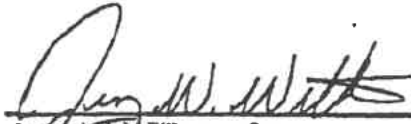


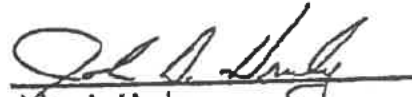
PTTC Flagman Agreement -- Page 3

11. Should either the Authority or Union desire to end this experiment at a future date, a letter of intent must be sent to the other party thirty (30) days prior to the desired program end date. In any case, this agreement shall be reviewed twelve (12) months from the date of implementation.
12. This agreement represents the full understanding of the parties. The agreement is non-precedent setting and shall not be used as a precedent in any grievance, hearing or in any legal forum whatsoever.
13. The parties agree that they have been afforded ample opportunity to review the agreement with legal counsel.
14. The agreement will be effective upon full and final signatures of all the parties.

AMALGAMATED TRANSIT UNION
LOCAL 308 .

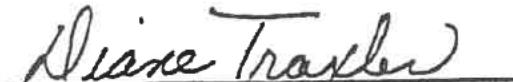

Jerry W. Williams, Sr.
President and Business Agent

CHICAGO TRANSIT AUTHORITY


John A. Hruby
Vice President, Rail Operations


Robert M. Gierul
Vice President, Employee Relations

Initiated by: -


Contract Administration

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 rail instructors to perform rail safety training for contractors; and

WHEREAS, the position of rail instructor is a 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 were previously trained, qualified, and experienced as rail instructors; and

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

WHEREAS, the Authority and Union agree that the Part-Time Temporary Capital (PTTC) Rail Instructor Retiree Program 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 to work as rail instructors who will provide rail safety training for contractors on various capital improvement projects. These individuals will be hired as PTTC Instructors.
2. To be considered, the retiree applicant must have previous training, qualification and experience in rail instruction. 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.

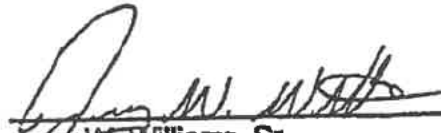
PTTC Instructor Agreement - Page 2

3. Initially, the Authority intends to hire four (4) PTTC Instructors, but will not exceed eight (8) 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 PTTC Instructors for current or future capital projects. However, upon being hired, said PTTC Instructors 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 Instructor Retiree Program provides no guarantees to length and term of PTTC Instructor 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 Instructor will be required to resign or be administratively separated.
5. PTTC Instructors' 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 hour period, seven (7) days per week as determined by the Authority.
6. PTTC Instructors will have no minimum guarantees. Total work hours will not exceed eight (8) hours per day and 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 Instructors will be compensated at the current 100%, Grade 8, thereafter, non-restructured contractual rate for the classification worked; rail instructor.
8. The retirees accepted into this program serve at the will of the Authority and do not have access to Progressive Discipline Guidelines or to the grievance arbitration procedure. As determined by the Authority, PTTC Instructors are required to maintain appropriate work record criteria.
9. Unless required by law, PTTC Instructors 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 Instructors 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 rail instructors. 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 Authority will maintain its commitment to the Transit Board's affirmative action goals.

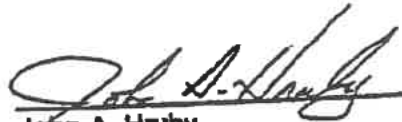
PTTC Instructor Agreement - Page 3

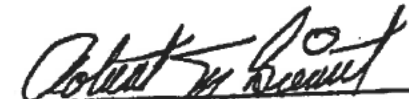
11. Should either the Authority or Union desire to end this experiment at a future date, a letter of intent must be sent to the other party thirty (30) days prior to the desired program end date. In any case, this agreement shall be reviewed twelve (12) months from the date of implementation.
12. This agreement represents the full understanding of the parties. The agreement is non-precedent setting and shall not be used as a precedent in any grievance, hearing or in any legal forum whatsoever.
13. The parties agree that they have been afforded ample opportunity to review agreement with legal counsel.
14. The agreement will be effective upon full and final signatures of all the parties.

