

- a. For example, an employee hired on January 1st will continue to be an FTT employee on and after July 1st, but will be able to take and be paid for the scheduled work day preceding Christmas Day, since this holiday occurs more than three months after July 1st. The employee would not be eligible for the Fourth of July holiday, since under the terms of the CTA-Union Agreement, no holiday guarantees apply for the first three months of permanent employment, and, for the purposes of the holiday benefit, the FTT employee is being treated as a permanent employee as of July 1st.
- b. For example, given the above January 1st-July 1st scenario, the FTT employee and his or her dependents are eligible for hospital and medical benefits on October 1st, just as any other employee who became permanent on July 1st.
3. As stated above, the FTT employee will not be given pension credit nor be required to make pension contributions.
4. In the event full-time permanent positions become available during the capital projects period, FTT employees with an acceptable record will be given first preference for such open positions (unless such preference would adversely affect the promotion of present full-time permanent employees, in which case the Union and the Authority will agree on a mutually acceptable method of assigning preferences). The FTT employee will be placed in the position and will be given credit for the period spent as an FTT. For example, if the employee has been an FTT for six months or more, he will immediately become a full-time permanent employee.
5. In the event that the FTT employee cannot be placed in a full-time permanent position at the time that the Capital project work to which he is assigned concludes, he or she will be required to resign or be administratively separated.

Full-Time Temporary Employees
Capital Projects
March 23, 1990
Page 3

6. Any qualified reference submitted by the Union for the FTT-Capital positions will be given first preference for hiring into those positions. Please keep in mind the Authority's affirmative action commitments.

If the above is acceptable to the Union, please so indicated by signing below.
If you have any questions, please contact me immediately.

Accepted:

Walter Bette

JEB:lf

Very truly yours,

James E. Bidwill

James E. Bidwill
Director, Contract Administration

cc: C. Lang
T. Czech
J. Marshall
G. Ward, Jr.
G. Tapling
C. Andersen
G. Kurowski

Machinists

<u>Number of Positions</u>	<u>Approximate Duration</u>	<u>Program</u>
1 FTT Machinists	4/1/90-2/1/91	2000 MINI-REHAB
8 FTT Machinists	4/1/90-5/1/91	24/2600 A/C
7 FTT Machinists	5/1/90-12/31/92	2400 C/D REHAB

TOTAL: 16

2 FTT Assembler-Helper	4/1/90-12/31/90	2000 MINI-REHAB
2 FTT Assembler-Helper	5/1/90-12/31/92	2400 C/D REHAB

TOTAL: 4

CORRECTED COPY 7/10/90

MACHINISTS (5 Employees)

Exhibit B

1. Employee Name: Michael Zwolenski
Badge No: 7(1)(b)
Entered Service Date: 11/06/89
Job Classification: Full-time temporary machinist
Capital Program

Pursuant to Agreement:
Eligible for full-time permanent benefits: 5/06/90
Eligible for holidays: 8/06/90
Eligible for hospital/medical benefits: 8/06/90
2. Employee Name: Antonio Beltran
Badge No: 7(1)(b)
Entered Service Date: 3/12/90
Job Classification: Full-time temporary machinist,
Capital Program

Pursuant to Agreement:
Eligible for full-time permanent benefits: 9/12/90
Eligible for holidays: 12/12/90
Eligible for hospital/medical benefits: 12/12/90
3. Employee Name: Vince Strickland
Badge No: 7(1)(b)
Entered Service Date: 3/12/90
Job Classification: Full-time temporary machinists
Capital Program

Pursuant to Agreement:
Eligible for full-time permanent benefits: 9/12/90
Eligible for holidays: 12/12/90
Eligible for hospital/medical benefits: 12/12/90

CORRECTED COPY 7/10/90

MACHINISTS - Continued:

Exhibit B
Page 2 of 2

4. Employee Name: Pearlina Greer
Badge No: 7(1)(b)
Entered Service Date: 12/11/89
Job Classification: Full-time temporary assembler helper
Capital Program
Rehire Date: 3/11/90
Rehire Job Classification: Full-time temporary assembler helper

Pursuant to Agreement:

Eligible for full-time permanent benefits: 6/11/90

Eligible for holidays: 9/11/90

Eligible for hospital/medical benefits: 9/11/90

Note: A Change Notice should be prepared effective 6/10/90 for Ms. Greer to resign as a FTT employee. A Hire Notice should be prepared effective 6/11/90 for Ms. Greer to transition from FTT to FTP status.

5. Employee Name: Angela McFerran
Badge No: 7(1)(b)
Entered Service Date: 10/16/89
Job Classification: Full-time temporary machinist
Capital Program
Rehire Date: 1/21/90
Rehire Job Classification: Full-time temporary assembler helper

Pursuant to Agreement:

Eligible for full-time permanent benefits: 4/16/90

Eligible for holidays: 7/16/90

Eligible for hospital/medical benefits: 7/16/90

Note: A Change Notice should be prepared retroactive to 4/15/90 for Ms. McFerran to resign as a FTT employee. A Hire Notice should be prepared retroactive to 4/16/90 for Ms. McFerran to transition from FTT to FTP.

7(1)(a)



Chicago Transit Authority

Merchandise Mart Plaza, P.O. Box 3555
Chicago, Illinois 60654
(312) 664-7200

December 10, 1990

No. 3: Inter-Union Transfers (Includes cover memo
dated 2/27/91)

Mr. Nick F. Burkard
Business Manager
International Brotherhood of Electrical Workers
Local Union #9
High Point Plaza Office Center
4415 West Harrison Street, Suite #330
Hillside, Illinois 60162

RE: Inter-Union Transfers

Dear Mr. Burkard:

In accordance with the directive of Interest Arbitrator James J. Healy in Part V, Section X and Part VI, Section XI of his September 26, 1990 Arbitration Award between the Authority and the Amalgamated Transit Union, the International Brotherhood of Electrical Workers, the Teamsters and the Metal Trades Council, this letter is written to record the agreement of the parties concerning the subject of Union-referred applicants.

The agreement is as follows:

1. a) Half of the entry-level openings within the bargaining unit jurisdiction of an individual I.B.E.W. or M.T.C. union will be posted as full-time permanent positions. First preference for filling the positions will be automatically given to present full-time permanent employees in the individual bargaining unit. If qualified candidates cannot be selected from this group, then all other qualified, full-time permanent CTA employees who have applied will be considered for the opening. If qualified candidates still cannot be found, then the position will revert to FTT status and the Authority will consider outside hires.

