifying as a T.M.E.O. will be offered to the employee.

V. TRAINING AND QUALIFICATION TIMES

The Authority presently utilizes the equipment listed below and will provide up to the hours shown as on-the-job training time. In order to insure that each trainee receives sufficient opportunity to complete qualification requirements, the Authority shall allocate qualification training time in a manner that is equitable. An employee may elect to attempt qualification on any machine prior to completion of the maximum time offered for training. In order to achieve qualification on each machine, the trainee will be required to successfully complete an on-the-job test for the duration of consecutive hours listed:

<u>Equipment</u>	<u>Maximum Time Offered For Training</u>	<u>Minimum Qualification Time</u>
Ballast Cars	16 Hours	4 Hours
Bridge and Tie Crane	16 Hours	4 Hours
Canron Tamper	100 Hours	4 Hours
Production Tamper....(No. 2 Machine)	50 Hours	2 Hours
Profiling Tamper....(No. 1 Machine)	100 Hours	4 Hours
Rail Grinder Car	40 Hours	4 Hours
Track Broom	50 Hours	2 Hours
Track Liner	100 Hours	4 Hours
Track Undercutter	50 Hours	2 Hours
TOTALS.....	522 Hours	30 Hours

EQUIPMENT USAGE

As new equipment is rented, leased or purchased, anyone classified as a T.M.E.O. will be required to train on the equipment and qualify in its operation prior to receiving premium pay for hours worked on said machines. The Training Course Outline will be updated as required.

DATE OF DUAL RATING OR
QUALIFICATION ON THE FOLLOWING MACHINES:
DRAFT

Name	Radge Number	Ballast Car	Bridge and Tie Crane	① Cannon Tamper	Production Tamper	Profiling Tamper	Ball Grinder Car	Track Broke	Track Liker	② Tr Und
Akines, Howard	7(1)(b)				9.4.70	9.4.70		1972	9.4.70	
Blatz, James				4.29.85	6.24.84	6.24.84		5.27.84	7.29.84	7.10.8
Bocuzzi, Nicola			FOREMAN		5.30.71	5.30.71		1972	5.30.71	
Brooks, J. S. L.					5.31.70	5.31.70		-	5.31.70	
Czarnacki, Michael					8.31.75	8.31.75		8.31.75	8.31.75	
Edmond, Walter					9.5.79	9.5.79		9.5.79	9.5.79	
Gonzalez, Cruz				5.8.85	7.29.84	7.29.84		6.24.84	6.24.84	7.11.8
Hammonds, Richard			TIRED 12-31-84					-	6.21.70	
Johnson, Herman			FOREMAN		6.21.70	6.21.70	FROM 1960	-	5.28.85	
Johnson, John Jr.			RESIGNED FROM	TIMEO FROM	8.10.85			9.5.79	9.5.79	
Kalata, Thomas					9.5.79	9.5.79		6.8.84	7.29.84	
Kancil, Warren				5.5.85	7.29.84	7.29.84		1972	5.17.71	
O'Sullivan, Steven					5.17.71	5.17.71				
Parsons, Frank								6.17.84	9.10.84	
WHITE, MARSHAL				5.31.85	6.24.84	9.11.84		8.31.75	8.31.75	
SIEGOWICK, E.					8.31.75	8.31.75		1972	6.3.70	
SULLIVAN, R.					6.3.70	6.3.70		1972	6.28.71	
WILLIAMS, C.					6.28.71	6.28.71		11.7.76	11.7.76	
ZAWADA, G.					11.7.76	11.7.76				

Notes: ① ② The records kept regarding qualifications by "old times" on new machines. Canon
phased in 1981 and discontinued in 1982. R9x

AGREEMENT

THIS AGREEMENT, made this 10th day of August, 1988, by and between the CHICAGO TRANSIT AUTHORITY ("CTA") and LOCAL 308, AMALGAMATED TRANSIT UNION ("Union").

WITNESSES:

WHEREAS, the CTA and the Union have previously agreed to implement, on a trial basis, amendments to the document dated June 30, 1971 and commonly known to the parties as Appendix "C", which sets forth rules and procedures for section picks; and

WHEREAS, the aforementioned trial basis was to continue for a period of approximately December, 1985 to December 1987, provided, however, that the CTA could, in its sole discretion, cancel the amendments at any time by giving notice to the Union; and

WHEREAS, the CTA and the Union have subsequently discussed further modifications of the section pick rules and procedures as contained in the aforementioned Appendix "C" and in the practice of the parties; and

WHEREAS, the CTA and the Union wish to incorporate these further modifications into the final revisions of Appendix "C".