AMALGAMATED TRANSIT UNION
LOCAL 308

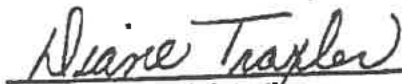

Jerry W. Williams, Sr.
President and Business Agent

CHICAGO TRANSIT AUTHORITY


John A. Hruby
Vice President, Rail Operations


Robert M. Gierut
Vice President, Employee Relations

Initiated by:


Diane Traylor
Contract Administration

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, said 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 (PTTC) Track Inspectors (Rail Operations), a sub-classification within the Union's bargaining unit, who will be responsible for maintaining on-time, safe, efficient service during capital construction and maintenance projects; 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 in flag, track work, and working with or as managerial/supervisory personnel (i.e., route managers, coordinators, rail/customer assistant supervisors, rail/track inspectors, controllers, track and capital construction); and

WHEREAS, the Union and the Authority agree that the PTTC Retiree Program for Rail Inspectors would be non-precedent setting; and

WHEREAS, the Authority and Union agree that the PTTC Retiree Program for Rail Inspectors (Rail Operations) 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 PTTC Track Inspectors (Rail Operations) on various capital improvement projects and they will be responsible for maintaining CTA service during capital construction and maintenance projects. This includes the observation of rail operations with rail controllers, route managers and rail and customer assistant supervisors as well as observation of the operation of rail service personnel. A full description of the duties and responsibilities of the PTTC Track Inspectors (Rail Operations) is attached hereto and incorporated as Attachment A.

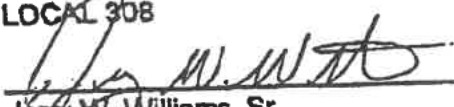
PTTC Track Inspector (Rail Operations)
Page 2

2. To be considered, the retiree applicant must have sufficient training, experience and qualifications in track operations; specifically, flag work, track work, inspection work, managerial and/or supervisory experience. 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 eight (8) PTTC Track Inspectors (Rail Operations). 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 Track Inspectors (Rail Operations) 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 Track Inspector (Rail Operations) Retiree Program provides no guarantees to length and term of 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 Track Inspector will be required to resign or be administratively separated.
5. PTTC Track Inspector (Rail Operations) 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 Track Inspectors (Rail Operations) will have no minimum guarantees. Total work hours will not exceed 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 Track Inspectors (Rail Operations) will be compensated at the current Grade 8, 100%-Thereafter, non-restructured contractual rate. Since the Track Inspector position is not formally scheduled, but rather is a designation for employees when performing certain duties (sub-classification), a formal job description does not exist. Therefore, for the purpose of this agreement only, PTTC Track Inspectors (Rail Operations) will be administratively designated as "PTTC Track Inspectors/Instructors (Job Schedule No. 3430)" for payroll purposes.

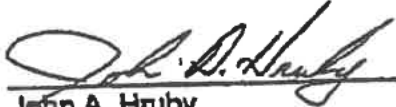
PTTC Track Inspector (Rail Operations)
Page 3

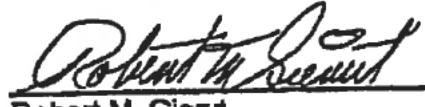
8. The retirees accepted into this program serve at the will of the Authority and do not have access to the Progressive Discipline Guidelines or to the grievance arbitration procedures. As determined by the Authority, PTTC Track Inspectors (Rail Operations) are required to maintain appropriate work record criteria.
9. Unless required by law, PTTC Track Inspectors (Rail Operations) 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 Track Inspectors (Rail Operations) 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 as specified above. 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.
11. Should either the Authority or Union desire to end this experiment at a future date, a letter of intent must be sent to the other party thirty (30) days prior to the desired program end date. In any case, this agreement shall be reviewed twelve (12) months from the date of implementation.
12. This agreement represents the full understanding of the parties. The agreement is non-precedent setting and shall not be used as a precedent in any grievance, hearing or in any legal forum whatsoever.
13. The parties agree that they have been afforded ample opportunity to review the agreement with legal counsel.
14. The agreement will be effective upon full and final signatures of all the parties.