1. b) The remaining half of entry-level openings will be filled, as in the past, as full-time temporary positions and will be filled by outside hires.

2. In each of the CTA-M.T.C. and CTA-I.B.E.W. Wage and Working Conditions Agreement, paragraph 8 of the section titled "Temporary Employees" will be interpreted to include permanent full-time employees who transfer from positions outside of the bargaining unit jurisdiction into positions within an I.B.E.W. or M.T.C. union's bargaining unit jurisdiction. In other words, the provision under which fifty percent (50%) of open full-time temporary employee positions are conditionally reserved for Union-referred applicants will be applied to all entry-level positions within the

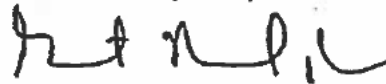
Nick F. Burkard
Page - 2 -
December 10, 1990

individual union's bargaining unit jurisdiction whether or not they are full-time permanent positions filled by an employee transferred from another CTA positions, or are full-time temporary positions filled by an outside hire. For example, a transferred employee would be considered to be a "CTA referral", unless he or she was in fact recommended for the position by the union, in which case the employee would be considered a "Union-referral" and would be counted toward satisfaction of the conditional requirement that 50% of positions would be reserved for union-referred applicants.

3. If a CTA employee transfers into a position within a particular union's bargaining unit jurisdiction, he or she will be transferred as a full-time permanent employee and retain his or her company seniority for such benefits as vacations, health and welfare, holidays and pension. His or her departmental and union seniority will begin on the day of transfer.

If the above accurately reflects the agreement between the Authority and the unions you represent as a member of the Interest Arbitration Panel, please so indicate by signing below.

Very truly yours,



Grant Ward, Jr.
Manager, Labor Relations

APPROVED:


Nick F. Burkard

GM/JEB/mrn



February 27, 1991

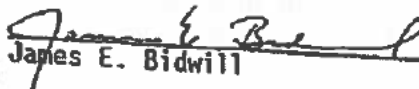
TO: See Distribution List
FROM: Director, Contract Administration
RE: Inter-Union Transfers

Attached is a letter of agreement executed by Grant Ward, Jr. as a representative of the Authority and by Nick Burkard, as interest arbitrator for the Metal Trades Council unions, the I.B.E.W. unions and the Teamsters, which satisfies Part V, Section X and Part VI, Section XI of the Healy interest arbitration award.

This agreement concerns inter-union transfers. It allows an employee in one bargaining unit to transfer to a position under the jurisdiction of another bargaining unit without the previous requirement of resigning and being rehired as a full-time temporary employee thus losing all benefits earned by years of service, such as vacation entitlement and pension credit. The agreement also protects the union's conditional right, under the "Temporary Employee" provision of the CTA-Union collective bargaining agreement, to refer applicants for 50% of open positions within its jurisdiction, by expanding that right from full-time temporary positions to all entry level positions within the bargaining unit jurisdiction of the Union.

This letter of agreement will be incorporated as an attachment to the integrated collective bargaining agreements of all affected unions, including the separately negotiated agreements with the Operating Engineers and the Bricklayers.

If you have any questions or comments, please contact me.


James E. Bidwill

JEB:ek
Attach.

cc: T. Czech
A. Gaughan
R. Gierut
E. Hill
D. Hillock

C. Lang
R. LeBron
J. Marshall
D. Martin
R. Smith

T. Stevens
G. Tapling
D. Traxler
G. Ward, Jr.
R. Winston

No. 4: FTTC Machinists Survey for Full Time
Permanent Positions

AGREEMENT

THIS AGREEMENT, made this 11th day of JULY, 1995, by and between the Chicago Transit Authority ("the Authority") and District 8, International Association of Machinists and Aerospace Workers ("the Union"),

WITNESSES:

WHEREAS, by letter of agreement dated March 23, 1990, the Authority and the Union agreed to the creation of Full-time Temporary Capital Machinists positions, and

WHEREAS, under the terms and application of this letter of agreement, employees hired in such positions were eligible for promotion to Full-Time Permanent Machinist positions if such positions were to be filled at their work location, but were ineligible to transfer to permanent positions in other work locations; and

WHEREAS, Full-time Temporary Capital Machinists (hereinafter, FTTC's) are, under the terms and application of the aforementioned letter of agreement, subject to administrative separation at the conclusion of the capital project to which they are assigned; and

WHEREAS, the parties wish to provide the possibility of additional opportunities for FTTC's to fill open, budgeted and available Machinist positions;

NOW, THEREFORE, the parties agree as follows:

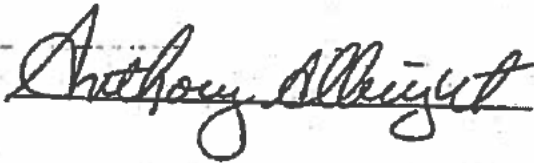
1. FTTC's with one or more years of service with the Authority shall be given the opportunity to transfer to full-time permanent Machinist vacancies in Bus Heavy Maintenance, Rail Heavy Maintenance and System Maintenance via a position survey circulated among them only after qualified full-time permanent employees have exercised their rights under established procedures to transfer to such vacant positions.
2. Any FTTC requesting a transfer pursuant to the foregoing paragraph will be processed by FTTC seniority provided their work records are acceptable and they pass a skills proficiency test.

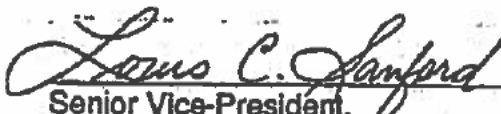
3. Notwithstanding the foregoing, any vacancy to which an FTTC is eligible to transfer pursuant to the foregoing paragraphs will be filled in accordance with existing procedures under which 50% of Machinists openings are filled by Union-referred applicants and 50% by Authority-referred applicants.
4. Any FTTC transferred pursuant to the foregoing paragraphs must remain in the full-time permanent position to which he or she has transferred for a period of not less than one year.

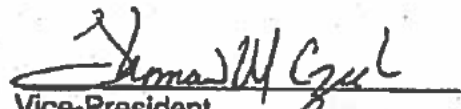
THIS AGREEMENT is executed in Chicago, Illinois.