NOW, THEREFORE,

The CTA and the Union agree as follows:

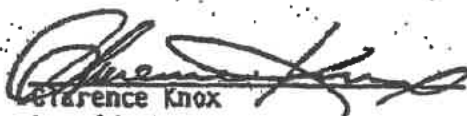
1. Appendix "C" will be revised as set forth in Exhibit "A", attached.
2. This revision will become effective with the first section pick beginning on or after the first day of September, 1988.
3. For further documentation of the amendments agreed to by the parties, a Procedure for Conducting Section Picks -- Train Service Employees is attached hereto as Exhibit "B" and is incorporated by reference herein. This Procedure will become effective with the first section pick beginning on or after the first day of September, 1988.
4. The parties recognize that modifications of Appendix "C" impact other appendices, documents and procedures including, but not limited to, Appendix "B", which treats system picks. The parties will meet and confer with the intention of making appropriate modifications in such appendices, documents and procedures.

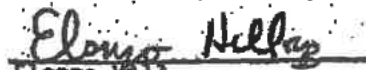
5. It is recognized that this Agreement does not in any way or manner supersede the Wage and Working Conditions Agreement between the parties, as it exists now or may in the future be modified or amended, and that in any conflict between this Agreement and the Wage and Working Conditions Agreement, the Wage and Working Conditions Agreement shall prevail. It is further recognized that this Agreement does not establish any precedents which may be used in any future negotiation, discussion, arbitration or in any other administrative or legal forum.

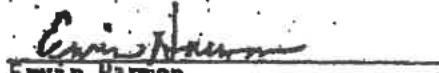
IN WITNESS WHEREOF, the parties have caused this Agreement to be signed on this 10th day of August, 1988.

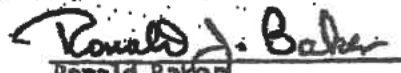
LOCAL 308

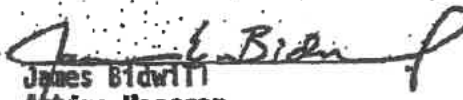
CHICAGO TRANSIT AUTHORITY


Clarence Knox
President


Elonzo Hill
Senior Manager,
Rail Transportation


Ervin Harmon
Vice President


Ronald Baker
Acting Manager,
Transportation Personnel


James Bidwell
Acting Manager,
Labor Relations

APPENDIX "C"

This Appendix shall be in addition to the current Labor Agreement between the Chicago Transit Authority and Local 308 of the Amalgamated Transit Union and shall supersede all previous agreements on section picking rules for Rapid Transit train service employees.

1. Each section will maintain a section list of employees for each train service classification in seniority order. There shall be a list for Yard Foremen, a list for Towermen, a list for Switchmen, a list for Motormen, a list for Foot Collectors, and a list for Conductors. The Conductors' list will contain all train service employees with the Conductor's classification listed in seniority order. The Conductor's list may, in the sole discretion of the CTA, contain notations indicating the other classifications for which the individual employee has qualified.

2. Train service employees shall be entitled to pick on their respective schedules within their sections at least four times a year. This number may be superseded by a provision in the CTA-ATU Wage and Working Conditions Agreement.

3. Picking will start no sooner than five days after the pick has been posted. These above provisions may be superseded by a provision in the CTA-ATU Wage and Working Conditions Agreement. The pick will be conducted from the highest classification to the lowest classification. The yard foremen will pick first; the towermen will pick second; the switchmen will pick third*; the motormen will pick fourth; the conductors will pick fifth, and people picking the extra list will pick sixth. Picks in the yard foremen, towermen, switchmen* and motormen classifications may be conducted on the same day if such a procedure is efficient and does not interfere with the picking rights of employees in these classifications. Employees picking the extra list will use their conductor's seniority and may, in the sole discretion of the CTA, pick at the same time the conductors' pick is being held.

4. During the pick, all train service employees shall have the right to pick one of two choices. They may choose to pick a run or trick in their frozen classification or they may choose to pick from the conductors' list a conductor's run or the extra list subject to the controls set by the terminal superintendent. In the event the controls for the regular runs or tricks and for the extra list cannot be filled through employee choices, the controls will be filled by the assignment of any employee with the least seniority in any classification for which he is qualified.

