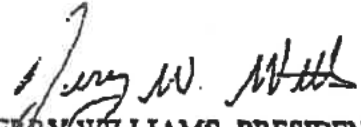


F. DISCIPLINE GUIDELINES

ADHERENCE TO THE DISCIPLINE GUIDELINES IS MANDATORY WHEN AN EMPLOYEE IS CHARGEABLE FOR AN OFFENSE. HOWEVER, ALL MANAGERS STILL HAVE THE RIGHT TO CHARGE OR NOT CHARGE AN EMPLOYEE BASED ON THE CIRCUMSTANCES SURROUNDING AN INDIVIDUAL EVENT. HOWEVER, YOU SHOULD BE AWARE THAT SOMETIMES YOU MAY HAVE TO DEFEND OR EXPLAIN YOUR DECISION.

G. DEDICATED DISCIPLINE DAYS

TUESDAYS FROM 0900 TO 1730 HOURS WILL BECOME DEDICATED DISCIPLINE DAYS. THIS MEANS THAT WHEN A RULE INFRACTION OCCURS THAT DOESN'T REQUIRE IMMEDIATE SUSPENSION OR REMOVAL FROM SERVICE AN EMPLOYEE WILL BE ALLOWED TO MAKE AN APPOINTMENT TO SEE A MANAGER WITH UNION REPRESENTATION ON DISCIPLINE DAY. MANAGERS STILL HAVE THE OPTION OF INTERVIEWING AN EMPLOYEE AT HIS/HER OR THE UNION'S REQUEST IF THEIR DUTIES AND TIME PERMITS. HOWEVER, THIS ACCOMMODATION WILL NOT BE MADE ON DEMAND.


JERRY WILLIAMS, PRESIDENT
AMALGAMATED TRANSIT UNION
LOCAL 308


WILLIAM J. NICHOLS
GENERAL MANAGER,
RED/PURPLE/YELLOW LINES

AGREEMENT

THIS AGREEMENT, made this 1/4 day of April, 1997, by and between the Chicago Transit Authority ("the Authority") and Local 308, Amalgamated Transit Union ("the Union"),

WITNESSES:

WHEREAS, the parties wish to establish a methodology by which qualified Trackmen, Car Repairers, Car Servicers and Janitors can receive a premium when performing certain limited tasks beyond those contained in their job description in the absence of a Yardmaster, Maintenance Manager, Janitor Coordinator or under other special circumstances; and

WHEREAS, the parties intend that any agreement on this subject shall be limited to the instant matter and not be used as a precedent in any present or future controversy between the parties;

NOW, THEREFORE, the parties agree as follows:

1. The position of Yard Leader will be established in the Rail Service Delivery area, for the purpose of performing specified tasks in the absence of a Yardmaster or in other special circumstances. A draft of a Yard Leader job description is attached hereto and incorporated by reference herein. The parties recognize that this description is a draft and will be revised. At such time as a final version of the job description is approved by the parties, that final version will replace the draft attached hereto and shall be incorporated by reference into this agreement.

2. The position of Shop Leader will be established in the Rail Service Delivery area, for the purpose of performing specified tasks in the absence of a Maintenance Manager or in other special circumstances. A draft of the Shop Leader job description is attached hereto and incorporated by reference herein. The parties recognized that this description is a draft and will be revised. At such time as a final version of the job description is approved by the parties, that final version will replace the draft attached hereto and shall be incorporated by reference herein.

3. The position of Servicer Leader will be established in the Rail Service Delivery area, for the purpose of performing specific tasks in the absence of a Maintenance Manager or in other special circumstances. A draft of a Servicer Leader job description is attached hereto and incorporated by reference herein. At such time as a final version of the job description is approved by the parties, that final version will replace the draft attached hereto and shall be incorporated by reference herein.

4. The position of Janitor Leader will be established in the Rail Service Delivery area, for the purpose of performing specific tasks in the absence of a Janitor Coordinator or in other special circumstances. A draft of a Janitor Leader job description is attached hereto and incorporated by reference herein. At such time as a final version of the job description is approved by the parties, that final version will replace the draft attached hereto and shall be incorporated by reference herein.

5. A Switchman, Repairer, Servicer or Janitor qualified and dual rated as a Leader will receive a premium of \$1.00 per hour for all hours he or she is assigned by Management to perform the duties of Leader, and is actually performing those duties.

6. To qualify as a Yard Leader, a Shop Leader, a Service Leader or a Janitor Leader, an employee must satisfy all of the position requirements set forth in the attached job descriptions. Once qualified, the employee will be dual rated as a leader. The number of leaders to be qualified and dual rated is within the discretion of Management. If a candidate for a leader position is otherwise acceptable, he or she must satisfy any training and/or qualification requirements on his or her own time and without pay.

7. On picks, a number of positions may, in the discretion of the Authority, be designated as "Switchman/Yard Leader", "Repairer/Yard Leader", "Servicer/Servicer Leader" or "Janitor/Janitor Leader". A qualified employee who picks such a position will be utilized to perform the specific tasks of leader on specific occasions authorized by management. In the absence of the designated leader, the most senior employee who has qualified and is dual-rated as a leader will perform the leader functions if directed to do so by Management.

8. It is specifically acknowledged that all Leaders and certain Repairers and Servicers will be required to work swing shifts when ordered to do so by the Authority. These Repairer and Servicer positions will be identified on the pick. Employee working these swing shifts will be covered by Article 4.1, Night Premium, of the parties' Wage and Working Conditions Agreement.

9. This agreement is limited to the instant matter of the creation of Yard Leader, Shop Leader, Service Leader and Janitor Leader positions, and shall not be used as a precedent in any discussion, negotiation or arbitration, or judicial or administrative action in any forum whatsoever.

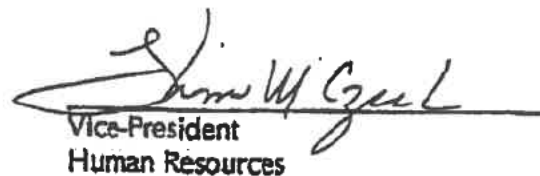
THIS AGREEMENT is made this 11th day of April, 1997,
at Chicago, Illinois.

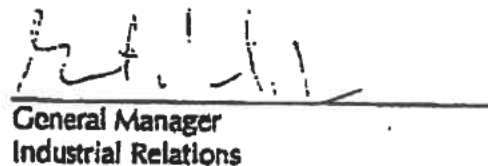
AMALGAMATED TRANSIT UNION
LOCAL 308


President and Business Agent

CHICAGO TRANSIT AUTHORITY


Vice-President
Rail Service Delivery


Vice-President
Human Resources

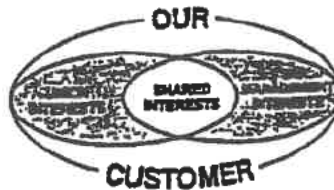

General Manager
Industrial Relations

Originated by:


Manager
Contract Administration


Senior Vice President
Operations

JEB/ab



Committee on Shared Interests

YARD LEADER JOB DESCRIPTION

Will perform in the capacity of Yard Leader in the Yardmaster's absence or other special circumstances. To perform in this capacity, the candidate must be proficient in the following areas:

- o Yard track and shop track layouts and capacities
- o Documentation of all yard moves
- o Setting yard for succeeding shifts
- o Power sectionalizing switch locations and use
- o Procedures for calling in cars
- o Reading and understanding a Supervisors Guide
- o Balancing service needs with those of maintenance and rail car service requirements including car balancing with other yards
- o Receiving and giving car counts
- o Fleet fighting procedures and equipment
- o Operation of long and short range radios
- o Filling open/emergency work if manager is unavailable
- o Competently directing switchmen in the performance of all of the duties above
- o Restoration of service techniques with the assistance of Rail Controller and Manager
- o Operation of revenue and non revenue equipment on the route
- o Work in harmony with Maintenance Managers, Transportation Managers and other Yardmasters

Position Requirements

- o Must currently be a switchman with three (3) years of service in that capacity
- o Must have a working knowledge of the yard leader classification after training
- o Must pass all test designed to demonstrate skills required for the yard leader position
- o Must possess a suitable temperament for establishing and maintaining amiable relations with various levels of Authority personnel

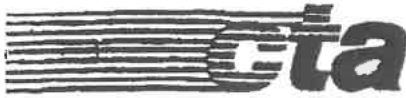
JANITOR LEADER JOB DESCRIPTION

Will perform in the capacity of a Janitor Leader in the absence of the Janitor Coordinator or other special circumstances. To perform in this capacity, the candidate must be proficient in the following areas:

- ♦ Planning and layouts of work to be performed daily, weekly, monthly
- ♦ Documentation of work performed/completed
- ♦ Procedures for station cleaning, snow removal, supply ordering and inventory
- ♦ Reading and understanding rules and safety guidelines
- ♦ Operation of long and short range radios
- ♦ competently directing Janitors in the performance of their duties while practicing basic supervisory skills
- ♦ working in harmony with Route and other Supervisory Personnel and Janitors

Position Requirements

- ♦ Must currently be a Janitor with three (3) years of service in that capacity
- ♦ Must have worked at least two hundred days (200) days within the last twelve months
- ♦ Must have a working knowledge of the Janitor Coordinator position
- ♦ Must pass all tests designed to demonstrate skills required for the Janitor Leader position
- ♦ Must have demonstrated skills in Janitorial techniques
- ♦ Must write and express oneself in a clear, logical and comprehensive manner
- ♦ Must possess a suitable temperament for establishing and maintaining amiable relations with various levels of Authority Personnel
- ♦ Must possess a thorough knowledge of all procedures pertaining to the cleaning of rail stations, snow removal, ordering and inventory of supplies
- ♦ Must meet all other prerequisites of promotion criteria



D R A F T

SHOP LEADER JOB DESCRIPTION

Will perform in the capacity of Shop Leader in the Maintenance Manager's absence or other special circumstances. To perform in this capacity, the candidate must be proficient in the following areas:

- Yard track and shop track layouts and capacities
- Documentation of shop work and computer use as required
- Setting shop for succeeding shifts
- Responding to route delays
- Procedures for calling in cars
- Reading and understanding rules and safety guidelines
- Receiving and giving car counts
- Sleet fighting procedures and equipment
- Operation of long and short range radios
- Filling open/emergency work if manager is unavailable
- Competently directing repairmen and servicers in the performance of all of the duties above while practicing basic supervisory techniques and skills
- Work in harmony with Maintenance Managers, Transportation Managers and Yardmasters

Position Requirements

- Must currently be a repairman with three (3) years of service in that capacity
- Must have worked at least two hundred (200) days within the last twelve (12) months
- Must have a working knowledge of the Maintenance Manager position
- Must pass all test designed to demonstrate skills required for the Shop Leader position
- Must have exhibited experience in troubleshooting and rail equipment inspection techniques
- Must write and express oneself in a clear, logical and comprehensive manner
- Must possess a suitable temperament for establishing and maintaining amiable relations with various levels of Authority personnel



DRAFT

SERVICER LEADER JOB DESCRIPTION

Will perform in the capacity of Servicer Leader in the Maintenance Manager's absence or other special circumstances. To perform in this capacity, the candidate must be proficient in the following areas:

- ♦ Yard track and shop track layouts and capacities
- ♦ Documentation of shop work and computer use as required
- ♦ Procedures for calling in cars
- ♦ Reading and understanding rules and safety guidelines
- ♦ Sleet fighting procedures and equipment
- ♦ Operation of long and short range radios
- ♦ Competently directing servicers in the performance of all of the duties above while practicing basic supervisory techniques and skills
- ♦ Work in harmony with Maintenance Managers, Transportation Managers and Yardmasters

Position Requirements

- ♦ Must currently be a Servicer with three (3) years of service in that capacity
- ♦ Must have worked at least two hundred (200) days within the last twelve (12) months
- ♦ Must have a working knowledge of the Maintenance Manager position
- ♦ Must pass all test designed to demonstrate skills required for the Servicer Leader position
- ♦ Must have exhibited experience in car servicing techniques
- ♦ Must write and express oneself in a clear, logical and comprehensive manner
- ♦ Must possess a suitable temperament for establishing and maintaining amiable relations with various levels of Authority personnel
- ♦ Must possess a thorough knowledge of all procedures relevant to the cleaning of rail vehicles

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AGREEMENT

THIS AGREEMENT, made this 11th day of December, 1995, by and between the Chicago Transit Authority ("the Authority") and Local 308, Amalgamated Transit Union ("the Union").

WITNESSES:

WHEREAS, the parties are signatories to an agreement dated February 20, 1990, which sets forth Scheduled Day Off Work Book Procedures for Rail Clerks and which includes a provision setting forth the procedure under which pool clerks may be used to fill clerk jobs on a day-to-day basis; and

WHEREAS, this provision concerning use of pool clerks to fill clerk jobs on a day-to-day basis was revised by Arbitrator James Healy in an interest arbitration dated March 4, 1991; and

Whereas, the parties wish to revise the above referenced provision and to resolve any and all outstanding grievances arising out of the application of the existing provision, in a manner that serves the interests of both parties without creating a precedent for any future matter whatsoever;

NOW, THEREFORE, the parties agree as follows:

1. The agreement of February 20, 1990, entitled "Scheduled Day Off Work Book Procedures for Rail Clerks" is revised as follows:

The second paragraph under the heading "Pool Clerks" on page two of the agreement is eliminated and in substitution therefor the following paragraph is added:

"Clerk jobs may be filled by pool clerks in an emergency anytime. Pool clerks will fill clerk jobs on a day-to-day basis to minimize clerk overtime. However, this will not be done if: overtime would be paid to the assigned pool clerk; or overtime would be paid to fill the regular assignment which the pool clerk would have otherwise worked, assuming such pool clerk has picked a regular run or trick; or, if the pool clerk is an extra board employee, overtime is scheduled to be paid in any classification the pool clerk holds."

2. The "Scheduled Day Off Work Book Procedure for Rail Clerks" agreement, revised to substitute the above paragraph, is attached hereto and incorporated by reference herein.

3. Any and all outstanding grievances filed arising out of the application of the provision in question before the revision set forth above in paragraph one are resolved as follows: the individual grievants will receive eight hours pay at their straight time rate in settlement of any and all grievances filed by them concerning this instant matter; i.e., each individual grievant will receive eight hours pay in complete settlement of each individual grievance filed by him or her.
4. The parties agree that the following list includes all grievants referred to in paragraph three, above, and that no other grievance on the pre-existing provision in question will be allowed, presented or advanced in the grievance procedure, or arbitrated.

<u>Grievant</u>	<u>Grievance No.(s)</u>	<u>Employee I.D</u>	<u>Area</u>
Young, Glenetta	0695-33 0695-32 0595-14	7(1)(b)	391
Ell, Cynthia	0395-22 0695-31		392
Davis, Cora	0395-41		392
Buford, Debra	0495-01		153
Moore, Ruth	0295-22 1194-42		394
Washington, Rayford	1294-39 1294-12		392
Lofton, Rosie	1094-22 1094-21		153
Stinnett, Lynder	1294-11 1294-10 0994-14 1094-12		394
Roundtree, Jerry	0695-11		394
Jackson, Robert	0695-12		392

5. This agreement is specifically limited to the instant matters of revision of the Scheduled Day Off Work Book Procedures for Rail Clerks Agreement and settlement of grievances arising from the pre-existing Agreement, and shall not be used as a precedent in any future discussions, negotiations, arbitrations or any legal or administrative forum, except as may be necessary to enforce the provisions hereof.

TERMINAL PROCEDURES (RAIL)
SCHEDULED DAY OFF WORK BOOK PROCEDURE FOR RAIL CLERKS
EFFECTIVE DECEMBER 1, 1989
(Revised 12/11/95)

1. The clerk's name and I.D. number must be recorded in ink in the work book on the page bearing the date of his or her scheduled day off.
2. The work book is maintained by the chief clerk of each section. Clerks may enter the work book as follows:
 - (a) In person, in the presence of the chief clerk who will initial the entry and note the time.
 - (b) By telephone, to the chief clerk who will make the entry indicating "telephone request," showing date and time and initial the entry.
 - (c) By memo, to the chief clerk who will make the entry, indicating "written request," showing date received and time and initial the entry.
4. Any changes made by the clerk must be in ink and made in the presence of a manager or the chief clerk who will initial any changes. Unauthorized changes will not be honored.
5. Dates in the work book are opened seven days in advance at 0001 hours each day. For example, on a Monday, for the following Monday.
6. Clerks will be assigned work in the order in which their names appear in the book. However, no clerk will be assigned a second day's work in a pay period unless all other clerks requesting work have received at least one day's work in the same pay period for the pay period in question. Overtime worked on normal work day will not be used to compute day off overtime.
7. Clerks who have signed the work book must contact the chief clerk to determine if they have been assigned work the day before the work day requested, between 1500 and 1630 hours.
 - (a) Clerks who fail to call before 1630 hours to determine if they have received an assignment are subject to disciplinary action, in the event of a missed assignment.
 - (b) Clerks who have received their assignment and fail to report for work are subject to disciplinary action.
8. If the work book is exhausted, the chief clerk will attempt to locate pool clerks within the section who wish to work overtime. If none are willing, pool clerks of the other sections may be solicited for manpower.

**Terminal Procedures
Scheduled Day Off Work Book Procedures for Rail Clerks
Effective December 1, 1989 (Revised 12/11/95)**

9. Clerks that are forced off, (F.O.), on a holiday, that place their names in the work book are to be assigned work only after all regularly scheduled day off personnel have been assigned, regardless of the equal overtime provision. The reasoning here is that personnel forced off will already be paid for the day and will also have their regularly scheduled off days to acquire overtime. Personnel that are forced off will be used before other personnel will be allowed to double-up (two pieces of work on the same day).

POOL CLERKS

Pool clerks will be used to fill all open work on a weekly basis, whenever there is a job available, at the time the assignments are made for the upcoming weeks.

Clerk jobs may be filled by pool clerks in an emergency anytime. Pool clerks will fill clerk jobs on a day-to-day basis to minimize clerk overtime. However, this will not be done if: overtime would be paid to the assigned pool clerk; or overtime would be paid to fill the regular assignment which the pool clerk would have otherwise worked, assuming such pool clerk has picked a regular run or trick, or, if the pool clerk is an extra board employee, overtime is scheduled to be paid in any classification the pool clerk holds.

The aforementioned paragraph states in essence that a regular clerk's opportunity for overtime shall not be preempted if overtime must be paid for the trick.

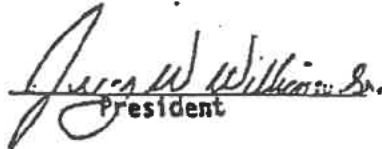
Managers must exercise great care in applying these guidelines when covering open work. Whenever these guidelines are not adhered to, a notation must be made on the clerks schedule explaining why.

The chief clerk is the sole keeper of the work book. In the event that he/she is unavailable, the manager must be advised of the request.

Page 3

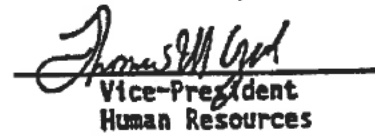
This agreement is made in Chicago, Illinois, on December 11, 1995 by;

AMALGAMATED TRANSIT UNION
LOCAL 308


President

CHICAGO TRANSIT AUTHORITY


Vice-President
Rail Service Delivery


Vice-President
Human Resources


General Manager,
Industrial Relations

AGREEMENT

THIS AGREEMENT, made this 24th day of January, 1998, by and between the Chicago Transit Authority ("the Authority") and Local 308, Amalgamated Transit Union ("the Union").