DISTRICT 8, INTERNATIONAL
ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS

CHICAGO TRANSIT AUTHORITY




Senior Vice-President,
Operations


Vice-President,
Human Resources


General Manager,
Industrial Relations

Originated by: 
Manager,
Contract Administration

No. 5: Phase Out of Final Assembler Position
(Includes cover memo dated 1/29/96)

AGREEMENT

THIS AGREEMENT, made this 19 day of January, 1996, by and between the Chicago Transit Authority ("the Authority") and the International Association of Machinists and Aerospace Workers, District 8 ("the Union"),

WITNESSES:

Whereas, the Authority and the Union have determined it would be in the parties' mutual interest to phase out the classification of Final Assembler and subsume the work of this classification into the job duties of Machinist Journeymen and Machinist Apprentices; and

Whereas, the parties wish to protect the rights of current Final Assemblers while accomplishing the above-referenced phase-out;

NOW, THEREFORE, the parties agree as follows:

1. Employees presently classified as Final Assemblers will remain so classified until the employees resign, retire, successfully complete the Machinist Apprentice Program, or otherwise leave the classification of Final Assembler.
2. Employees who are presently classified as Final Assemblers and who choose to remain so classified will retain the duties currently described in their job description and will retain the rate of pay of Machinist Journeymen as it presently exists or as it may be adjusted in the future.
3. Through attrition of present Final Assemblers, the classification of Final Assembler will be phased out. Employees will no longer be promoted to the position of Final Assembler. As the number of Final Assemblers decreases over time, their duties will be performed by either Machinist Apprentices and/or Machinists Journeymen.
4. Employees presently classified as Final Assemblers are eligible to participate in the Machinist Apprentice Training Program and thereby become Machinist Journeymen. To participate, the employee must meet record review requirements at the time of a vacancy in the training program.
5. Eligibility for a Machinist Apprentice vacancy would be considered for employees in the following classification order: Final Assembler, Sub-Assembler, Assembler Helper. If no existing employees in these classifications are interested or qualified for the Apprentice vacancy, the Authority may post or direct hire to fill the Machinist Apprentice position. Qualification will be in classification seniority order of those who satisfy record review requirements.
6. Credit will be given as follows for participation in the Machinist Apprentice Program.
 - (a) Final Assemblers or Sub-Assemblers dual-rated as Final Assembler - two years credit. Final Assemblers will retain their classified rate of pay while participating in the program.

- (b) Sub-Assemblers with one year or more experience in the Sub-Assembler classification - one year credit. Pay rates will be frozen at the Sub-Assembler "thereafter" rate until the normal Apprentice pay rate progression exceeds the Sub-Assembler rate.
- (c) Sub-Assembler with less than one year experience in the Sub-Assembler classification - zero credit. The Sub-Assembler will go through a four year Apprentice Program
- (d) Assembler Helper - Any Assembler Helper will go through a four year Apprentice Program.

7. The number of Machinist Apprentices at Skokie Shops may be increased with the adoption of this agreement. Notwithstanding the foregoing, for the purpose of determining the ratio of Apprentices to Journeymen, Final Assemblers will be counted as Journeymen.

8. Sub-Assemblers presently dual-rated as Final Assemblers will no longer perform the work or receive the pay of Final Assembler.

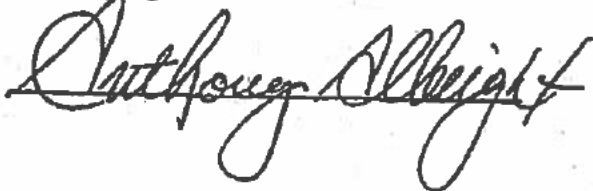
9. The Authority retains its present right to hire directly into Machinist Journeyman positions.

10. This is a complete agreement of the parties concerning the phase-out of the Final Assembler classification and the ramifications thereof. This agreement is limited to the instant issue and shall not be used as a precedent in any present or future discussion, negotiation, grievance, arbitration or other action at law or in equity in any legal or administrative forum, except as may be necessary to enforce the provisions hereof.

This Agreement is made this 14th day of January, 1995 at Chicago, Illinois.

International Association
of Machinist and Aerospace Workers
District 8

Chicago Transit Authority



William R. Morley
Senior Vice President, Rail
Operations

Sharon W. Guel
Vice President, Human Resources

Agreement
Page 3

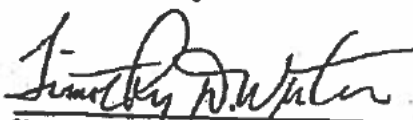


General Manager, Industrial Relations



General Manager, Rail Vehicle
Maintenance

Originated by:



Manager, Maintenance - Rail

/ls



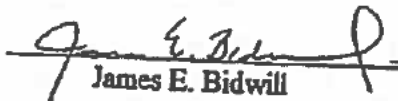
TO: Distribution Listed
FROM: Manager, Contract Administration
DATE: January 29, 1996
RE: Phase Out of Final Assembler Position

Attached is a executed agreement between the Authority and District 8, Machinists, concerning a phase out over time of the Final Assembler position.

Under this agreement:

1. Incumbent Final Assemblers will retain their title, duties and wages;
2. Employees will no longer be promoted to the position of Final Assembler. As the number of Final Assemblers decreases, their duties will be assumed by Apprentices and Journeymen;
3. Final Assemblers, Sub-Assemblers and Assembler Helpers will be eligible to apply for ~~Apprentice openings, with varying credit for service given to Final Assemblers and Sub-Assemblers;~~ Apprentices and Sub-Assemblers;
4. Sub-Assemblers will no longer be dual-rated as Final Assemblers.

Please take the necessary steps to implement this agreement.


James E. Bidwill

JEB/ab

Distribution List:

T. Czech
G. Tapling
M. Cook
L. Sanford
W. Mooney
R. Juvinall
T. Wester
cc: G. Ward, Jr.
D. Bowie
A. Ganghan
JEB Corres.
Dist 8, IAMAW Corres.