AMALGAMATED TRANSIT UNION
LOCAL 308


Jerry W. Williams, Sr.
President and Business Agent

CHICAGO TRANSIT AUTHORITY


John A. Hruby
Vice President, Rail Operations


Robert M. Gierut
Vice President, Employee Relations

Initiated by:
Employee Relations, Contract Administration

Attachment 'A'
Part-Time-Temporary Capital Track Inspectors (Rail Operations)
Duties and Responsibilities

- Responsible for maintaining service during capital construction and maintenance projects. Responsible for handling emergencies/incidents at the construction area and communicating pertinent facts and resolution expectations to the Control Center. Prior to the arrival of management personnel at the construction site during an emergency/incident, has the authority and responsibility to clear the problem and/or restore service. If warranted, contacts the rail controller to have power removed and restored.
- In the construction area, coordinates rail operations and construction activities with rail controllers, route manager and rail and customer assistant supervisors.
- In the construction area, observes the operation of rail service and construction personnel for safety rules and compliance.
- Checks the adherence of trains to schedule and operating rules through the construction area, takes steps to prevent or clear service disruptions.
- Prepares oral and/or written reports of accidents and/or incidents. Performs other duties as assigned.
- Initiates, maintains and closes line cuts, single-track movements, reroutes and substitute service. Coordinates test train operations.
- Inspects switches to ensure that they are secured and locked in their normal positions. Flags trains past malfunctioning signals.
- Removes foreign objects from the right of way in the construction area. Reports any unsafe conditions.
- Furnish information and direction to Rail Operations personnel to changes in schedule and other standing instructions.
- Coordinates headways, delays and restoration of service with rail supervisors.
- Works only as required by capital and maintenance projects.

AGREEMENT
RAIL EXCEL PROGRAM: NEW HIRE UNDERSTANDING

This Agreement, is made and entered into this 1st day of, November 2003 by and between the CHICAGO TRANSIT AUTHORITY ("the CTA") and the AMALGAMATED TRANSIT UNION, LOCAL 308 ("the Union"), also referred to herein as "the parties."

WITNESSES

WHEREAS, on or about September 5, 2001, the parties ratified the Wage and Working Conditions Agreement which created the Rail Excel Program; and

WHEREAS, the Excel Program is a comprehensive rapid transit employee skills/knowledge enhancement program which makes pay commensurate with ability; and

WHEREAS, the Excel Program established the Excel Committee ("the committee") to observe and oversee CTA's Rail Maintenance Training's efforts to effectuate quality training for Rail Maintenance employees; and

WHEREAS, the committee recognizes the need to create a "New Hire Understanding" form of acknowledgement by new employees hired into the Rail Excel Program; and

WHEREAS, the "New Hire Understanding" appraises employees hired into the Rail Excel Program of various hiring requirements mandated by the Wage and Working Conditions Agreement between the parties; and

WHEREAS, the terms and conditions of this agreement will be incorporated as a side agreement to the parties' Wage and Working Conditions Agreement;

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

- 1) The parties agree that the attached document incorporated herein as Exhibit A and entitled "Rail Excel Program: New Hire Understanding" will be issued to all new hires and Car Servicers (i.e. Article 11.1 (f)) Car Repairer Training Program Eligibility. Specifically, the "Rail Excel Program: New Hire Understanding" must be signed by all employees hired into the program, employees transferring into the position (non-posted transfers), and employees placed into the position

Excel Program
New Hire Understanding
Page 2

through various labor agreements or arbitration awards (unless otherwise provided). Applicants and/or candidates for the position of Car Repairer who refuse to sign this acknowledgement form will be disqualified for the position.