* If foot collectors are included in section picking for Rapid Transit Train Service Employees, they will pick after switchmen and before motormen.

5. The Authority will provide an adequate regular extra list in order to relieve employees when they are off. Disqualified motormen and permanent conductors may not pick the extra list.

6. Frozen employees picking conductors and conductors who have qualified for other classifications but haven't frozen will rotate in their respective classification either three hours before or three hours after the reporting time of their regular conductor's run. Frozen employees will only rotate in their frozen classification off the conductor list. Unfrozen conductors will rotate in all of the classifications for which they're qualified. Whenever the employee is not working after the assignment sheet has been posted, the clerk must notify the employee who is being rotated of his assignment. Whenever an employee picks the extra board, or reverts to the extra board from the conductors' list, the employee must refresh in those qualifications which the employee has not worked in the prior sixty days.

7. Employees working in a higher classification will be paid in accordance with that classification's rate of pay and hours worked.

8. Picking clerks are not allowed when making up "C" tricks for days off to break the day off controls to more than five without consulting Local 308. The Authority and the Union will cooperate to ensure that all pickable tricks are picked, provided that all of the provisions of this Appendix "C" are observed. For example, pairing certain workdays with certain runs will be among the techniques used.

9. Vacations will be picked in accordance with the classification in which the employee is working at the time the vacation pick is conducted. Conductors and employees working the extra list will pick their vacation according to their conductors' seniority.

10. A tentative choice slip is required from each employee in advance of the employee's picking time and must be submitted to a satellite terminal no later than 0400 on the day the employee is scheduled to pick. The submission of this choice slip shall not interfere with nor diminish the right of the employee to pick a trick or run (in person or by telephone) at his or her assigned picking time. The choice made at the employee's assigned picking time will take precedence over any previously submitted choice slip. The appropriate choice slip, once accepted and approved by the terminal superintendent or pick clerk will constitute the employee's pick. The choice slip must be made out in triplicate and signed by the employee, the picking clerk or terminal superintendent, and a Local 308 representative, if one is present. The original choice slip will be retained by the pick clerk. The first duplicate will be given to the employee picking, and the second duplicate is for Local 308 files. The choice slip system will apply to all classifications.

10(a). Notwithstanding the foregoing paragraph 10, in the event that the pick is conducted at one central location in each section, the choice slip will be made out in quadruplicate, with the third duplicate sent to the employee's terminal superintendent.

11. Each employee entitled to pick assumes the responsibility of being present at his or her assigned picking time, or of telephoning the pick clerk at the assigned picking time, or submitting in advance a choice slip on which the employee states his or her choice of runs or tricks and days off. This choice slip will be honored if the employee's choices are open. Presentation of the required six choices must be made on the choice slip.

12. Any employee that is entitled to pick and fails to comply with the above requirements of section picking rules will be allowed their posted picking time plus five minutes after which the pick clerk will pick for said employee a run or trick as close as possible to what the employee had picked before.

13. It is the intention of the parties to provide separate picking rules for Agents and Rapid Transit Clerks. Until such picking rules are developed, the Appendix "C" document dated June 30, 1971, as modified by the practice of the parties, shall continue to apply.

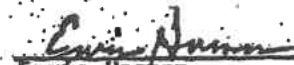
IN WITNESS WHEREOF, THE PARTIES HAVE CAUSED THIS APPENDIX "C" TO BE SIGNED IN DUPLICATE THIS 10th DAY OF August, 1988.

LOCAL 308

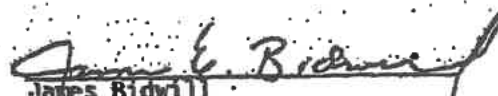
CHICAGO TRANSIT AUTHORITY


Clarence Knox
President


Elton H. Hall, Senior Manager
Rail Transportation


Ervin Harmon
Vice President


Ronald Baker, Acting Manager
Transportation Personnel


James Bidwell
Acting Manager,
Labor Relations

Interim Procedure for Conducting
Section Pick

Train Service Employees

I. Before a pick begins:

A. Form CTA 3191, "Section List of Men", is prepared.

1. The Chief Clerks prepare the form for picks conducted for Train Service Employees (Yard Foremen, Towermen, Switchmen, Motormen, R.T. Operators, Foot Collectors*, and Conductors).