Chicago Transit Authority

Merchandise Mart Plaza - PO Box 3555, Chicago, Illinois, 60654 312-664-7200

No. 6: Steel Fabrication Shop (Job Classification and Wage Rates)

MEMORANDUM OF AGREEMENT

April 6 THIS AGREEMENT is made and executed in duplicate on *April 6*, 1983, by and between the CHICAGO TRANSIT AUTHORITY, a municipal corporation (hereinafter; for convenience, called the "Authority"), and DISTRICT 8 of the INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, AFL-CIO (hereinafter, for convenience, called the "Union").

I. Job Classifications:

- A. Effective the date of execution, the present job classification of Shopman II will not be used for future hires in the Steel Fabrication Shop (Frog Shop).
- B. Effective the date of execution, the Authority will establish the job classification of Steel Fabricator/Assembler. Said job description is attached hereto as Exhibit 'A'.
- C. Effective the date of execution, employees will be hired or transferred into the job classification of Steel Fabricator/Assembler.

II. Wage Rates and Conditions of Payment:

Effective the date of execution, all employees hired or transferred into the job classification of Steel Fabricator/Assembler will be paid as specified below:

1st 6 Months 78% of the actual paid rate of journeyman
Thereafter 85% of the actual paid rate of journeyman

- III. Effective not later than Sunday, April 17, 1983, the Authority will make the necessary arrangements to extend the twenty cent (20¢) per hour premium pay to the individuals named on the list attached hereto as Exhibit 'B'.

Memorandum of Agreement
District 8
Page 2 of 2

- IV. Effective not later than Sunday, April 17, 1983, the Authority will make the necessary arrangements to equalize the wage rate of the job classification Frog Shop Assistant Foreman, Job Schedule No. 1216, with that of the job classification Plant Equipment Maintenance Assistant Foreman, Job Schedule No. 2562.

DISTRICT 8, INTERNATIONAL
ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS

CHICAGO TRANSIT AUTHORITY

Walter Butts
Walter Butts
Business Representative

C. L. Wiksten
C. L. Wiksten
Director, Facilities
Maintenance

cc: M. Brogan
W. Butts
A. Curtis
T. Czech
W. Gaedtke
A. Gaughan
J. Johnson
F. King
P. Kole
C. Lang
J. Lawrie
P. McCarthy
T. Wolgemuth

T. Wolgemuth
T. Wolgemuth
Manager, Facilities
Engineering/Maintenance

Andrew F. Schmidt
Andrew F. Schmidt
Area Superintendent,
Contract Administration

bcc: ROC Corresp. File
AFS Corresp. File
Machinists, District 8 Corresp. File
ORIGINAL - Machinists, District 8
Expired Contract Book (AMG)

Robert O'Connor
Robert O'Connor
Manager, Labor Relations

AFS/ml
4/4/83



Chicago Transit Authority

Merchandise Mart Plaza, P.O. Box 3555
Chicago, Illinois 60654
(312) 664-7200

No. 7: Steel Fabrication Shop
(Wage Rates for Machinists)

AGREEMENT

This AGREEMENT, made this 10th day of March, 1987, by and between the CHICAGO TRANSIT AUTHORITY (hereinafter, the Authority), and DISTRICT 8 of the INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, AFL-CIO (hereinafter, the Union),

WITNESSES:

WHEREAS, the Authority and the Union are parties to a Memorandum of Agreement dated April 6, 1983, concerning job classifications and wage rates for Machinists in the Authority's Steel Fabrication Shop; and

WHEREAS, Section III of said Memorandum of Agreement provides that certain named Machinists in the Authority's Steel Fabrication Shop at the time of the execution of the Memorandum of Agreement were to receive a twenty cents (20¢) per hour pay premium; and

WHEREAS, a controversy has arisen concerning the application of the aforesaid Section III and/or the twenty cents (20¢) per hour pay premium to Machinists subsequently employed in the said Steel Fabrication Shop; and

WHEREAS, the Authority and the Union wish to resolve this controversy without recourse to the contractual grievance-arbitration process;

NOW, THEREFORE:

The parties agree as follows:

1. The Authority will make the necessary arrangements to extend the twenty cents (20¢) per hour pay premium to the five Machinists identified below, all of whom are employed in the Authority's Steel Fabrication Shop as of the date of this Agreement.
 - a. Anthony Dinella, Badge No. 7(1)(b)
 - b. Stavros Filippidio, Badge No. 7(1)(b)
 - c. Kevin Hoey, Badge No. 7(1)(b)
 - d. John Johnson, Badge No. 7(1)(b)
 - e. Anthony Zalik, Badge No. 7(1)(b)
2. The aforesaid twenty cents (20¢) per hour pay premium for the above named five employees will be made effective retroactively to the first full pay period beginning on or after June 1, 1986 and the Authority will make the necessary arrangements to pay the above named five employees the difference between the pay they earned and the pay they would have earned had the twenty cents (20¢) per hour premium pay been appended to their hourly wage since the first full pay period beginning on or about June 1, 1986.

AGREEMENT

District 8

International Association of
Machinists and Aerospace Workers

Page 2 of 2

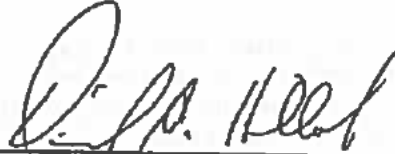
3. The aforesaid twenty cents (20¢) per hour pay premium will be paid to the five employees named in paragraph 1 for however so long as they are employed as Machinists or Machinist Leaders in the Authority's Steel Fabrication Shop.
4. No Machinist or Machinist Leader hired into or transferred into the Authority's Steel Fabrication Shop subsequent to June 1, 1986, will be eligible for or will receive the aforesaid twenty cents (20¢) per hour pay premium provided by this Agreement or the Memorandum of Agreement between the parties dated April 6, 1983.
5. Both parties agree that the twenty cents (20¢) per hour pay premium provided by this Agreement and the Memorandum of Agreement dated April 6, 1983 is not to be confused with the twenty cents (20¢) per hour pay premium for work outside the shop provided in Article II, Section 9 of the Wages and Working Conditions Agreement presently in effect between the parties, and therefore this Agreement and the Memorandum of Agreement dated April 6, 1983 do not constitute an expansion nor a limitation of the provisions of Article II, Section 9 of the aforesaid Wages and Working Conditions Agreement.