- 2) The "Rail Excel Program: New Hire Understanding" does not apply to existing employees who meet the contractual language requirements of the Excel Program as "grandfathered" employees.
- 3) The parties agree that all Car Repairers hired on or after September 5, 2001 (the date of contract ratification and incorporation of the Excel Program) who are currently working as Car Repairers are subject to the terms and conditions of the Excel Program in accordance with the contract and as specified in the "Rail Excel Program: New Hire Understanding." Accordingly, following full execution of this agreement, those affected employees will be provided a copy of the "Rail Excel Program: New Hire Understanding" for review and signature.
- 4) Should any affected employee as specified in paragraph 3 above refuse to sign this form, the parties agree that said employee is to be immediately removed from service. Within seven calendar days of any such refusal, representatives from the Union, Rail Maintenance Operations and the Employee Relations Departments will convene in an effort to resolve said issue. Failure to resolve any such matter will result in the employee's administrative separation for failure to meet hiring requirements with no recourse to the grievance arbitration procedure.
- 5) Should an employee who initially refused to sign the New Hire Understanding and the matter is resolved by the employee's signature, the employee will be returned to work in accordance with the Rail Excel Program. The employee will not be compensated for any time lost.
- 6) The parties specifically acknowledge that this Agreement is limited to the Rail Excel Program as set forth in the parties' collective bargaining agreement. This agreement and its terms and conditions shall not in any way or manner be used as a precedent for any future projects or any other matter whatsoever unless specifically agreed to by the parties.
- 7) The parties acknowledge that they have been afforded ample opportunity to review the terms and conditions of this agreement with appropriate legal counsel.

Exhibit A

Rail Excel Program: New Car Repairer Understanding

The Authority and the Amalgamated Transit Union, Local 308 are committed to providing comprehensive training for Car Repairers to acquire advanced skills and knowledge needed to perform their current positions and to progress within the Excel Program. The following is a brief review of the structure of training during the initial forty-two (42) month training/qualifying period.

As a new Car Repairer of the Chicago Transit Authority, I _____, agree to attend all training as deemed necessary (i.e., CTA General Rule #11) by the CTA and as directed by the Authority. I also understand I must successfully complete all training and qualification administered and maintain a satisfactory work record throughout the Rail Excel, forty-two (42) month initial training/qualifying program.

I also understand that my overall performance will be reviewed at the end of each year throughout the forty-two (42) month period and prior to any Car Repairer contractual Excel Program pay increases. This evaluation will be a complete work record review, covering the following:

- Attendance at work and also at training sessions
- M-100 Work Record Review
- Work Performance and On-The-Job Training

Formal training requirements are a minimum grade of C or 75% for written testing and 100% for hands-on testing.

If a performance test is failed, it must be successfully retaken. Failure to successfully complete formal retraining will result in administrative separation from the Authority for failure to meet the hiring requirements of the Excel Program.

I understand and agree to the terms above.

Signature

Badge #

Date

Witnessed:

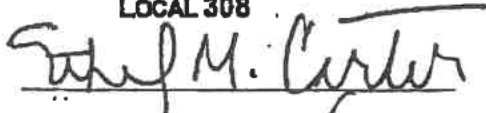
Signature

Title

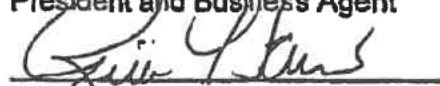
Date

Excel Program
New Hire Understanding
Page 3

AMALGAMATED TRANSIT UNION
LOCAL 308



Ethel M. Carter
President and Business Agent



Rick Harris
1st Vice President



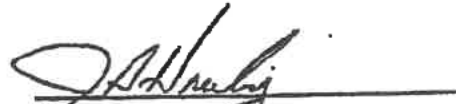
Luis Sanabria
Executive Board Member

Dated: 9-29-2003

CHICAGO TRANSIT AUTHORITY



Executive Vice President
Transit Operations



Vice President,
Rail Operations



Vice President,
Employee Relations

Dated: November 1, 2003

AGREEMENT
RAIL EXCEL PROGRAM: OVERTIME

This Agreement, is made and entered into this 1st day of, November, 2003 by and between the CHICAGO TRANSIT AUTHORITY ("the CTA") and the AMALGAMATED TRANSIT UNION, LOCAL 308 ("the Union"), also referred to herein as "the parties."