2. For Train Service Employee picks:

a. One "Section List of Men" is prepared for each classification, as is a "Master List" or "Conductor List", listing all train service employees in conductor seniority order, and noting each employee's other qualifications.

b. The badge numbers and names of all employees frozen in a classification and all unfrozen employees who are qualified in a classification are entered on the form for that classification in seniority order.

c. An asterisk (*) is entered before the names of all unfrozen employees.

d. The schedules dates and times for each employee to pick is entered on the form.

(1) Picking is conducted by classification in the following order:

Yard Foremen, Towermen, Switchmen, Foot Collectors, Motormen, and Conductors (including R.T. Operators and Flagmen, who pick according to Conductor seniority).

(2) The following amounts of time are allowed for picking in each classification:

First third in seniority -	5 minutes each
Second third in seniority -	10 minutes in each
Last third in seniority -	15 minutes each.

- (3) Unfrozen employees are scheduled to pick in the Conductor classification.
 - B. The Picking Clerk enters the number of days off allowed above each day of the week on the first sheet of each "Station List of Employees".
 - C. The following are posted at the terminal approximately five days before a pick begins:
 1. Notice of pick.
 2. Run or trick charts.
 3. Day off controls (regular employees only).
 4. "Section List of Men" with picking schedule entered.
 - D. Before a Train Service Employee pick, the Terminal Superintendent interviews all Conductors who are due to declare their classification on or prior to the starting date of the picking process and has them declare their classification and sign their waiver.*
 1. The date on the waiver is the date the employee is due to declare his classification.
- II. A. The Train Service Employees' pick is conducted at one terminal in each Section by rail clerks.
- B. During the pick, all train service employees shall have the right to pick a run or trick in their frozen classification, or they may choose to pick a conductor's run from the conductor's list or the extra list, subject to the controls set by the terminal superintendent. No tricks will be reserved on an anticipatory basis. Employees must be qualified at the time of the pick and will pick by seniority.
- C. Employees may pick any open run or trick for the five days they wish to work. However, there must be at least eight hours between the end of one day's work and the start of the next day's work.
- D. Employees may pick either a regular schedule or a "C" trick.
 1. For a regular schedule, the employee picks the same run for all of his weekdays. For example:
- * If not qualified in required conductor, motor, switch/tower/foot collector classifications, a conductor waives, for purposes of present pick only, provided due date is on or prior to the starting date of picking process.

- a. Employee picks the same run for the 5 weekdays.
 - b. Employee picks the same run for 4 weekdays and either a Saturday or Sunday run.
 - c. Employee picks the same run for 3 weekdays and a Saturday and Sunday run.
- E. If the regular runs for Train Service Employees are not filled by employees frozen in that classification, employees on the Conductor's list who have qualified in that classification must pick the unfilled run.
1. This is done by asking each man on the Conductor's list who is qualified in that classification (highest in seniority first) if they would like to take the unfilled runs.
 2. If there are still unfilled runs after this process has been completed, conductors who are qualified are forced to take the runs in order of seniority - highest to lowest (with the lowest number of persons in relationship to the number of unfilled runs) at bottom of seniority list.
 3. Employees on the Conductor's list who pick these unfilled runs remain in that classification until the next Section pick, at which time, they revert to the Conductor list or to a classification in which they have since been frozen.
- F. Employees who wish to pick the extra board must wait for the extra board pick which is conducted after all regularly scheduled runs or tricks have been picked in all classifications. However, the Authority may choose, in its discretion, to conduct the conductor's pick and the extra board pick simultaneously.

III. Picking the Extra Board:

- A. The Terminal Superintendent determines the number of employees needed for the extra board for each classification at each terminal and the number of extra board employees who may be off each day at each terminal within the section.
- B. The picking clerk prepares a "Section List of Employees" for the extra board pick.
- C. The train service employee's extra board is conducted in conductor seniority order. All days off given must be within the total amount allowed for the extra board (day off controls), subject to the conditions below.

The employee will pick days off without regard to his frozen classification but with regard to satisfying the controls established for each classification in the terminal in which the employee is picking and to the individual classifications in which the employee is picking and to the individual classifications in which the employee is qualified. If the employee's choice of days is available under the controls established for his frozen classification, that choice will be counted towards the controls in that classification. However to assure that sufficient extra board manpower is available in critical classifications on each day of the week, if a frozen towerman, switchman or foot collector picks days off in a non-frozen classification, the employee with the combination of least conductor seniority and a qualification in the applicable qualification of towerman, switchman or foot collector will not be allowed to pick days off which break the controls for the applicable critical classification, even if the days off are available in his frozen classification or other qualified classification.