DISTRICT 8, INTERNATIONAL
ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS

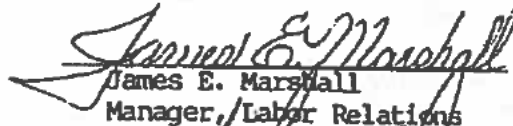


Walter Butts
Business Representative

CHICAGO TRANSIT AUTHORITY



David A. Hillock
Manager, Facilities
Engineering & Maintenance



James E. Marshall
Manager, Labor Relations



Robert Paaswell
Executive Director

No. 8: Machinist Seniority Pick
(Buildings and Grounds Division)

CHICAGO TRANSIT AUTHORITY

SENIORITY WORK PICK

FOR

BUILDINGS AND GROUNDS DIVISION MACHINISTS

- I. There will be a system pick for all active Buildings and Grounds Department Machinists. These Machinists will pick into areas determined by the Authority.
 - A. Departmental seniority will be used to place all active Machinists on a seniority list, and from this list each Machinist will pick according to his or her respective seniority date.
 1. Only Buildings and Grounds Machinist seniority will be used to determine placement on the seniority list. Therefore, seniority is determined by the date a person is classified on the payroll as a full-time permanent Journeyman Machinist in Buildings and Grounds.
 2. Foremen and Leaders will not pick, but will be assigned. See paragraph II. B., below.
 3. Apprentices will not pick and will be assigned in various areas throughout the term of the pick.
 4. For picking purposes, the seniority date of a Machinist transferring from Skokie Shops or South Shops to Buildings and Grounds will be the effective date of the transfer.
- II. There will be an initial pick in March of 1991 to go into effect in April of 1991. Thereafter, the system pick will be held once every year and will go into effect on approximately the beginning of the first full payroll period in February of the pick year, although there may be some variance from this date.
 - A. As stated above, the system pick will consist of all Buildings and Grounds, Machinists but not Foremen and Leaders during the term of the pick.
 - B. The Authority will assign Foremen and Leaders to each area prior to the posting of the pick. The Authority retains the right to reassign Foremen and Leaders during the term of the pick.
 - C. If the Authority elects to fill a Machinist position which becomes vacant during the term of a pick, it will be filled by an employee newly entering the Department, rather than by transferring an employee already in the Department who has picked.

- D. Machinists may be required during the term of a pick to work temporarily in areas other than those picked in order to give the Authority the flexibility to rearrange manpower for special projects or emergencies.
- III. As of the date of execution of this Agreement, there are three areas into which Machinists will be allowed to pick: Buildings and Grounds North; Buildings and Grounds South; and Field Support. Area designations, responsibilities and number may be changed by the Authority from time to time in the future.
- IV. In the event of any proposed significant alteration in the above procedures or in the pick itself, the Authority and the Union agree to meet and discuss the alteration before it is implemented. This provision does not in any way or manner diminish, limit or expand the contractual or legal rights of the parties.

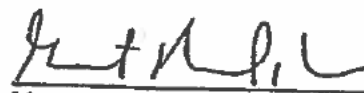
AGREED, this _____ day of _____, 1991

District 8, International
Association of Machinists
and Aerospace Workers

Chicago Transit Authority


Manager, Building and Grounds


Business Representative


Manager, Labor Relations

JB:lf

AGREEMENT

THIS AGREEMENT is made this 1st day of MARCH, 1995, by and between the Chicago Transit Authority ("the Authority") and District 8, International Association of Machinists and Aerospace Workers ("the Union"),

WITNESSES:

WHEREAS, Journeyman Machinists assigned to the Steel Fabrication Shop are, on occasion, required to perform work, such as tool making, beyond the scope of their job description; and

WHEREAS, the parties agree that the most equitable method of compensating such machinists for such work is to create an hourly premium; and

WHEREAS, the parties agree that this hourly premium is limited to specified employees in the Steel Fabrication Shop and has no effect on wage rates other than to provide this hourly premium;

NOW, THEREFORE, the parties agree as follows:

1. Employees in the Power and Way-Maintenance Department, Steel Fabrication Shop, in the classifications of Machinist Foreman, Machinist Assistant Foreman, Machinist Leader "A", and Machinist, shall receive a premium of twenty-five cents (\$.25) per hour in addition to their regular, permanent, classified hourly rate, as consideration for the occasional performance of higher-rated work.
2. This premium will be paid for all hours worked by said employees, and not limited to hours spent performing the higher rated work.
3. This premium will be retroactive to the pay period beginning on or after December 1, 1994.
4. This agreement is limited to the present matter of a premium for specified employees in the Steel Fabrication Shop and shall not be used as a precedent in any future discussions, negotiations, arbitrations or other actions in any legal or administrative forum except as may be necessary to enforce the provisions hereof.

Premium8.doc
February 8, 1995
Page 2.

THIS AGREEMENT is made this 1st day of MARCH, 1995, at
the City of Chicago, Cook County, Illinois, by

District 8,
International Association
of Machinists and
Aerospace Workers

CHICAGO TRANSIT AUTHORITY:

Walter Butts
Assistant Director

McCaenue
Vice President,
Construction and Maintenance

Sharon M. Gail
Vice President,
Human Resources

R. H. H.
General Manager,
Industrial Relations



Chicago Transit Authority

Merchandise Mart Plaza, P.O. Box 3555
Chicago, Illinois 60654
(312) 664-7200

No. 10: West Shop Capital Project

July 27, 2001

Mr. Evan Bull
Business Representative
International Association of Machinists
& Aerospace Workers
District 8
1225 South Harlem Avenue
Forest Park, Illinois 60730

Re: West Shops Capital Project

Dear Mr. Bull:

As we have discussed, the CTA has allocated capital funds to a project at West Shops, which will require the temporary addition of two employees to the Fabrication Shop.

Normally in such situations, we would seek your agreement to the temporary hiring of two machinists to fill these positions. However, since fab shop workers receive a premium, our proposal is to poll the West Shop machinists. The two most senior qualified volunteers will be placed in the fab shop for the duration of the capital program. Upon conclusion of the program, they would be returned to their former positions. If there has been an intervening pick, the CTA and the Union will agree on the fairest method of reassigning the two employees.

To backfill the positions vacated by the two temporarily assigned machinists, the CTA would like to hire two temporary employees.

The Authority cannot commit to retaining these temporary employees beyond the depletion of the capital funding. However, we recognize that the duration of the new projects is such that we could not expect full-time temporary employees to work an extended period of time without benefits. The Union and the CTA have faced similar situations in the past and have agreed on "FTTC" programs, which proved to satisfy the interests of the CTA, the Union and its members. We recommend to you a new FTTC program based on the previous agreements.