WITNESSES

WHEREAS, on or about September 5, 2001, the parties ratified the Wage and Working Conditions Agreement which created the Rail Excel Program; and

WHEREAS, the Excel Program is a comprehensive rapid transit employee skills/knowledge enhancement program which makes pay commensurate with ability; and

WHEREAS, the Excel Program established the Excel Committee ("the committee") to observe and oversee CTA's Rail Maintenance Training efforts to effectuate quality training for Rail Maintenance employees; and

WHEREAS, the committee desires to memorialize various agreements and understandings reached regarding Excel Program overtime issues; and

WHEREAS, the terms and conditions of this agreement will be incorporated as a side agreement to the parties' Wage and Working Conditions Agreement;

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

OVERTIME

The parties understand that overtime is not a guarantee. The parties also agree that it is the Authority's right to assign overtime in the case of emergency.

EXCEL POSITIONS

When overtime is available, the following methodology will be used for the Rail Excel Program positions:

- 1) The Authority will maintain a list of all Car Repairers based on car repairer seniority order. Said listing will also include each car repairers' qualified positions.

- 2) From the above list, each work location will create its own, individual "Excel Program Overtime List." The Excel Program Overtime List at the work location will indicate each respective Excel position. Those employees certified for the Excel position will be listed in car repairer seniority order within the work location (shop) for each position the employee is so qualified for. Four-hour and eight-hour overtime will be combined when assigning overtime. If an employee refuses overtime, the employee will be charged for the time and must wait until the next seniority rotation for overtime.
- 3) If a manager cannot fill the overtime with a qualified repairer, overtime will be assigned at the manager's discretion in accordance with safety rules and provisions. Route availability will be afforded preference over section and then system.

NON-EXCEL POSITIONS

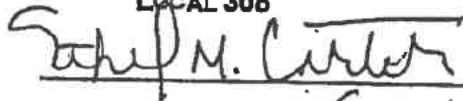
When overtime is available, the following methodology will be used for Non-Excel overtime.

- 1) The Authority will maintain a list of all Car Repairers based on car repairer seniority order.
- 2) From the above list, each work location will create its own, individual "Non-Excel 4-Hour Overtime List" and "Non-Excel 8-Hour Overtime List". Overtime will be assigned for Non-Excel premium work for each respective list based on car repairer seniority within the work location (shop). If an employee refuses overtime, the employee will be charged for the time and must wait for the next seniority rotation for overtime.
- 3) If a manager cannot fill the overtime with a qualified repairer, overtime will be assigned at the manager's discretion in accordance with safety rules and provisions. Route availability will be afforded preference over section and then system.

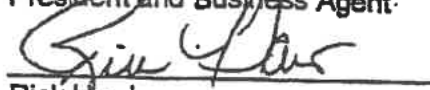
The parties specifically acknowledge that this Agreement is limited to the Rail Excel Program as set forth in the parties' collective bargaining agreement. This agreement and its terms and conditions shall not in any way or manner be used as a precedent for any future projects or any other matter whatsoever unless specifically agreed to by the parties.

The parties acknowledge that they have been afforded ample opportunity to review the terms and conditions of this agreement with appropriate legal counsel.

AMALGAMATED TRANSIT UNION
LOCAL 308



Ethel M. Carter
President and Business Agent



Rick Harris
1st Vice President



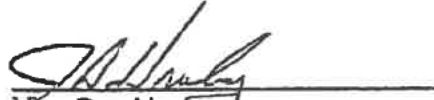
Luis Sanabria
Executive Board Member

Dated: 9-29-2003

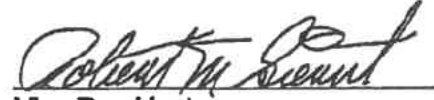
CHICAGO TRANSIT AUTHORITY



Executive Vice President
Transit Operations



Vice President,
Rail Operations



Vice President,
Employee Relations

Dated: November 1, 2003

SIDE LETTER OF AGREEMENT

This Side Letter of Agreement ("Side Letter") is entered into by and between the Chicago Transit Authority ("CTA"), Local 241 of the Amalgamated Transit Union ("Local 241") and Local 308 of the Amalgamated Transit Union ("Local 308").