WITNESSES:

WHEREAS, the Authority wishes to transfer the duties of right-of-way cleaning from Trackman to Janitors; and

WHEREAS, the Union seeks to establish a procedure for selecting janitors to perform these duties and a premium for those janitors performing such duties;

NOW, THEREFORE, in consideration of the mutual promises contained herein, the parties agree as follows:

1. At the time of the next pick for janitors, certain responsibilities as outlined below for right-of-way cleaning will be transferred from the Track Maintenance Department to the Rail System Janitor Maintenance Department.
2. On Section Pick sheets, the right-of-way janitor gang will be listed as a separate entry, to be picked in seniority order, provided the janitors so choosing are physically capable of performing the right-of-way work and have completed the necessary related training. Physical capability includes, but is not limited to strength necessary to lift, carry, push and pull 100 pounds. It is contemplated that the gang will consist of approximately seven janitors.
3. Janitor picking into the right-of-way gang will receive a premium of fifty cents (\$.50) per hour for all hours worked during that pick period, whether the work is on the right-of-way or not.
4. The responsibilities of the right-of-way janitors will include the following:
 1. The removal of debris and refuse from the track roadbed, right-of-way, subway tunnels and foot-walks. These individuals would be responsible for cleaning the platform areas as well as the right-of-way between stations.
 2. The removal of dirt and grime from the subway walls.
 3. Other duties as assigned, including the duties required of the rapid transit janitor when not specifically working on right-of-way cleaning.
5. Additional janitors, in a number to be determined by the Authority, will be offered, in seniority order, the opportunity to be placed in a right-of-way janitor, pool, provided they are physically capable of performing the work. In the discretion of the Authority, pool janitors may be taken from their regular tricks to cover right-of-way janitor assignments before other janitors are used on overtime. The Authority will attempt to utilize pool janitors in a rotating seniority

order and will attempt to balance right-of-way work among all pool janitors, provided such assignments do not require utilizing a janitor on overtime over a janitor at straight time. Pool janitors will be dual-rated as right-of-way janitors and will receive the fifty cents (\$.50) premium for all hours worked when assigned to work as a right-of-way janitor.

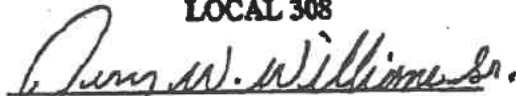
6. All janitors picking the right-of-way janitor gang or joining the pool will be required to successfully complete training required by the Authority, including but not limited to track safety training, and all such janitors will be required to qualify as flaggers. Failure to do so will disqualify such janitors from being retained in the right-of-way gang or pool. The initial training opportunity for a right-of-way or pool janitor will be on paid company time. If such a janitor fails the training and qualification criteria, any future opportunity, if given, will require that the janitor train on his or her own unpaid time.

7. Upon establishment of the right-of-way gang, it will be assigned to work system wide. Prior to any subsequent section pick, the parties will meet to discuss whether the gang may be divided into section gangs, and further discuss whether the right-of-way assignments are productive.

8. This Agreement is limited to the instant matter and shall not be used as a precedent for any present or future issue between the parties.

THIS AGREEMENT is made this 21st day of January, 1998.

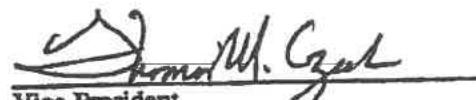
AMALGAMATED TRANSIT UNION
LOCAL 308

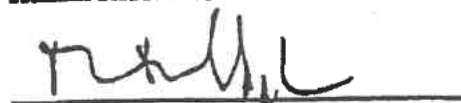

President and Business Agent

CHICAGO TRANSIT AUTHORITY


Senior Vice President
Engineering and Maintenance


General Manager
Rail Customer Facilities Maintenance


Vice President
Human Resources


General Manager, Industrial Relations

AGREEMENT

THIS AGREEMENT, made this 12th day of January, 1999, by and between the Chicago Transit Authority ("the CTA") and Local 308, Amalgamated Transit Union ("the Union"),

WITNESSES:

WHEREAS, the parties wish to establish a methodology by which qualified Trackmen will receive a premium if they are assigned by management to substantially perform the duties of Roadmasters in the absence of a Roadmaster or under other special circumstances; and

WHEREAS, the parties intend that any agreement on this subject shall be limited to the instant matter and not be used as a precedent in any present or future controversy between the parties; and, further, the agreement shall be limited to establishment of a pilot program which may be discontinued by either party under circumstances described below;

NOW, THEREFORE, in consideration of the above recitals, which are incorporated into this agreement, and of the mutual promises exchanged below, the parties agree as follows:

1. The parties agree to the establishment of the category of Pool Roadmaster in the CTA's Track Maintenance Department, as an element of the pilot program hereinafter set forth.
2. In the absence of a Roadmaster or under other special circumstances and only as directed by CTA management, a Pool Roadmaster will assume the following individual responsibilities or combination thereof:
 - a. Supervision of a track construction, system maintenance or section maintenance crew assigned to perform renewals, repairs, deliveries and/or pickups on open deck elevated structures, ballasted track and in subway tunnels;
 - b. Transmission of the direction of management to a track crew renewing and/or repairing track components or other track work;
 - c. Monitoring of the safety and efficiency of track crew employees and reporting to management any impediments or other factors affecting safety and efficiency; included in such monitoring is adherence of the track crew to established rules, policies, procedure and the orders of management;

- d. Procurement of required materials and supplies;
- e. Other duties as assigned.

3. In order to qualify to be dual-rated for the Pool Roadmaster premium set forth in paragraph four, below, an employee must currently be a Trackman, with three years experience as a Trackman; must have the skills necessary to write and express himself or herself in a clear, logical and comprehensive manner; must have a suitable temperament for interacting with various levels of CTA personnel; and must have successfully completed and been qualified through the Management Institute's Road Master class, as well as successful completion of other training and examinations required by the CTA.

4. A Trackman qualified and dual-rated as a Pool Roadmaster will receive a premium of one dollar (\$1.00) per hour for each hour he or she is assigned by CTA management to substantially perform the duties enumerated in paragraph two, above, in the absence of a Roadmaster or under special circumstances, and is actually performing such duties.

5. It is the intention of this agreement to provide a premium to Pool Roadmasters when, at the direction of CTA management, they are in fact and to a substantial degree replacing an absent Roadmaster or performing Roadmaster duties in special circumstances. Therefore, the totality of an assignment will determine whether the premium is to be paid, not just the performance of a function identified in paragraph two.

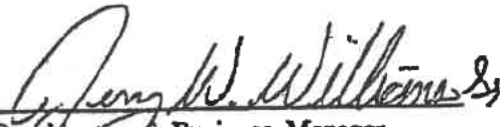
6. The number of Pool Roadmasters to be qualified and dual-rated is within the discretion of the CTA.

7. The parties specifically agree that the Pool Roadmaster pilot program set forth above will continue until December 31, 1999, at which time either party can repudiate the agreement upon thirty days advance notice to the other party. In the absence of such repudiation, this agreement and the program set forth herein shall continue in full force and effect thereafter, unless modified, revised or rescinded by mutual agreement of the parties.

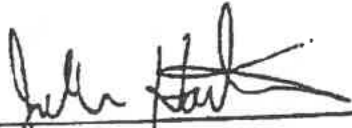
8. This agreement is the sole agreement on the subject matter hereof and is limited to this subject matter, the establishment of a Pool Roadmaster designation and premium. This agreement shall not be used as a precedent in any present or future issue or controversy between the parties, nor in any discussion, negotiation, grievance, arbitration, mediation, complaint, hearing, or action at law or in equity, nor in any judicial, administrative or legislative forum.

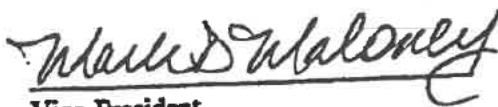
THIS AGREEMENT is made on the date hereof at Chicago, Illinois.

AMALGAMATED TRANSIT UNION
LOCAL 308


President and Business Manager

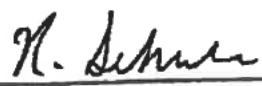
CHICAGO TRANSIT AUTHORITY


Executive Vice-President
Customer Service
Facilities & Development


Vice-President
Facilities Maintenance


Vice-President
Employee Services


General Manager
Industrial Relations


General Manager
Power and Way Maintenance

Originated by:


Contract Administration
Industrial Relations

AGREEMENT

THIS AGREEMENT, made this 10th day of February, 1998^{9,363}, by and between the Chicago Transit Authority ("the Authority") and Local 308, Amalgamated Transit Union ("the Union").

WITNESSES:

WHEREAS, the Authority has implemented new computerized inventory control systems, which require employees with training and experience in the operation of such systems; and

WHEREAS, both the Union and the Authority wish to protect the interests of present employees and provide opportunities for placement and advancement in the materials management discipline; and

WHEREAS, the parties reached an agreement on such matters on November 14, 1994; and

WHEREAS, the parties wish to update that agreement to reflect current understandings;

NOW, THEREFORE, the parties agree as follows:

1. All Union-represented employees within the Rail Stockroom Operations, Rail Operations Support, and Rail Unit Exchange areas will retain their present titles and grades, unless they elect to take advantage of promotional opportunities hereinafter presented, assuming they maintain present standards of performance.

2. A family of jobs will be created within the aforementioned areas, with positions established as follows:

Material Handler I	Grade 3
Material Handler II	Grade 4
Unit Exchange Clerk I	Grade 5
Stockroom Clerk I	Grade 5
Stockroom Clerk II	Grade 6
Unit Exchange Clerk II	Grade 6
Shipping Clerk	Grade 7
Senior Stockroom Clerk	Grade 7
Material Coordinator I	Grade 7
Stockroom Coordinator	Grade 8
(see paragraph 4)	
Material Coordinator II	Grade 8
Senior Material Coordinator	Grade 9

3. The position of Stockroom Coordinator, Grade 8, is proposed but not yet approved, and nothing herein requires its establishment or staffing.

4. The entry level position in the family of jobs is the position of Material Handler I, Grade 3. These jobs will be posted in accordance with normal personnel practices with preference given to full-time permanent employees represented by the Union.

5. Training will be made available to all Material Handlers I, Grade 3, and all will be required to successfully complete such training, preparing them for the position of Material Handler II, Grade 4, to which position they will be promoted on the first full pay period following their six-month anniversary of appointment to the position of Material Handler I, Grade 3.

6. Training will be offered to all employees within the family of jobs positions, to allow them to qualify for higher graded positions. Employees will not be required to take or successfully complete such training, but, if they do not, they will not be considered qualified for promotion to higher graded positions within this family.

7(a) If an approved vacancy is created in any of the family-of-jobs positions above Material Handler I, Grade 3, such vacancy will be offered, by means of polling in family seniority order, to all qualified employees in positions within the family of jobs. This will allow employees in higher or equal graded positions to move into the vacancy, if they should so choose.