1. Employees will be hired as FTTCs and will be informed that they will be required to resign or be separated at the end of the capital project to which they are assigned if budgeted full-time permanent positions are not available in which to place them.

2. At the completion of six months, the employees' work records will be evaluated and, if acceptable, they will continue as full-time temporary employees. However,

Mr. Evan Bull
July 27, 2001
Page 2 of 3

for the purpose of benefit eligibility only (and with the exception of pension credit), they will be treated as if they had become full-time permanent employees. They will begin to receive normal vacation credit for days worked, they will become eligible for holidays under the terms of the CTA-Union Wages and Working Conditions Agreement, and they will become eligible for the full-time employees' group insurance package under the same terms as a newly hired full-time permanent employee.

- a. For example, an employee hired on January 1st will continue to be an FTTC employee on and after July 1st, but will be able to take and be paid for the scheduled work day preceding Christmas Day, since this holiday occurs more than three months after July 1st. The employee would not be eligible for the Fourth of July holiday, since under the terms of the CTA-Union Agreement, no holiday guarantees apply for the first three months of permanent employment, and, for the purpose of the holiday benefit, the FTTC employee is being treated as a permanent employee as of July 1st.
- b. For example, given the above January 1st - July 1st scenario, the FTTC employee and his or her dependents are eligible for hospital and medical benefits on October 1st, just as any other employee who became permanent on July 1st.

3. As stated above, the FTTC employees will not be given pension credit nor be required to make pension contributions.

4. In the event full-time permanent positions become available during the capital project period, FTTC employees with an acceptable record will be given first preference for such open positions (unless such preference would raise promotion and/or transfer issues, in which case the Union and the Authority will agree on a mutually acceptable method of assigning preferences). The FTTC employee will be placed in the position and will be given credit for the period spent as an FTTC toward becoming a permanent employee. For example, if the employee has been an FTTC for six months or more, he will immediately become a full-time permanent employee.

5. In the event that the FTTC employee cannot be placed in a full-time permanent position at the time that the capital project work to which he is assigned concludes, he or she will be required to resign or be administratively separated.

Mr. Evan Bull

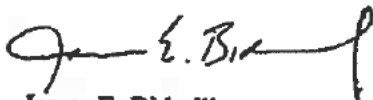
July 27, 2001

Page 3 of 3

6. Any qualified reference submitted by the Union for the FTTC positions will be given first preference for hiring into those positions. To be considered qualified, an applicant must satisfy all the criteria and fulfill all of the obligations required for placement in a journeyman position with the Authority. Please keep in mind the Authority's affirmative action commitments.

If the above is acceptable to the Union, please so indicate by signing below and returning one of the two duplicate originals to me. (The second original is for your records.) If you have any questions, please contact me immediately.

Very truly yours,



James E. Bidwill
Manager, Contract Administration
& Interpretation

Agreed:



Evan Bull
Business Representative
International Association of Machinists
& Aerospace Workers
District 8

JEB:gc

MEMORANDUM OF AGREEMENT

THIS AGREEMENT is made and executed in duplicate this 14th day of July, 1989, by and between the CHICAGO TRANSIT AUTHORITY, a municipal corporation (hereinafter, for convenience, called the "Authority"), and DISTRICT 8 of the INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, AFL-CIO (hereinafter, for convenience, called the "Union").

WITNESSES:

WHEREAS, the Authority's bus revenue equipment maintenance and repair operation is currently under contract with General Farebox, Inc.; and

WHEREAS, the Union has filed a Grievance requesting that all farebox equipment repairs be returned to District 8's jurisdiction; and

WHEREAS, the Authority and the Union wish to resolve this matter without proceeding further in the grievance/arbitration process manner;

NOW THEREFORE, the parties hereto agree as follows:

1. The Union agrees to withdraw its Grievance in this matter and will waive any and all individual or class action claims, including but not limited to suits at law, which the Union now has or may have against the Authority, the Chicago Transit Board, or any of its officers, agents, employees or assigns, arising out of the instant Grievance except as may be necessary to enforce the provisions of this Agreement.

2. In consideration thereof, the Authority agrees that on or about September 14, 1989, the contract with General Farebox, Inc. (G.F.I.) will be closed out and that effective on or about September 15, 1989, employees bargained for by District 8 will perform in-house maintenance and repair of bus revenue equipment as part of the Treasury Department, Bus Revenue Equipment Section's operation.

3. Job Classifications

A. Effective the date of execution, the Authority will establish the following job classifications:

1. Bus Revenue Equipment Field Technician (Schedule No. 4601)
2. Bus Revenue Equipment Shop Technician (Schedule No. 4599)
3. Bus Revenue Equipment Field Technician Leader (Schedule No. 4618)
4. Bus Revenue Equipment Shop Technician Leader (Schedule No. 4619)

The job descriptions for said job classifications are attached hereto as Exhibit 'A'.

B. The Authority has determined the total number of employees required to perform the functions of the Bus Revenue Equipment Field Technician (Schedule No. 4601) is determined to be twenty-nine (29) at the time of execution of this agreement.

C. The Authority has determined the total number of employees required to perform the function of the Bus Revenue Equipment Shop Technician (Schedule No. 4599) is determined to be ten (10) at the time of execution of this agreement.

D. The Authority will determine the total number of employees to be assigned and/or dual-rated as Leaders in the Bus Revenue Equipment Section.

E. The number of positions required and/or staffed and the manner of staffing will remain within the sole discretion of the Authority.

4. Wage/Progression Rates

Employees hired or transferring into the job classifications listed above after the date of execution will be paid as specified below:

A. Bus Revenue Equipment Field Technician

1- 6 mos.	70% of the actual paid rate of Journeyman Machinist
Thereafter	75% of the actual paid rate of Journeyman Machinist

B. Bus Revenue Equipment Shop Technician

1 - 12 mos.	80% of the actual paid rate of Journeyman Machinist
13 - 18 mos.	85% of the actual paid rate of Journeyman Machinist
19 - 24 mos.	90% of the actual paid rate of Journeyman Machinist
Thereafter	95% of the actual paid rate of Journeyman Machinist

C. Progression Credit

Central Counting and General Farebox, Inc. employees transferring or hired into the Bus Revenue Equipment Section prior to or effective September 15, 1989, will receive six (6) months' credit towards their pay progression.