IV. Methods of Picking:

A. By Choice Slip:

1. An employee must present a choice slip to the satellite Terminal Superintendent no later than 0400 hours on the day the employee is scheduled to pick. He may submit a substitute choice slip to the Superintendent at any time up to the employee's scheduled picking time.
2. If an employee chooses to pick a different run or trick, at the employee's scheduled picking time, this choice supersedes any choice made on the previously submitted choice slip.
3. If the employee does not pick in person or by telephone at the employee's scheduled picking time, the clerk picks for the employee in the order of preference indicated on the choice slip.
4. The clerk signs the choice slip and enters on the slip the time the pick was made. The Local 308 representative also signs the slip.
5. If the runs that were picked by the employee have already been picked, the picking clerk picks the closest selection to the employee's first choice.

B. In Person

1. When the employee makes his selection, he must prepare a "Picking Choice" form (CTA 3768) in triplicate and the form must contain the employee's picking selection; badge, tag, or payroll number, seniority number and signature. The picking clerk and the Local 308 representative will also sign the form.
 - a. The employee retains the first copy.
 - b. The original and the remaining copy are given to the picking clerk. (The original is retained for the company file and a copy is forwarded to Local 308).
2. In the event that the pick is held at one location in each section, the Picking Choice Form will be prepared in quadruplicate, with the third copy sent to the employee's Terminal Superintendent.

C. By Telephone

1. The employee may pick by telephone by calling the Picking Clerk at the employee's assigned picking time.
 - a. The Clerk makes out a picking choice form for the employee in the following manner:
 - (1) Enters the employee's name, badge, tag, or payroll number, seniority number, and pick selection.
 - (2) Picking Clerk signs his name on the form, as does the Local 308 representative.
 - (3) Enters the time the employee picked.
 - (4) Enters "PER PHONE" on the form.
 - b. The employee is responsible for checking the schedule he picked on the next day that he reports for work.

- D. If an employee does not pick in person, pick by telephone, or submit a "Picking Choice" form, the Picking Clerk will pick for the employee as close to the employee's present schedule and location as possible. A "Picking Choice" form is prepared by the Clerk with the time the pick was made entered on the form and is signed by the Clerk and the attending Union Representative.

V. Duties of Picking Clerks

- A. Supervise the pick to insure that each employee picks in the proper classification and the proper seniority order.

- B. Know all picking rules to be able to advise employees of picking rights.
- C. Pick for employees who do not show up or telephone at their assigned time, and do not submit a "Picking Choice" form.
- D. When an employee picks, the Picking Clerk:
 - 1. Enters the employee's picked runs or tricks and days off on the "Section List of Men". For extra board employees, he enters the picked terminal and days off.
 - 2. Lines out the runs or tricks that were picked on the posted chart.
- E. The Clerks are provided with a set of pre-punched I.B.M. cards.
 - 1. There is a card for each employee arranged in badge, tag or payroll number order (green cards); a set of "day off" cards which are numbered 1 through 7; and a card for each run or trick for each day of the week which are color coded as follows:
 - a. Gray for Sunday.
 - b. Red for Monday
 - c. Orange for Tuesday
 - d. Blue for Wednesday
 - e. Green for Thursday
 - f. Violet for Friday
 - g. Brown for Saturday.
 - 2. As each employee picks a regular schedule, the Clerk pulls the employee's name card, pulls the "day off" cards and places them behind the name card, and pulls the run cards and places them behind the "day off" cards.
 - a. The employee's name and badge, tag, or payroll number are written on the face of the name card.
 - b. The cards are filed in the case in badge, tag, or payroll number order.
 - 3. As each employee picks the extra board, the clerk pulls the employee's name and badge, tag, or payroll number on the face of the card; and places the card in the "extra" section of the case. The "day off" cards are placed behind the employee's name card. No run cards are used.

- F. As the pick progresses, the pick clerk accepting the employee selection will remove the appropriate IBM cards from the supply. The cards will be given to the pick clerk manning the master trick sheet. The clerk will call out each trick and remove the tricks from the master list. Should an employee be picking by phone, the Local 308 representative will read the picked runs from the IBM cards to the employee. If the employee is present, he will sign the individual IBM cards.