7(b) The "family seniority order" referred to in 7(a), above, for Union-represented employees in the Rail Stockroom Operations, Rail Operations Support and Rail Unit Exchange areas as of November 14, 1994, is established by the seniority list attached hereto and incorporated by reference herein as Exhibit A. Seniority of Union-represented employees entering the areas after the date of this Agreement will be determined by the date they entered the family.

7(c) If a vacancy is not filled voluntarily by the polling method referred to in paragraph 7(a), above, the least senior qualified employee within the family will be required to fill the vacancy.

8. As an exception to the above paragraph 7, employees in the position of Material Coordinator I, Grade 7, will be eligible for consideration for upgrading to Material Coordinator II, Grade 8, after a minimum of one year of successful service at

the Grade 7 level; and an employee in the position of Material Coordinator II, Grade 8, will be eligible for consideration for upgrading to Senior Material Coordinator, Grade 9, after a minimum of two years successful service at the Grade 8 level. The decision to upgrade remains within management's discretion.

9. As further exceptions to the above paragraph 8;

- a) an employee cannot be placed in a Unit Exchange Clerk II position unless he or she has previous satisfactory service as a Unit Exchange Clerk I.
- b) an employee cannot be placed in the Senior Stockroom Clerk position unless he or she has previous satisfactory service as either or both a Stockroom Room Clerk I or Stockroom Room Clerk II.

10. This agreement is limited to the instant issue of material handling staffing and shall not be used as a precedent in any future discussions, negotiations, arbitrations or in any legal or administrative forums, except as may be necessary to enforce the provisions hereof.

This AGREEMENT is made the 10th day of February, 1998, at Chicago, Illinois, by the authorized representative of the parties.

AMALGAMATED TRANSIT UNION
LOCAL 308


President and Business Agent

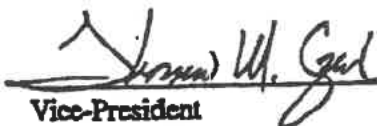
CHICAGO TRANSIT AUTHORITY


Vice-President
Purchasing and Warehousing


General Manager
Industrial Relations

Agreement
Local 308
Page 4 of 4


General Manager
Warehouse Operations


Vice-President
Employee Services

DATE 11 FEB 99 12:43:37 RID 1137D 16 NOV 95 DJP
Job Descriptions: 5721

D000326

JOB
HD.JOB TITLE

AUTH UNION DATE EST DATE REV
LEVEL AFFIL YYYYMMDD YYYYMMDD

5721 STOCKROOM CLERK II

G06 0308 940318

5721 STOCKROOM CLERK II

DEPT: MATERIALS MANAGEMENT/STOCKROOM OPERATIONS

LOCATION: RAIL SHOP STOCKROOMS - VARIOUS AS ASSIGNED

REPORTS TO: MANAGER RAIL STOCKROOMS

ANALYST: S NOETZEL

APPROVED:

DATE APPROVED:

BASIC FUNCTION:

Orders, inspects and transports inventory material.

PRIMARY DUTIES AND RESPONSIBILITIES:

Inspects incoming materials to verify descriptions and quantities against available records.

Notify warehouse if discrepancies arise or if material is sub-standard.

Loads and unloads materials from vehicles.

Transports materials throughout maintenance shop, rail yard, other storage areas and between locations at the terminal.

Operates hand trucks, forklifts, cranes, hoists, slings, vans, etc. to move materials.

Enters inventory information into on-line computer system.

Operates other computer equipment to enter, organize and retrieve data.

Access computerized and manual inventory control systems to check stock availability and status and to take appropriate action.

Orders stock, non-stock and stockless materials to meet all terminal requirements.

Creates files for new items to be added to the stockroom location database.

Coordinates activities to be performed by stock clerks at various locations.

Ensures the proper tagging of defective materials.

Meets with various terminal managers to plan and implement ordering and receipt of seasonal or campaign related materials.

Cleans stockroom areas and maintains location according to guidelines.

Contracts appropriate warehouse personnel in the event of emergency material requirements.

Performs the duties of the Senior Stockroom Clerk in their absence.

Performs other duties as assigned.

POSITION REQUISITES:

Required to have a working knowledge of AIT and AP/PO/IM computerized systems.

Must be knowledgeable of material ordering, handling, stocking and issuing procedures common to the industry.

Required to possess the skills necessary to be proficient in performing basic arithmetical computations including fractions, decimals and percentages.

Must possess the skills necessary to operate material handling equipment utilized throughout the systems, e.g., handtrucks, forklifts, cranes, hoists, slings, etc.

Required to possess the skills necessary to understand written and oral instructions and to prepare reports.

Must possess or obtain a valid drivers license for use when driving Class D vehicles.

EDUCATIONAL REQUISITE:

Required to possess a combination of education, training and experience relating to this position.

EXPERIENCE REQUISITE:

Must have Stockroom and warehouse experience working in inventory control.

..... END REPORT

TO: *Distribution List*

FROM: *James E. Bidwill, Contract Administration*

DATE: *August 23, 1999*

RE: *Rail Service Employee Career Path Agreement*

Attached is a copy of a fully executed agreement between the Authority and ATU Local 308, concerning the effect on rail service employees of the introduction of the Customer Assistant classification and the discontinuance of the Conductor and Ticket Agent classifications.

Issues treated in this agreement include:

- 1. New rail service employees will first qualify as Customer Assistants, then as Operators and Flagman, and then as Towermen or Switchmen;*
- 2. No newly hired employee will be allowed to freeze as a Customer Assistant;*
- 3. Appendix C picking provisions are modified, with certain exceptions made for employees who froze as Customer Assistants at times prior to the agreement.*

To the extent your cooperation is required, please take the necessary steps to implement this agreement.


James E. Bidwill

JEB/ab
Attachment(s)

Distribution List:

R. Winston
F. Schein ✓
T. Czech
R. Gierut
D. Noone
GAP

W. Mooney
L. Muhr
G. Tapling
D. Bowie
A. Gaughan

RECEIVED
AUG 31 1999
FRED SCHEIN
GENERAL MANAGER
Horn/Orange Elevated Line

AGREEMENT

THIS AGREEMENT, made this 20th day of July, 1999, by and between the CHICAGO TRANSIT AUTHORITY ("the CTA") and AMALGAMATED TRANSIT UNION LOCAL 308 ("the Union").

WITNESSES

WHEREAS, the parties wish to resolve issues arising from the introduction of the Customer Assistant classification and the discontinuance of the Conductor and Ticket Agent classifications; and

WHEREAS, such issues include qualifications freezing, picking and extra board assignments; and

WHEREAS, resolution of such issues will benefit rail service employees by offering them a unified career path and the opportunity to qualify as Customer Assistants, will clarify Customer Assistant work assignment procedures, and will increase the efficiency of administering a unified extra board;

NOW, THEREFORE, in consideration of the above recitals, which are incorporated by reference herein, the promises set forth in this agreement and other promises exchanged by the parties, the parties agree as follows:

1. As of the date of this agreement, an employee hired as a rail service employee will be required to qualify as a Customer Assistant when initially hired and then qualify as an Operator and Flagman and thereafter as a Switchman or Towerman.
2. No rail service employee hired after the date of this agreement will be allowed to freeze as a Customer Assistant. Such employee must freeze as an Operator, a Switchman or a Towerman.
3. Rail service employees may pick jobs in their frozen classification or exact the extra list (formerly, the Conductors' List) in accordance with the Appendix 'C' section picking procedure agreed to by the parties, and they may pick Customer Assistant jobs, if qualified, but only after the preference reserved for Customer Assistants set forth in paragraphs 7 and 8, below.
4. Rail service employees may be forced to the extra board or to classifications in which they are qualified in accordance with Appendix 'C' and controls referenced therein, except as may be modified for frozen Customer Assistants in paragraph 9 and 10, below.

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AUG 31 1999

5. The extra list is compiled first by Conductor seniority order and then, if an employee does not have Conductor seniority, by Ticket Agent-Customer Assistant seniority. Qualifications for station platform and subway platform jobs will not be considered relevant for conductor seniority.

6. There will be one consolidated AM/PM extra board based on this seniority order. Extra board employees will pick their AM/PM preference and days off in the above order.

7. Employees on the extra list will be assigned to the extra board if no jobs are available for which they can pick.

8. All extra board employees will be required to work in all of the classifications in which they are qualified, with an exception for "Grandfathered" Customer Assistants, as defined in paragraph 9, below, who will be required to work only Customer Assistant tricks.

9. Rail service employees who were formerly frozen as Ticket Agents or Customer Assistants prior to July 3, 1997, will be "grandfathered", i.e., they will have the first right to pick Customer Assistant jobs before employees frozen in other classifications or unfrozen, based on their Ticket Agent or Customer Assistant seniority; and they will not be required to work in other classifications, whether through picking procedures or extra board assignments.

10. Rail service employees who froze or elect to freeze as Customer Assistants between July 3, 1997 and the date of this agreement will have the right to pick Customer Assistant jobs before employees frozen in other classifications or unfrozen, based on their Customer Assistant seniority. Such employees who pick or are forced to the extra board will be required to work all classifications for which they are qualified.

11. The jobs of terminal courier and the subway platform and station platform positions are to be picked from the extra list. Frozen Customer Assistants may not pick these jobs.

12. "Grandfathered" Customer Assistants who pick Customer Assistant jobs may choose to work in other rail service classifications for which they are qualified, but must remain current and/or certified in such classifications in conformance with the practices in effect at the time.

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AUG 31 1999

JOE SCHEIN
GENERAL MANAGER
New Green/Orange Elevated Lines

13. Although "Grandfathered" Customer Assistants on the extra board are not required to accept other than Customer Assistant assignments, they may choose to work in other rail service classifications which they are qualified to perform. However, if a "Grandfathered" Customer Assistant, while on the extra board, elects to work in classifications other than Customer Assistant, he or she will forfeit the "grandfather" right to limit his or her work exclusively to Customer Assistant extra board assignments. The Customer Assistant thereafter, whenever on the extra board for the rest of his or her CTA employment, will be required to work all extra board assignments for which he or she is qualified. The Customer Assistant who chooses to work in other classifications while on the extra board will sign a written waiver, acknowledging his or her choice and understanding of its consequences.