WHEREAS, the above parties are signatory to the Chicago Transit Authority - Amalgamated Transit Union Local 241 and Local 308 Wages and Working Conditions Agreement effective January 1, 1996 to December 31, 1999 ("Agreement").

WHEREAS, the parties desire to clarify issues pertaining to "Block Runs".

Now therefore the parties agree as follows:

1. That with respect to Article 6 §6.3 of the Agreement:

"To qualify for overtime for his/her day off, a picked Block Run operator ("operator") must have worked his/her four scheduled work days during the work week except if the operator is absent for funeral leave, vacation, holiday, jury duty, injury-on-duty, military leave or is an elected or appointed Union official on Union business, but daily and weekly overtime shall not be duplicated."

2. That with respect to Article 8 §8.3 of the Agreement:

"To qualify for overtime for his/her day off, a picked Block Run motor operator, conductor and rapid transit operator must have worked his/her four scheduled work days during the work week except if the motor operator, conductor or rapid transit operator is absent for funeral leave, vacation, holiday, jury duty, injury-on-duty, military leave or is an elected or appointed Union official on Union business, but daily and weekly overtime shall not be duplicated."

3. Full-time Bus Operators, Motor Operators, Rapid Transit Operators and Conductors who pick a Block Run assignment or a full-time designated Block Run Extra Board operator shall receive the pay of the Block Run assignment(s). Any other full-time Bus Operators, Motor Operators, Rapid Transit Operators and Conductors who are required to work a Block Run assignment will be paid time and one-half his/her hourly rate for all time worked after 8 hours in a day and will be paid spread time if the particular assignment worked is scheduled over a longer spread than 10 hours."

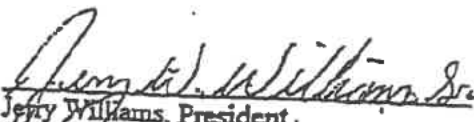
4. By execution of this Agreement, specifically paragraph 3, neither the CTA, Local 241, nor Local 308 waive any arguments, positions or rights they may have regarding the issue of

whether or not part-time operators are covered by paragraph 3 of this Agreement. Additionally, neither the CTA, Local 241, nor Local 308 waive any rights to grieve or arbitrate the foregoing issue. Any such grievance shall be arbitrated as follows:

- a. With seven (7) days of the filing of any grievance(s), the parties shall select the Impartial Chairman of the Board of Arbitration.
- b. The hearing shall commence no later than thirty (30) days after selection of the Impartial Chairman, unless extended by mutual agreement of the CTA and the respective local.
5. That with respect to Block Runs for Local 241, the parties agree to the terms of the June 25, 1997 "Block Runs - Extra Board" memo, a copy of which is attached hereto as Attachment A.


Frank Kruesi, President
Chicago Transit Authority


Isiah Thomas, President
Local 241, Amalgamated Transit Union


Jerry Williams, President
Local 308, Amalgamated Transit Union

Dated:
December 23, 1997

Original Document Date: February 6, 2007

Revised: February 15, 2007 @ 1630 hours

Revised: February 15, 2007 @ 1645 hours

Revised: March 30, 2007 @ 1707 hours

Revised: May 18, 2007 @ 1800 hours

Revised: August 9, 2007 @ 1800 hours

Revised: September 10, 2008 @ 1119 hours

Revised: August 11, 2011 @ 1400 hours

CHICAGO TRANSIT AUTHORITY

The following rules become effective April 1, 2007.

These rules are subject to change and modification as deemed necessary by the Management of Chicago Transit Authority and the President/Business Agent of Amalgamated Transit Union – Local 308.