D. Each employee assigned as a Leader of a Bus Revenue Field Technician working group, while working in and with such group, shall receive twenty cents (\$.20) per hour in excess of the classified rate for a Bus Revenue Field Technician. Each employee assigned as a Leader of a Bus Revenue Shop Technician working group, while working in and with such group, shall receive twenty cents (\$.20) per hour in excess of the classified rate for a Bus Revenue Shop Technician. An employee assigned as a Group Leader of a working group will be paid the applicable Group Leader rate, while working in and with such group for four (4) or more hours of a regular work day.

5. Staffing of Positions

A. Initial staffing will be offered to the following applicants:

1. Qualified GFI employees
2. Incumbent Fare Equipment Repairer Leader and Fare Equipment Repairer
3. Current qualified full-time permanent employees bargained for by District 8
4. Other current qualified full-time permanent CTA employees
5. Outside hires

B. GFI employees will be hired as full-time permanent employees of the Authority.

C. Outside applicants (other than GFI employees) will be hired as full-time temporary employees in accordance with Article 2, Section 3 of the CTA - District 8 Wage & Working Conditions Agreement.

D. All employees initially appointed to the Shop Technician position will be subject to a six month qualification period. If during the six month qualification period it is determined that the employee is unable to qualify as a Shop Technician, the Authority will determine the appropriate course of action. If an employee is found to be unqualified, the employee and District 8 will be notified in writing.

E. Future vacancies for the Technician positions will be filled in accordance with normal CTA practices.

6. Central Counting Employees

A. Upon execution of the Agreement, the Authority will poll the incumbent Fare Equipment Repairer Leader and Fare Equipment Repairer to determine their decision to transfer to the Treasury Department, Bus Revenue Equipment Section as a Field and/or Shop Technician.

B. The Central Counting incumbent employees opting to transfer at initial staffing will maintain their company seniority.

7. Seniority

Bus Revenue Equipment section seniority will be as follows:

1. Initial Staffing

a. Full-time permanent CTA employees bargained for by District 8, in order of company seniority.

b. All other full-time permanent CTA employees in order of company seniority as full-time permanent employees.

2. Subsequent Staffing

a. Full-time permanent CTA employees on the date of their hiring or transfer into the Section as full-time permanent employees.

3. Field Technician Pick

a. When the Bus Revenue Equipment Field Technician group is initially established, the Field Technicians will be allowed to pick in seniority order available shifts and locations.

b. Thereafter, Field Technicians who wish to transfer to a different shift and/or location will be allowed to submit a letter to supervision requesting such transfer. Such requests will be honored in the order received when an appropriate opening occurs, and management determines that the opening is to be filled. However, if there is a significant change in schedules, then a seniority pick may be held.

8. Hours of Work

Eight and one-half (8-1/2) consecutive hours, including one-half (1/2) unpaid hour for lunch, in any continuous twenty-four (24) hours, beginning at the starting time of the employee's shift, shall constitute a day's work, and five (5) days shall constitute the regular work week for all employees in this unit. The five days in a regular work week shall be consecutive to the extent practicable in the discretion of the Authority. ~~A shift premium of thirty five cents (\$.35) per hour shall be paid in addition to the straight time hourly rate for all shifts beginning at times other than the regular Bus Revenue Equipment Section day shift at the particular location.~~ Time and one-half the straight-time hourly rate shall be paid for all time worked in excess of the eight paid hours in any one day or worked in excess of forty (40) paid hours in one week, except that daily and weekly overtime shall not be duplicated. Double time shall be paid for all work done on the second scheduled day off during an employee's scheduled work week and on the days celebrated for the following holidays: New Year's Day, Good Friday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the Friday following Thanksgiving Day, the scheduled work day preceding Christmas Day and Christmas Day.

DELETED
PER
ARB. WALT
Award 2/02.

9. Work Clothes

A. Treasury Department, Bus Revenue Equipment Section employees will be required to wear Authority approved work clothes at all times while on duty.

~~B. A voucher system will be implemented for payment of the work clothing allowance.~~

DELETED PER
ARB. WALT
Award 2/02.

C. The Authority will provide technician employees initially transferring from another Authority position or hired from GFI into the Bus Revenue Equipment Section:

1. Three (3) work shirts
2. Two (2) work pants

This Subsection C is a one-time only non-precedent provision afforded only to the initially transferred/hired employees on or about September 15, 1989.

10. Honesty Testing All employees in the Treasury Department, Bus Revenue Equipment Section will be required to sign an acknowledgement that honesty testing will be administered by the Authority on a random basis or for cause.

Dated at Chicago, Illinois, this 14th day of July, 1989.

For District 8,
International Association of
Machinists & Aerospace Workers

Walter Butts
Walter Butts

Chicago Transit Authority

Clark Burrus

Clark Burrus
Chairman

Bernard J. Ford

Bernard J. Ford
Engagement Manager

James E. Marshall

James E. Marshall
Deputy Executive Director,
Human Resources/Benefit
Services

Anthony Mandolini

Anthony Mandolini
Manager, Financial Functions

Grant Ward, Jr.

Grant Ward, Jr.
Manager, Labor Relations

William C. Buetow

William C. Buetow
Manager, Treasury



August 1, 1989

TO: See Distribution Below
FROM: Grant Ward, Jr., Manager, Labor Relations
RE: District 8 Agreement - Maintenance/Repair of Bus Revenue Equipment

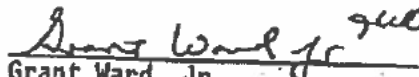
Attached please find a copy of an agreement reached between the Authority and District 8, Machinists which concerns in-house maintenance and repair of bus revenue equipment.

Following is a summary of the terms and conditions of the agreement:

1. District 8 withdraws its grievance and waives all claims/actions against the Authority.
2. The Authority will close out its contract with General Farebox, Inc. and employees bargained for by District 8 will perform farebox maintenance.
3. The agreement establishes job classifications, wage/progression rates and addresses staffing, seniority, hours of work, work clothes and honesty testing.