14. If a "Grandfathered" Customer Assistant opts for the extra list when Customer Assistant jobs are still available, he or she will not be allowed to pick a Customer Assistant job from the extra list.

15. Rail service employees who were hired prior to July 3, 1997 and who have frozen as Operators, Switchmen or Towermen will not be required to qualify as Customer Assistants in order to work the extra board. However, if such frozen employees wish, they may apply to be trained as Customer Assistants in conformance with standard procedures for training in elective classifications. Once qualified, they will be required to work as Customer Assistants if so assigned from the extra board.

16. Rail service employees who have frozen in Operator, Switchman or Towerman classifications, but who have picked the Customer Assistant list, will rotate in their frozen classifications under the provisions of Appendix 'C', and, likewise, unfrozen employees will rotate in all classifications for which they are qualified.

17. This agreement shall not be considered nor alleged to be a admission of liability by the CTA for any matter whatsoever. The CTA specifically denies such liability.

18. This agreement and its terms and conditions are limited to the specific subject matter herein and shall not be used in any way as a precedent in any present or future matter between the parties.

THIS AGREEMENT is made this 20th day of July, 1999, at Chicago, Illinois.

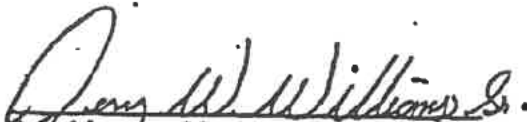
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AUG 31 1999

FRED SCHEIN
GENERAL MANAGER

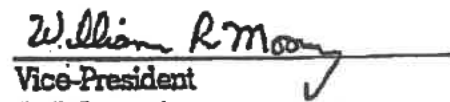
Grandfathered Elevated Lines

AMALGAMATED TRANSIT UNION
LOCAL 308

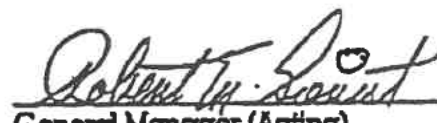

President and Business Agent

CHICAGO TRANSIT AUTHORITY


Executive Vice President
Transit Operations


Vice-President
Rail Operations


Vice-President
Employee Services


General Manager (Acting)
Industrial Relations

Written by:

Contract Administration

RECEIVED

AUG 31 1999

ROBERT SCHEIN
GENERAL MANAGER
Green/Orange Elevated Lines

AGREEMENT

THIS AGREEMENT, made this Sunday of August, 1999, by and between the Chicago Transit Authority ("the CTA") and Amalgamated Transit Union Local 308 ("the Union").

WITNESSES

WHEREAS, the CTA has traditionally trained train service employees as Motor Operators in the order of their entered service date; and

WHEREAS, needs for trained Motor Operators on specific lines and/or sections may require the CTA to train train service employees based upon their seniority within the specific sections where the needs so dictate; and

WHEREAS, the Union wishes to protect the seniority rights of employees within its bargaining unit; and

WHEREAS, the parties, in the interest of cooperative union-management relations, agree that the training needs of the CTA can be satisfied while preserving the seniority rights of transit service employees, in a manner that does not create a precedent for any present or future matter between the parties;

NOW THEREFORE, in consideration of the above recitals, which are incorporated by reference herein, the mutual promises exchanged below and other consideration exchanged by the parties, the parties agree as follows:

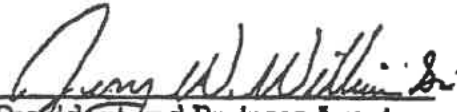
1. All employees trained as Motor Operators in order of their section seniority will be placed on all applicable seniority lists in order of their entered service date and their seniority ranking will be determined by integrating their entered service date in chronological order with the entered service dates of all employees on the applicable seniority lists. This ranking will be used for picking sections, jobs and other appropriate working conditions.

2. This agreement is limited to the subject matter hereof and shall not be used as a precedent in any present or future matters between the parties, except as may be necessary to enforce the provisions of this agreement.

Page 2

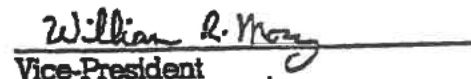
THIS AGREEMENT is made on the date hereof, at Chicago, Illinois.

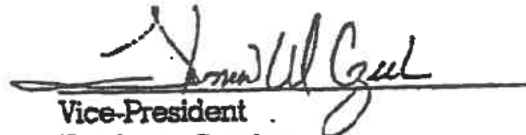
AMALGAMATED TRANSIT UNION
LOCAL 308

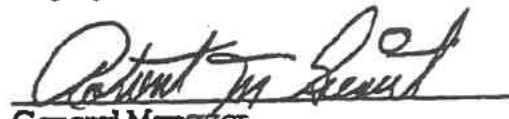

President and Business Agent

CHICAGO TRANSIT AUTHORITY


Executive Vice-President
Transit Operations


Vice-President
Rail Operations


Vice-President
Employee Services


General Manager
Industrial Relations

JEB/ls

AGREEMENT No. 28: Motor Blower

THIS AGREEMENT, made this 7th day of October, 1999, by and between the Chicago Transit Authority ("the Authority") and Amalgamated Transit Union, Local 308 ("the Union")

WITNESSES

WHEREAS, the Motor Blower classification, known for record purposes as the Motor Cleaner classification, was established within the Union's bargaining unit in 1976; and

WHEREAS, presently Motor Blower trucks are picked by or assigned to Car Servicers; and

WHEREAS, the parties wish to establish the Motor Blower classification as an entity separate from that of the Car Servicer classification, with employees distinctly classified as Motor Blowers, and with separate picks from those of Car Servicers; and

WHEREAS, the parties wish to accomplish this classification establishment in a manner which protects the Motor Blower function, the Union's bargaining unit jurisdiction, and present and future employees rights, and in a manner which does not set a precedent for any present or future matter between the parties;

NOW, THEREFORE, in consideration of the above recitals, which are incorporated by reference herein, the mutual promises exchanged below and other valuable consideration, the parties agree as follows:

1. The Motor Blower classification is also known as the Motor Cleaner classification, the job description of which is attached hereto and incorporated by reference herein.
2. Prior to the Car Servicer pick next following the execution of this agreement, sixteen Motor Blower positions will be established and Car Servicers will be given, in company seniority order, the opportunity to transfer to the open positions.
3. If any Motor Blower openings remain after the Car Servicers' one-time opportunity, they will be filled by outside hire. Future Motor Blower openings will be filled through normal personnel practices.
4. At the time of the Car Servicer pick next following the execution of this agreement, Motor Blowers will pick, in company seniority order, work locations and corresponding days and hours from a distinct and separate pick list reserved for Motor Blowers. Thereafter, Motor Blowers will pick once a year.
5. Motor Blower at any work location will be under the direction of the location's Maintenance Manager, Car Performance (also known as the Shop Manager).
6. Motor Blowers will be compensated at their current rate of pay, which will be adjusted at the same time and at the proportionate rate of adjustments mandated by the parties' Wage and Working Conditions Agreement.

7. Employees entering the Motor Blower classification must successfully complete five days of paid training.

8. The number of Motor Blower positions at any time is within the discretion of the CTA.

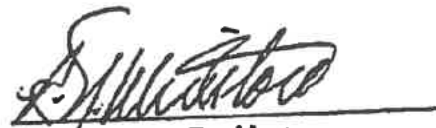
9. This agreement, and its terms and conditions, are limited to the subject matter hereof and shall not be used as a precedent in any other present or future matter between the parties, including but not limited to use in any discussion, negotiation, grievance, arbitration, unfair labor practice charge, hearing, controversy, action at law or in equity nor in any contractual, legal administrative, judicial or other forum, except as may be necessary to enforce the provisions hereof.

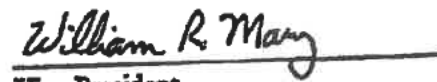
This agreement is made on the date hereof at Chicago, Illinois.

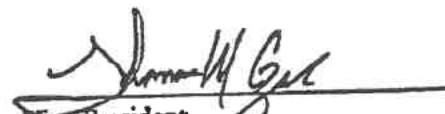
**AMALGAMATED TRANSIT UNION
LOCAL 308**

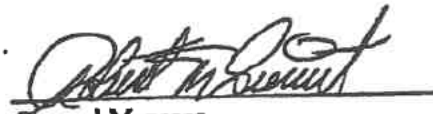

President and Business Agent

CHICAGO TRANSIT AUTHORITY


Executive Vice-President
Transit Operations


Vice-President
Rail Operations


Vice-President
Employee Services


General Manager
Industrial Relations

DATE 13 MAY 94 12:31:24 RID 671E 12 MAY 94 LXW E000330
 Job Descriptions: 2289
 * JOB AUTH UNION DATE EST DATE REV
 *SCHED.JOB TITLE LEVEL AFFIL YYYYMMDD YYYYMMDD
 2289 MOTOR CLEANER HRLY 0308 760206 920610 F70 Z 09
 2289 MOTOR CLEANER
 *DIVISION: SERV DEL-GROUP: RAIL OPER-DEPT.: RAIL ROUTES-SECTION: MAINTENANCE
 *LOCATION: VARIOUS TERMINALS
 *REPORTS TO: MANAGER RAIL MAINTENANCE
 *ANALYST: T ALEXANDER

BASIC FUNCTION:

Obtains a list of rail cars by number to be cleaned from foreman and prepares rail cars for motor cleaning process.

PRIMARY DUTIES AND RESPONSIBILITIES:

% of Time Rating

Prepares rail car for cleaning by removing covers and opening prescribed motor and compartment doors. 4

Operates controls on the dust recovery system which cleans the rail car motor. 4

Cleans work area at the end of the shift. 3

Cleans various other shop areas, empties and removes trash. 3

Performs the duties of car servicer upon request. 2

Performs related duties as assigned. 2

Ratings 1 Rarely - (1% of the time or less)
 2 Occasionally (2% to 15% of the time)
 3 Regularly (16% to 40% " " ")
 4 Frequently (41% to 100% " " ")

POSITION REQUISITES:

Required to know the prescribed Maintenance Section motor cleaning procedures.