Extra Board Rules for Block Run Terminals

1. All open block runs, picked or unpicked, shall be filled from the A.M./P.M. extra board in seniority order, consistent with the Trainman AM/PM Extra Board Assignment Procedures (#16 of the Sole Agreement) before any unscheduled work is filled.
2. Full-time extra board employees, who are assigned a block run from the extra board will only be entitled to two (2) scheduled days off per week. Scheduled days off will not default to those of the picked operator.
3. Assignments will be posted at 1630 hours and it will be the responsibility of the employee to obtain his/her next day's assignment.

Assignment Procedures for Extra Board

1. The extra board assignments must be completed by 1200 hours each day. Assignments open prior to 1200 hours will be posted by 1630 hours. Once the extra board closes for the day, any assignments that subsequently become available shall be assigned in accordance to AM/PM Extra Board Agreement.
2. All open assignments are assigned to the full-time extra board employee on a daily basis.
3. Open assignments totaling seven (7) work hours will be assigned to extra board employees. For full-time extra board employees, open assignments totaling seven (7) work hours will be treated as one (1) piece of work for assignment purposes.
4. All show-ups for full-time extra board employees are to be scheduled at a maximum of four (4) hours.
5. After full-time extra board employees, full-time temporary flagmen, part-time temporary flagmen and part-time customer assistants have been assigned, employees in the work book can be utilized.
6. Any schedule exceptions with respect to trades within the same work week (Sunday through Saturday) must be made between employees with authorization from management. Both employees would have to acknowledge their willingness to trade to management. Management will authorize the trade by the close of the next business day (Monday through Friday).



7. In the event of an error in assignment for extra board employees, the employee can be reassigned any other open piece of work within a thirty (30) minute time frame, and the employee shall receive a minimum of eight (8) hours pay. This will be considered a missed mark-up and a thirty-minute show-up.
8. In the event of an error in assignment for part-time employees, the employee can be reassigned to any other open piece of work within a two (2) hour time frame. The day's work credit will be a minimum of two (2) hours.
9. An extra board employee can be assigned a scrub (an assignment of less than seven (7) hours) and a flagging assignment. However, the total of the two (2) assignments cannot exceed thirteen (13) hours.
10. An extra board employee can be assigned a three (3) hour scrub and a four (4) hour show-up. However, there must be no more than thirty (30) minutes lapse time between the two (2) assignments. In the event that an employee is assigned a piece of work, the total hours of the assignment cannot exceed thirteen (13) hours.
11. An extra board employee can be assigned two (2) scrubs with each scrub assigned paying actual work time under seven (7) hours. However, the total of the two (2) scrubs cannot exceed thirteen (13) hours.
12. In applying Paragraphs 9, 10 and 11, the following procedures shall control: an employee cannot be required to work a work day that exceeds thirteen (13) hours from beginning to end, provided that the employee notifies the clerk immediately upon catching the piece of work that he or she wishes to be relieved from working over thirteen (13) hours, and further provided:
 - A. With respect to RTOs, an RTO shall be relieved when the RTO arrives at the terminal from which the RTO originated his/her run and there is insufficient time for the RTO to make another run and return to the originating terminal before the work day would exceed thirteen (13) hours. Where an RTO requests to be relieved from working beyond thirteen (13) hours, and no other employees from the Extra Board are available to fill the portion of the work remaining after the RTO is relieved (such portion hereinafter referred to as "the Remainder"), the manner in which the Remainder shall be filled, if management determines that the Remainder will be filled, is as follows:
 - i. By using available bargaining unit personnel through:
 - a. Filling the Remainder with employees whose names are in the work book at the work location;
 - b. Filling the Remainder with employees whose names are in the double up book at the work location;
 - c. Using a Rail Supervisor to relay the train;
 - d. Filling the Remainder with employees whose names are in the work book at other work locations;
 - e. Filling the Remainder with employees whose names are in the double up book at other work locations;
 - ii. If the work cannot be filled through any of the procedures listed in A(i), then the Remainder shall be filled through:
 - a. Using management personnel to relay the train;
 - b. Adjusting the schedule;
 - c. Annulling the run.