JEB:ek
July 26, 1988

LEONARD SEATY
PRESIDENT

**DIVISION 308
AMALGAMATED TRANSIT UNION**

AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR

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ROOM 1438

CHICAGO, ILL. 60602

TELEPHONE STATE 2-4663

HUGH F. HESANTY
SECRETARY-TREASURER

APPENDIX "B"

This Appendix shall be in addition to the Labor Agreement between the Chicago Transit Authority and the Amalgamated Transit Union Division 308 covering the period of December 1, 1968 to November 30, 1971, and shall supersede all previous agreements.

SYSTEM SENIORITY PICK RULES AND GUIDE LINES

1. A System Seniority Pick basis is in effect for all Rapid Transit Operating Employees.
2. All Rapid Transit System employees exercise their seniority rights according to classification as follows:
 - (a) To pick a Section during each System Pick
 - (b) To pick all regularly scheduled work or the extra list
 - (c) To pick the period to take their vacation time
3. **PICKING SECTIONS:** A System Pick by seniority of the classification of a Rapid Transit employee shall take place every two years. In case of a major reduction or increase in regular runs or tricks in any classification, a System Pick will be held upon agreement with the Authority and Division 308. The System Pick shall be held at least four weeks prior to the time to qualify in their new section.
4. On the two year basis the System Pick shall be held on November 1 and will become effective with the next regular Section Pick of Runs and Tricks. This pick will include all Rapid Transit in the Trainman's classification including Conductors, Motormen, Switchmen, Towermen, Yard Foremen and Collectors.

Agents will Pick System each two years on January 1. Agents will pick Section Tricks three times each year approximately January 1, May 1 and October 1.

Janitors will pick System each two years on January 1. Janitors will pick Section Tricks three times each approximately January, May and October.

Rapid Transit Clerks will pick system each two years on approximately November 1.

Rapid Transit Clerks will pick section tricks twice annually.
5. The Authority shall determine the number of regular and extra employees in each classification to fill all work in each Section.
6. Three Sections: North Section, South Section, West Section
7. The Authority shall issue each employee a seniority number in their respective classification, same to be posted at all terminals. No employee shall be issued more than one seniority number.

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PRESIDENTDIVISION 308
AMALGAMATED TRANSIT UNIONHUGH F. HEGARTY
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8. The Authority shall provide a suitable hall (centralized) for conducting the System Pick. The Pick to be conducted by Rapid Transit Clerks. Time for picking shall be spread so that all employees will have an opportunity to make their selection.
9. Picking Clerks shall start picking with the highest classification first until the controls in that classification is filled in all Sections and continue in the same manner through each classification. Then if the controls are not filled in any Section from the frozen employees, they will then be taken from the Conductor's Seniority List starting at the bottom of the Conductors List from the employees who have qualified in the required classifications to fill the controls in each Section.
10. Any employee who has waived, who picks or is forced to another Section other than the section he is presently working in, must work regular or extra in their frozen classification for the first Section pick. (Example - a frozen towerman who picks or is forced out of his present section on the System Pick must pick regular or extra tower.)
11. After the first Section Pick such employees can then revert to Number four (4) of the Rapid Transit Section Picking Rules.
12. Each employee will be required to pick at the time designated by the Authority.
13. All employees will be required to either pick in person or submit a form (CTA 3768) indicating their choice of Section in the order listed. This form must be prepared in triplicate and signed with the name and badge or tag number and seniority number and submitted to the Station Superintendent thirty-six hours prior to the employee's scheduled time for picking.
14. If an employee does not report in person to submit a choice slip, the same Section he is presently working in will be picked for him if there is an opening in his classification. If this Section is already filled, another section will be picked for him.
15. An employee picking a foreign road must qualify in his or her classification by the time the Section pick takes effect.
16. No full time Rapid Transit Employees are to be allowed to transfer or to be transferred by the Authority from one section to another between regular System Picks.
17. All employees who have not waived shall pick from the Conductor Seniority List and their name shall appear only on the Conductor Seniority List.
18. All new employees shall work only in the Section in which they were hired until the next System Pick.
19. Where System Seniority is established, one line of seniority shall prevail for each classification; Motorman, Conductor, Switchman, Yard Foreman, Towerman, Platform Man, Foot Collector, Agent, Clerk, Janitors. Seniority dates for these classifications under present seniority system shall remain the same under System Seniority.