Must have a knowledge of the required safety equipment to be worn for self-protection during the preparation and cleaning of the rail car motor (face respirator, work gloves, helmet, safety glasses, ear plugs).

Required to communicate effectively in oral and written form.

Must perform the physical activities associated with this position and pass a physical examination.

PHYSICAL DEMANDS

POSITION TITLE: MOTOR CLEANER

SCHEDULE NO. 2289

DIV./GRP: SER DEL-RAIL OPER

DEPT./SECTION: RAIL MTCE-MTCE

FACTORS	RATING	COMMENTS
1. Strength:		
a. Standing	4	while performing job duties
Walking	3	to and from within work area,
Sitting	0	N/A
b. Lifting	4	rail component covers and other materials up to 100 lbs; filter boxes
Carrying	4	rail component covers and other materials up to 100 lbs; filter boxes
Pushing	0	
Pulling	2	air hose, equipment, covers to train panels
2. Climbing	4	pit stairs, ladders
Balancing	2	when crossing pit cat walk,
3. Stopping	3	while walking under rail car
Kneeling	3	to reach areas under rail car, removal of interior covers
Crouching	3	while walking under rail car, removal of under car and side covers
Crawling	0	
4. Reaching	4	to open compartments; to screw nuts and bolts; equipment, hand tools, sockets, rachets, screw driver, air wrench;
Handling	4	replacing covers and compartments; VMT system;
Fingering	3	replacing covers and compartments; VMT system;
Feeling	4	
5. Talking	3	conversing with yardmaster; co-workers; performing team job;
Hearing	4	P.A. announcements; alarms; rail car horn;
6. Seeing:		
Acuity, Near	3	rail cover screws, nuts, bolts; pit stairs, proximity to third rail;
Acuity, Far	1	moving rail cars
Color Vision	0	N/A

Ratings: 0 - NOT APPLICABLE
1 - RARELY (1% OF THE TIME OR LESS)
2 - OCCASIONALLY (2% TO 15% OF THE TIME)
3 - REGULARLY (16% TO 40% OF THE TIME)
4 - FREQUENTLY (41% TO 100% OF THE TIME)

ENVIRONMENTAL CONDITIONS

POSITION TITLE: MOTOR CLEANER

SCHEDULE NO. 2289

DIV./GRP.: SERV DEL-RAIL OPER

DEPT./SECTION: RAIL MTCE-MTCE

FACTORS	RATING	COMMENTS
1. Environment		
Inside 90%		Typical maintenance shop
Outside 10%		working conditions
MUST TOTAL 100%		
2. Extreme Cold	2	temporary-when terminal doors are open
3. Extreme Heat	2	temporary-when terminal doors are open
4. Wet and/or Humid	1	snow melting from rail car;
5. Noise	4	electrical dust recovery system;
Vibration		rail car idling
6. Hazards		
Mechanical	0	
Electrical	4	exposed rail parts and components; batter-
Burns	3	voltage capacitors;
Explosives	3	accidental grounding with 600 volt stinging
Chemicals	2	batteries; hot equipment; grid resistors;
Heights	3	handling trolley shoes (600 volts); when
Other		stinging the train in and out
7. Atmospheric Conditions		
Fumes	2	automobile exhaust from expressway traf
Odors	2	smell of arced electrical components
Dust	4	from the motor blower system;
Mist	1	wet rail cars
Gases	0	

Ratings: 0 - NOT APPLICABLE (NOT PRESENT IN WORK ENVIRONMENT)
1 - RARELY (1% OF THE TIME OR LESS)
2 - OCCASIONALLY (2% TO 15% OF THE TIME)
3 - REGULARLY (16% TO 40% OF THE TIME)
4 - FREQUENTLY (41% TO 100% OF THE TIME)
..... END REPORT



Merchandise mail
Chicago, Illinois 60654
(312) 554-7200

No. 29: Transfer to Area 605 (Rail Service Employees)

October 29, 1999

Jerry Williams
President and Business Agent
Amalgamated Transit Union
Local 308
205 West Wacker Drive, Suite 700
Chicago, Illinois 60606

Re: Transfer to Area 605

Dear Jerry:

As you know, as the result of language in Appendix B, the transfer of sick or injured employees to Area 605 can't be effectuated unless a 308-represented employee has been off for six months. This limits the CTA's ability to fill slots.

However, there was a practice going back to at least 1988, under which an employee could be transferred to Area 605 if his or her medical prognosis indicates that the employee won't return to work for at least six months. We would like to resurrect this practice. We will notify you of employees who have been diagnosed to be off the job for at least six months and place the long-term disabled employees in Area 605. To protect the employee who is placed in Area 605 because of his or her prognosis, but in fact becomes ready to return to work before six months and during the then current pick, we guarantee that such an employee will be placed in the exact trick he or she held before Area 605, even if this requires the department to go over budget. If a pick has occurred after the employee was placed in Area 605 but before the expiration of six months, he or she will be placed in a position that most closely approximates the location and hours previously worked.

Very truly yours,

Robert M. Gierut
General Manager
Industrial Relations

RMG:JEB/ab

Cc: R. Winston

AGREEMENT

THIS AGREEMENT, made this 18th day of August, 2000 by and between the CHICAGO TRANSIT AUTHORITY ("the CTA") and AMALGAMATED TRANSIT UNION LOCAL 308 ("the Union");

WITNESSES:

WHEREAS, the CTA has exercised its management prerogative to determine the necessity and/or advisability of Customer Assistant coverage at specific rapid transit stations at specific times, by analysis of passenger traffic patterns; and

WHEREAS, based on such analysis, the CTA has not assigned Customer Assistants to work midnight shifts at certain stations; and

WHEREAS, the CTA has contracted with a private security guard firm to patrol rapid transit stations, including specific stations at times when Customer Assistants are not assigned; and

WHEREAS, the Union has filed Unfair Labor Practices L-CA-98-034, L-CA-01-002, and numerous grievances protesting that such patrolling constitutes subcontracting of Customer Assistant work in violation of Article 2.7 of the CTA-Union Wage and Working Conditions Agreement;

WHEREAS, the parties wish to resolve the controversies raised in the Unfair Labor Practice charges and grievances;

NOW, THEREFORE, in consideration of the above recitals, which are incorporated by reference herein, mutual promises exchanged in this agreement and other valuable consideration exchanged between the parties, the sufficiency of which is hereby acknowledged, THE PARTIES AGREE AS FOLLOWS:

1. The Union agrees to withdraw Unfair Labor Practices L-CA-98-034 and L-CA-01-002, and any and all grievances protesting that assignment of security guards constitutes a violation of the subcontracting restrictions set forth in Article 2.7 of the CTA-Union Wage and Working Conditions Agreement, and further to refrain from pursuing, advancing or supporting any present or future action of any kind in any contractual, judicial, administrative or other forum concerning the subject matter of this agreement, except as may be necessary to enforce the provisions hereof.

2. In consideration thereof, the CTA agrees to meet with the Union prior to each Combined Rail Operator section pick to review Customer Assistant staffing and/or security guard assignments at each rapid transit station during the station's hours of operation.

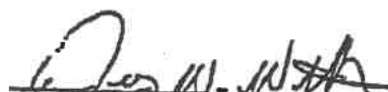
- a. The Union will be given passenger traffic data provided by the automatic fare collection system and/or other information sources.
- b. The CTA will consider providing Customer Assistant coverage at stations at which traffic exceeds 60 entering passengers per half hour over an extended period of time.
- c. The CTA will schedule security guard assignments to reduce overlapping hours of coverage with Customer Assistants.

3. This agreement and its terms and conditions are not intended to be and shall not be construed as an admission of liability by the CTA and the CTA specifically denies such liability.

4. This agreement constitutes the exclusive and complete agreement between the parties hereto relating to the subject matter hereof. No amendment of this agreement shall be binding unless in writing and signed by the parties hereto. Additionally, the parties agree and acknowledge that the terms and conditions of this agreement shall apply without exception only to the present matter and shall have no precedential value with respect to other present or future disputes between the parties hereto.

IN WITNESS WHEREOF, the parties have executed this agreement on the date hereof at Chicago, Illinois.

**AMALGAMATED TRANSIT UNION
LOCAL 398**



President and Business Agent

CHICAGO TRANSIT AUTHORITY



Executive Vice President
Transit Operations



Vice President
Rail Operations



Vice President
Employee Relations

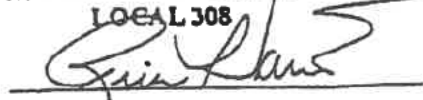
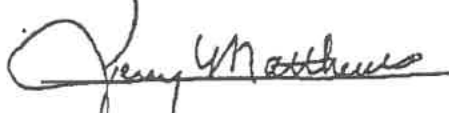
FLAGMEN PROCEDURES

(REVISED 3/9/01)

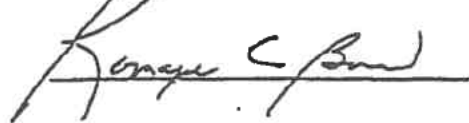
- ◆ Employees picking in the flagging classification will be assigned as follows:
- ◆ Flagmen will be assigned work from the clerk at their home terminal.
- ◆ Employees will report to and pick up their flagging equipment from/at their home terminal.
- ◆ All flagging work will be assigned eight-and-one half hours shifts (ie., 0730 – 1600 or 0800 – 1630.)
- ◆ If in the event additional flagmen are needed, the assignment clerk with the manpower shortage must contact the other locations for manpower availability.
- ◆ Flagmen assigned work away from their home terminal will report to and pick-up equipment at said terminal and report to job site. (i.e. flagmen picking truck out of Blue Line/O'Hare terminal; but, given a flagging job on Red Line/Belmont will report to Howard Terminal and pick-up their equipment and report to Belmont. At the completion of their tour of duty flagmen will turn in equipment and Time Slip at Howard Terminal.
- ◆ Flagmen must proceed immediately via available CTA service to their assigned work location.
- ◆ It is the responsibility of the employee to ensure that their "Time Slip" is completed accurately and signed by the site foreman prior to submission.
- ◆ Upon arrival at flagging site flagmen must notify Communication/Power Control via two-way radio.
- ◆ Flagmen must notify Communication/Power Control if work crew fails to show within thirty (30) minutes of the flagman's arrival time on the work site.
- ◆ In the event there are no flagging jobs to be filled within the route, section or other locations, an assignment will be given to the picked flagman for which he or she holds a qualification. These assignments will be for work during their picking hours unless the employee agree to work outside of their picking hours.
- ◆ All flagging assignments will be posted with the *DAILY ASSIGNMENT SHEETS*.
- ◆ Employees will be rotated to their frozen qualification.
- ◆ Employees picking flagging positions will be forced off for all holidays that are celebrated using a Sunday schedule.
- ◆ Extraboard flagman will not be assigned out of their section's flagging boundaries.