- B. CAs, Towermen, and Switchmen shall be relieved so they have time to travel to where they clock out before they exceed a 13-hour work day. If a CA, Towerman or Switchman requests to be relieved from a trick that would require the employee to work beyond thirteen (13) hours, and no other employees from the Extra Board are available to fill that portion of the work remaining after the CA, Towerman or Switchman is relieved, (such portion hereinafter referred to as the "Remainder") the Remainder shall be filled as follows, if management determines that the Remainder will be filled:
- i. By using available bargaining unit personnel through:
 - a. Filling the Remainder with employees whose names are in the work book at the work location;
 - b. Filling the Remainder with employees whose names are in the double up book at the work location;
 - c. Using a Rail, CA or Universal Rail Supervisor to fill the Remainder;
 - d. Filling the Remainder with employees whose names are in the work book at other work locations;
 - e. Filling the Remainder with employees whose names are in the double up book at other work locations;
 - ii. If the Remainder cannot be filled through any of the procedures listed in B(i), then, the CA, Switchman or Towerman can be required to work beyond thirteen (13) hours.
13. In the event that a flagging job cancels in less than 3.5 hours of its starting time, an employee can be placed on a four (4) hour show-up or assigned a scrub, however, the employees' work day cannot exceed his/her original finish time.
14. In the event an employee is requested to "move-up" (beginning work prior to their actual start time), the employee will be paid three (3) hours. However, this would only apply if the employee returns to their assigned and/or picked work schedule. If the employee remains on the running time of the job for which they were moved up, then they are not entitled to the three (3) hour pay for a move up. However, if the employee is instructed by Management to remain on the run to which they were moved, he/she will be paid the three (3) hours for the move up.
15. If more than one (1) employee is assigned a show-up with the same starting time, the employee with the highest seniority will be offered the first open assignment. The employee with the highest seniority will have the option to decline the assignment. The assignment will continue to be offered to employees on show-up in seniority order until such time as the job must be assigned to the employee with the least seniority.
16. Once flagmen have completed their flagging assignments, they must return to the terminal and remain on the property until their finishing time. Flagmen **must not** be released. In addition, flagmen can be assigned an additional assignment, however, the additional assignment cannot exceed the original finishing time of their flagging job.

**ADDENDUM TO THE LETTER OF UNDERSTANDING
PERTAINING TO FLAG WORKERS**

Effective February 18, 2022, the Chicago Transit Authority (“CTA”) and ATU Local 308 (“Local 308”), herein collectively referred to as the “parties” have adopted the following amendments to the Letter of Understanding Pertaining to Flagmen dated October 23, 2008 (“LOU”)

1. The job title has been updated to Flag Worker, and that title is used hereafter.
2. Paragraph 22 of the LOU is deleted and replaced with the following: Effective January 1, 2023, FTTFs will be eligible for family health care coverage.
3. Eligible FTTFs with one (1) or more years of service shall be permitted one (1) week off per year without pay. Eligible FTTFs with two (2) or more years of service shall be permitted two (2) weeks off per year without pay. Eligible FTTFs shall pick their earned, unpaid vacation at the end of the full-time vacation pick. The Authority will set the vacation week controls.

To receive this benefit, FTTFs must have reported to work as assigned at least one hundred (100) days during the preceding calendar year.

Employees injured on duty will be allowed full credit for days lost in determining the one hundred (100) day working requirement for vacation eligibility, provided that the employee worked during the calendar year. An employee's vacation time shall be used in calculating the 100-day requirement. For the purpose of determining whether the 100 hundred (100) day work requirement has been met, the Authority will count the days worked during the calendar year preceding the Vacation Plan Year (VPY).

4. Paragraph 6 of Attachment A and Paragraph 3 of Attachment B to the LOU are deleted.

CHICAGO TRANSIT AUTHORITY

**AMALGAMATED TRANSIT UNION
LOCAL 308**