All other reporting for duty rules are still in effect.

AMALAMATED TRANSIT UNION
LOCAL 308

CHICAGO TRANSIT AUTHORITY



AGREEMENT

THIS AGREEMENT, made this 19th day of September, 2001,
by and between the Chicago Transit Authority ("the CTA") and Amalgamated
Transit Union Local 308 ("the Union"),

WITNESSES:

WHEREAS, the CTA wishes to establish a program for administration of
rail yards; and

WHEREAS, the CTA contemplates that such administration will primarily
utilize the services of Yardmasters, which is an exempt classification, Switchmen
dual-rated as Yard Leaders, and Rail Service Supervisors, which latter two are
classifications within the Union's bargaining unit jurisdiction; and

WHEREAS, the parties wish to provide for the details of the rail yard
administration program as they relate to employees represented by the Union,
including the selection, qualification and training of Yard Leaders and Rail
Service Supervisors III, their responsibilities and compensation while providing
for the administration of rail yards, and other aspects of the program;

NOW, THEREFORE, in consideration of the above recitals, which are
incorporated by reference herein, mutual promises set forth herein and other
valuable consideration exchanged between the parties, THE PARTIES AGREE AS
FOLLOWS:

1. **YARD ADMINISTRATION** At various times, scheduled or
unscheduled, and at various locations, as set forth more fully below, CTA rail
yards will be managed by Yardmasters, Yard Leaders, Yardmaster Replacement
Leaders or Rail Service Supervisors III, as determined by the CTA. Attached
hereto as Exhibit A and incorporated by reference herein is an initial Yard
Administration Chart, listing the classification designated to manage each rail
yard on various days and at various times. This chart will be revised from time
to time. Further, this chart does not abridge, restrict or otherwise limit the
CTA's exclusive right to determine from which classification an employee is to be
assigned at any time or location, except as modified herein, and by normal
picking practices determining and affecting an individual employee's assignment
to work during the term of a pick, and by the CTA's promise that it will not
convert Yard Leader or Yardmaster positions into Supervisor III position without
the Union's agreement.

2. CLASSIFICATIONS The parties' agreements concerning the Yard Leaders ("YL") classification, its subcategory of Yardmaster Replacement Leader ("YML"), and the Supervisors III classification are set forth as follows:

A. Yard Leader ("YL")

- (1) A Yard Leader will be responsible for coordinating yard operations in a safe and efficient manner, to facilitate the timely provision of service and the needs of the Rail System Maintenance Department, in the stead of a Yardmaster during a picked or assigned shift. A Yard Leader's responsibilities do not include discipline or the issuance of direct orders, but he or she will relay orders from management, give direction to appropriate employees and report to management any rule violations and any observations necessary to improve job performance or curtail improper conduct.
- (2) A Yard Leader is not a permanent classification but is a classification in which a qualified Switchman may be dual-rated and receive a premium in the amount and under the conditions set forth below when working as a Yard Leader. A Switchman will be required to perform Switchman duties while working a Yard Leader assignment whenever the need arises.
- (3) Employees on the switching list who meet record review standards and who are otherwise qualified will be allowed to apply for Yard Leader training and will be selected for such paid training in seniority order by section, at times and in numbers determined by the CTA. Employees who successfully complete such training will be dual-rated as Yard Leaders.
- (4) All employees who have qualified as Yard Leaders prior to the execution of this agreement are hereby dual-rated as Yard Leaders, if they wish to be. Switchmen who were formerly classified as Yardmaster and/or Yard Foreman may request, through a Report to Manager, dual-rating as a Yard Leader, and will receive paid refresher Yard Leader training, and will be dual-rated as Yard Leaders upon successful completion of such training.

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- (5) Yard Leader seniority will be determined solely by employees' switching seniority. There will not be a separate Yard Leader seniority list.
- (6) Yard Leader jobs will be posted on the switching pick list, will be identified by the designation "YL" and will be picked by Switchman seniority. As of the third pick following the effective date of this agreement, a Switchman must be qualified as a Yard Leader to pick a YL job. Prior to the third pick following the effective date of this agreement, a Switchman who has not yet qualified as a Yard Leader may pick an open YL job (but must qualify as a Leader before the effective date of that pick), provided he or she is not excluded by the restrictions of the following Section (7).

In the event a Yard Leader job is unfilled as the picking process draws to a conclusion, picking practices currently in effect will be applied. Switchman who are qualified Yard Leaders and who pick a YML designation will not be required to pick a Yard Leader job also.

- (7) A Switchman with or without a Yard Leader qualification will not be allowed to pick a YL job, or be assigned to work such a job on a temporary basis, if the Switchman has received a Corrective Case Interview, until the CCI is no longer considered a reviewable part of his or her disciplinary record.
- (8) Yard Leader (YL) jobs will consist of 9.0 hours of work as described in Section 2.A.(1), above, with the ninth hour paid at the employee's classified overtime rate provided in the CTA/Union Wage and Working Conditions Agreement. In addition, a Switchman who picks a Yard Leader job will receive a premium of \$1.00 per hour worked.
- (9) Initially, the picked Yard Leader positions will be established at the following locations and times:

Des Plaines Yard	-	All Midnights
54 th Yard	-	All Midnights
O'Hare Terminal	-	Weekday AM
Rosemont Yard	-	AM/PM Sun/Sat

Rosemont Yard	-	Fri/Sat Midnights
Rosemont Yard	-	PM Weekdays
Kimball Yard	-	All Midnights
Midway Yard	-	All Midnights
63 rd /Ashland Yard	-	All Midnights
Harlem Yard	-	Fri/Sat Midnights
Linden Yard	-	AM/PM Weekdays

The Yard Leader jobs at 54th, Harlem, Kimball, Midway and 63rd/Ashland yards will be integrated into the general blue print coverage of Switchmen. The CTA will not provide additional switching jobs at those locations. Switching responsibilities will be performed by the currently allotted manpower, including the Yard Leader.

At Des Plaines, Rosemont and Linden yards and O'Hare Terminal, an additional switching job will be scheduled.

The CTA retains the right to adjust, modify, alter, eliminate or otherwise change the initial locations and times set forth above, at the beginning of any subsequent switching picks.

- (10) In the event that a Yard Leader violates General Rule 14(x) by abusing company time or poor work performance, he or she is subject to the following discipline guidelines.

- 1st violation - written warning and/or mentoring
- 2nd Violation - full day of mentoring
- 3rd Violation - individual Yard Leader retraining (unpaid)
- 4th Violation - disqualification as a Yard Leader

A disqualified Yard Leader can reapply for Yard Leader after one year, subject to management approval and unpaid training. However, employees will maintain their rights to the grievance process in these circumstances.

B. Yardmaster Replacement Leader ("YML")

- (1) A Yardmaster Replacement Leader is a sub-category of Yard Leader. To be eligible to pick a Yardmaster Replacement Leader job, a Switchman must be a qualified Yard Leader. Sections 2.A.(1) through (5) and (7) apply to the Yardmaster Replacement Leader position.
- (2) The principal function of a Yardmaster Replacement Leader is to replace an absent or otherwise unavailable Yardmaster, and perform the duties identified in Section 2.A.(1), above. The CTA retains the discretion to assign a relief Yardmaster to cover the absent Yardmaster's job or to leave the job uncovered, rather than have the Yardmaster Replacement Leader assume the absent Yardmaster's job.
- (3) Yardmaster Replacement Leader jobs will be posted on the switching pick lists with the designation "YML". Such designations will be separate entities to be picked in addition to Switchman jobs and to be worked if so directed on the same day at the same location as the Switchman job selected by an employee, but on any shift. In other words, if an employee selects a Switchman job and a YML designation, he or she may be reassigned from the selected Switchman job to work as a YML at the same location and on the same day, but not necessarily the same hours.

In the event a Yardmaster Replacement Leader job is unfilled as the picking process draws to a conclusion, picking practices currently in effect will be applied. Yard Leader positions will be filled before YML slots.

- (4) A Switchman who picks a YML designated job will receive a premium of \$2.00 per hour for each hour or fraction thereof that he or she is assigned to act in the stead of a Yardmaster. If the YML is assigned to act in the stead of a Yardmaster for a full shift, the shift will be rescheduled to be a 9.0 hour job, with the premium applicable to each hour and the ninth hour paid at the employee's classified overtime rate provided in the CTA/Union Wage and Working Conditions Agreement.

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- (5) A Yard Leader on the extra board may be assigned to act in an absent foreman's stead and receive the appropriate pay and premium if: the designated YML is not available; another Yardmaster is not assigned to fill the job.
 - (6) If the designated or extra board Yard Leader is not available to act in the stead of a Yardmaster, a qualified Switchman/Yard Leader may be assigned to the duty and receive \$2.00 per hour for each hour or fraction thereof assigned and applicable overtime pay if the totality of the employee's work exceeds eight hours in one day or forty hours in one week. (The total premium received by a YL acting as a YML will not exceed \$2.00 per hour.) If such a situation arises: a Yard Leader will not be required to work in yards other than those picked by the employee as a Switchman and/or Yard Leader.
 - (7) As of the date of this agreement, the parties contemplate that absent Yardmaster jobs will be filled exclusively by other Yardmasters at the 95th and Howard Terminals.

C. Supervisor III

- (1) Supervisor III is not a permanent classification, but rather is a classified rate of pay applicable to a Rail Service Supervisor who has qualified as a Yard Leader and who works tricks designated as Supervisor III jobs.
- (2) Supervisor III jobs incorporate the duties and responsibilities of Rail Service Supervisors and Yard Leaders (as set forth in Section 2.A(1) above) at associated terminal/yard facilities.
- (3) Rail Service Supervisors who work jobs designated Supervisor III jobs will be compensated at the Grade 11 pay rate for all hours worked in such jobs.
- (4) Present Rail Service Supervisors who have not received Yard Leader training, who pass record review criteria and who are otherwise qualified, may request Yard Leader training. The CTA will provide such paid training to present Rail Service Supervisors in seniority order at times and to the number of Rail Service

Supervisors determined by the CTA. Rail Service Supervisors who successfully complete Yard Leader training will thereafter be eligible to pick or be assigned to Supervisor III jobs.

- (5) Supervisor III jobs will be posted on the first Rail Service Supervisor pick following execution of this agreement and will be picked by normal seniority procedures. At the second pick following execution of this agreement, a Rail Service Supervisor must have successfully completed Yard Leader training to be qualified to pick a Supervisor III truck.
- (6) Henceforth, all Rail Service Supervisor trainees will be required to successfully complete Yard Leader training as part of their supervisory training program.
- (7) Initially, Supervisor III jobs will be established at the following locations and times:

63 rd /Ashland Terminal/Yard	- All AM/PM's
Harlem Terminal/Yard	- AM/PM Sun/Sat
Kimball Terminal/Yard	- AM/PM Sun/Sat
Midway Terminal/Yard	- AM/PM Sun/Sat
Forest Park Terminal/Desplaines Yard	- AM/PM/Sun/Sat

3. YL AND YML PREMIUM ADJUSTMENTS Whenever the contractual Switchman rate of pay is adjusted, either party may, within 60 days of such adjustment, inform the other party in writing that it wishes to reopen this agreement for the sole purpose of renegotiating the YL and YML hourly premiums set forth above. Upon such notice, both parties shall forthwith meet and negotiate the issue of adjustments of the aforesaid premium, reduce any resolution of this issue to writing and attach the resolution to this agreement as an amendment incorporated by reference into this agreement.

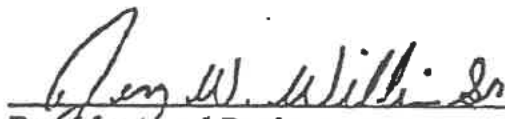
4. The Union agrees that it will not file, advance, support or assist in the prosecution of any grievance, complaint, charge, suit, or any other action or cause of action or form of action of any kind in any contractual, judicial, administrative or other forum of any kind, against the CTA, its board, chairperson, board members, officers, employees, agents, successors or assigns, concerning or arising out of this agreement, except as may be necessary to enforce the terms and conditions hereof, and will otherwise join with the CTA to reject, deny, defend against and/or oppose any such action in any forum.

5. This agreement is the sole and exclusive agreement on the subject matter hereof, replacing, negating, superseding and/or deleting any prior agreements and their terms and conditions or any other understandings between the parties. No amendment to this agreement will be effective unless reduced to writing and signed by authorized representatives of the parties hereto.

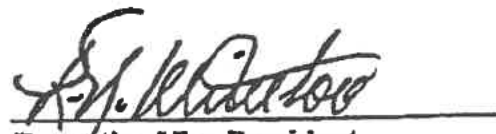
6. This agreement and its terms and conditions are not to be used as a precedent in any past, present or future matter between the parties, nor in any forum whatsoever, except as may be necessary to enforce the provisions hereof.

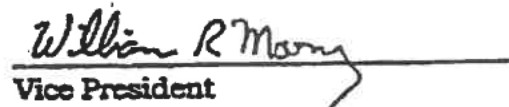
THIS AGREEMENT is executed on the date hereof by authorized representatives of the parties hereto, at Chicago, Illinois.

**AMALGAMATED TRANSIT UNION
LOCAL 308**


President and Business Agent

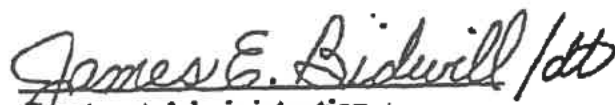
CHICAGO TRANSIT AUTHORITY


Executive Vice President
Transit Operations


Vice President
Rail Operations


Vice President
Employee Relations

Originated by:


Contract Administration

**RAIL YARD ADMINISTRATION
PROGRAM AGREEMENT**
Page 5 of 5

The following employees are either qualified yard leaders, former yardmasters or yard foremen:

BLUE LINE

Rudy Hernandez
John Perales
*Robert Parham
*Miguel Barron
Paul Michaud
*George Alvarado

7(1)(b)

RED LINE

William Murry
Pat Hastings
Milton Raspberry
Wilson Rios
C. Briggs
George Ellison
I. Mathews
Roosevelt Haymon
Mary Fields
L. Payne

7(1)(b)

ELEVATED LINE

*Danny Miller
*Eric Olavarria
*Julio Pantoja
Bernard Strickland
Wayne Young
W. Lindberg
John Terry
*Geraldine Peppers
*Wesley Richmond
*Jerry Peppers
*Larry McNeil
*Michael Kelly

7(1)(b)

RAIL INSTRUCTION

Jennifer Gant

7(1)(b)

*QUALIFIED YARD LEADER

AJydiasg

YARD ADMINISTRATION

	SUN			WK			SAT		
	AM	PM	MN	AM	PM	MN	AM	PM	MN
O'HARE				L	YM				
ROSEMONT	L	L	YM	YM	L	YM/L	L	L	L
DESPLAINES	S	S	L	YM	YM	L	S	S	L
54TH			L	YM	YM	L			
95TH	YM	YM	YM	YM	YM	YM	YM	YM	YM
HOWARD	YM	YM	YM	YM	YM	YM	YM	YM	YM
LINDEN				L	L				
KIMBALL	S	S	L	YM	YM	L	S	S	L
MIDWAY	S	S	L	YM	YM	L	S	S	L
63RD/ASHLAND	S	S	L	S	S	L	S	S	L
HARLEM LAKE	S	S	YM	YM	YM	YM/L	S	S	L

S = SUPERVISOR III
 L = LEADER
 YM = YARD MASTER
 YM/L = YARD MASTER
 LEADER FRI.

MON - THUR

AGREEMENT

THIS AGREEMENT, made and entered into this 12th day of DECEMBER, 2002 by and between the CHICAGO TRANSIT AUTHORITY ("the Authority"), and AMALGAMATED TRANSIT UNION, LOCAL 308 ("Local 308"), also referred to as 'the parties.'

WITNESSES:

WHEREAS, the Authority has received various capital improvement funding for numerous projects; and

WHEREAS, these projects require additional temporary manpower that will only be used on said capital improvement projects; and

WHEREAS, the Authority is prepared to hire part-time temporary capital employee flagmen to perform flagging work, a sub-classification within the Union's bargaining unit; and

WHEREAS, said employment would be limited to retirees who retired on or after January 1, 1994 and who were previously trained, qualified, and experienced on flag and track work; and

WHEREAS, the Union and the Authority agree that this Part-Time Temporary Capital (PTTC) Flagmen Program for Retirees would be non-precedent setting; and

WHEREAS, the Authority and Union agree that the PTTC Retiree Program for flagmen would be a worthy experiment; and

NOW, THEREFORE, in consideration of the above recitals, which are incorporated by reference herein, mutual promises exchanged herein and other valuable consideration between the parties, the sufficiency of which is hereby acknowledged, THE PARTIES AGREE AS FOLLOWS:

1. The Authority will hire CTA retirees who will work as flagmen on various capital improvement projects. These individuals will be hired as Part-Time Temporary Capital (PTTC) Flagmen.
2. To be considered, the retiree applicant must have previous training and qualifications in flag and track work. Additionally, the applicant must meet all necessary retirement incentive criteria and fulfill all of the obligations required for placement into the program as determined by the Authority. This includes, but is not limited to all medical, drug and alcohol testing, physical, training and qualification requirements.

3. Initially, the Authority intends to hire approximately twenty-five (25) flagmen for this position. The total number of flagmen will not exceed 35 such employees. The Authority offers no guarantees or commitment as to the length of time the employees will work and/or the duration of the projects. The number of employees hired shall remain within the sole discretion of the Authority. Nothing herein obligates the Authority to hire retirees for current or future capital projects. However, upon being hired, said PTTC Flagmen will become Authority employees within the Local 308 bargaining unit. As such they are required to become members of the Union.
4. The Authority and Union agree that the PTTC Flagmen program provides no guarantees to length and term of PTTC Flagmen employment. At the period in time when an employee has worked 1820 hours (An average of 35 hours per week) and/or the capital program funding concludes, the PTTC Flagmen will be required to resign or be administratively separated.
5. PTTC Flagmen's work assignments (hours, days of the week, and work locations) will be assigned and structured by the Authority. Various schedules would be set within a twenty-four (24) hour period, seven (7) days per week as determined by the Authority
6. PTTC Flagmen will have no minimum guarantees. Total work hours will not exceed eight (8) hours within any given day or thirty-five (35) hours per week. Straight time will be paid for all hours worked. An unpaid, thirty (30)-minute lunch break is provided should an employee work in excess of four (4) hours within an eight (8) hour given period.
7. PTTC Flagmen will be compensated at the current 100%, thereafter, contractual rate for the classification worked; specifically, customer assistant (conductor). The PTTC Flagmen pre-retirement Authority entered service date will determine whether or not the employee receives the restructured or non-restructured rate.
8. The retirees accepted into this program serve at the will of the Authority and do not have access to the Progressive Discipline Guidelines or to the grievance arbitration procedure. As determined by the Authority, PTTC Flagmen are required to maintain appropriate work record criteria.
9. Unless required by law, PTTC Flagmen are ineligible for any emoluments of employment such as paid holidays, shift premium, spread time, uniform/work clothing/shoe allowance, vacation, health/welfare, sick pay, F.M.L.A., etc. All PTTC Flagmen will be required to sign a Temporary Employment Waiver whereby the retiree acknowledges being hired for a temporary period of time.
10. The Authority will solicit applicants from the retirement rolls of those employees who were formerly qualified as trackmen/flagmen. Letters will be mailed on the same date to all so-qualified retirees. Future eligible retirees will be solicited at the time of retirement and/or sent letters of solicitation should a need to do so be determined by the Authority. The parties will keep in mind their mutual commitments to the Transit Board's affirmative action goals.