The Authority is taking the necessary steps to implement this agreement. In addition, Labor Relations Department is updating for distribution the wage rates schedules for the Machinists, District 8 (effective June 4, 1989) to include the new job classifications/rates. If you have any questions, please contact James Bidwill, Director of Contract Administration or Diane Traxler, Senior Contract Coordinator. Their extensions are 3420 and 3418, respectively.

In conclusion, this agreement and its implementation could not have been achieved without the cooperation and efforts put forth by the management and staff of various Authority departments. On behalf of the Treasury and Labor Relations Departments, the cooperation and assistance provided were greatly appreciated.


Grant Ward, Jr.

GW/DT:ek
Attach.

**THE CHICAGO TRANSIT AUTHORITY
POSITION DESCRIPTION**

Job Schedule #:	4601	Grade:	Hrly	Union Affiliation:	0008
Position:	Bus Rev Equip Field Technician				
Department:	Rev Equip Tech & MTCE				
Location:	Various Field Locations				
Reports To:	Bus Revenue Equipment Field Operations Coordinator				
Safety Sensitive Position:	No	Date:	May 31, 2002		

POSITION SUMMARY

Installs, troubleshoots, repairs and maintains the Authority's bus associate revenue equipment in the field.

PRIMARY RESPONSIBILITIES

	% time	
1		Troubleshoots, repairs and performs scheduled maintenance on all revenue equipment associated with the bus system.
2		Performs inspections and tests to the equipment to determine operating performance and performs adjustments to ensure accurate and proper operation.
3		Implements troubleshooting techniques to identify and isolate malfunctioning components of the system.
4		Removes bad order components and reinstalls properly functioning subassemblies into the equipment.
5		May be required to test and repair assembly.
6		Maintains accurate maintenance and inventory records on an electronic database
7		Performs audits and monitors logs associated with all equipment/keys at the location(s) assigned.
8		Installs or removes equipment on buses as required.
9		Required to pick up and deliver supplies, subassemblies or parts to various locations using Authority Van as directed.
10		Performs other duties as assigned.

MANAGEMENT RESPONSIBILITIES

Reporting to this position are the following jobs and number of incumbents:

Job Title	# Incumbents
.	

Budget responsibility for this position is:

Budget Size	Direct or Indirect Impact
.	

CHALLENGES

.

EDUCATION/EXPERIENCE REQUIREMENTS

- Required to read, interpret and modify electrical, electronic and mechanical schematic diagrams and drawings.
- Must possess a working knowledge of applicable test instruments used in performing diagnostic and function tests associated with electronic repair practices.
- Must have knowledge of the principles of operation of electronic and microprocessor controlled

equipment.

- Must possess a comprehensive working knowledge of troubleshooting techniques for electronic and microprocessor controlled equipment.
- Must possess knowledge of the processes, procedures and techniques required in the maintenance and repair of non-electrical and electro-mechanical subassemblies.
- Must possess the skills necessary to operate data processing equipment to enter, organize, retrieve and analyze maintenance related data.
- Required to possess a valid State of Illinois Driver's License.
- Must possess an Electronic Technician Associate Degree or a combination of education and experience related to this position.
- Must possess prior experience in the repair, diagnosis and maintenance of electronic and electro-mechanical equipment and apparatus.

WORKING CONDITIONS

- Works in close proximity to moving bus traffic.
- Required to work in bus garages and outdoors, subject to prevailing weather conditions.
- Subject to 24 hour call, seven days a week.
- Required to wear a Revenue Equipment Department uniform and identification card at all times while on the job.
- Required to punch -in and punch-out utilizing the Authority's time clocks.

PHYSICAL DEMANDS

- Required to lift and carry objects weighing up to 100 pounds.

EQUIPMENT, TOOLS, AND MATERIALS UTILIZED

•

THE CHICAGO TRANSIT AUTHORITY POSITION DESCRIPTION

Job Schedule #:	4599	Grade:	Hrly	Union Affiliation:	0008
Position:	Bus Rev Equipment Shop Technician				
Department:	Treasury				
Location:	Main Shop				
Reports To:	Unit Supv				
Safety Sensitive Position:	No	Date:	May 31, 2002		

POSITION SUMMARY

Troubleshoots, repairs and maintains the Authority's bus associated revenue equipment.

PRIMARY RESPONSIBILITIES

	% time	
1		Troubleshoots, repairs and performs scheduled maintenance on modules, subassemblies, printed circuit boards and electronic or electro-mechanical components associated with all Authority bus revenue equipment.
2		Performs inspections and tests to the equipment to determine operating performance and performs adjustments to insure accurate, proper operation.
3		Implements troubleshooting techniques to identify and isolate malfunctioning components of the system.
4		Removes bad order components, performs repairs as required and reinstalls repaired subassemblies into equipment.
5		Performs scheduled maintenance procedures to the equipment as required.
6		Maintains accurate maintenance records and completes maintenance inspection reports.
7		Provides shop support for field equipment repairs, modifications and updated
8		Performs repairs to data systems.
9		Required to work at field locations as directed
10		Performs other duties as assigned.

MANAGEMENT RESPONSIBILITIES

Reporting to this position are the following jobs and number of incumbents:

Job Title	# Incumbents
.	

Budget responsibility for this position is:

Budget Size	Direct or Indirect Impact
.	

CHALLENGES

.

EDUCATION/EXPERIENCE REQUIREMENTS

- Required to read, interpret and modify electrical, electronic and mechanical schematic diagrams and drawings.
- Must possess a working knowledge of applicable test instruments used in performing diagnostic and function tests associated with electronic repair practices.
- Must have knowledge of the principles of operations of the Authority's bus revenue collection equipment and data systems.

- Required to possess a comprehensive working knowledge of troubleshooting techniques for electronic and microprocessor controlled equipment including personal computers.
- Must possess a comprehensive working knowledge of the processes, procedures and techniques required in the maintenance and repair of non-electrical and electro-mechanical subassemblies associated with revenue collection equipment.
- Required to possess a thorough working knowledge of the Authority's bus revenue collection equipment, scheduled maintenance procedures and associated record and file maintenance activities.
- Required to possess a valid State of Illinois Driver's License.
- Must possess an Electronic Technician Associates Degree or a combination of education and experience related to this position.
- Required to have been in the classification of Bus Revenue Equipment Field Technician for a minimum of one year.

WORKING CONDITIONS

- Usual electronic repair shop environment.
- Occasionally required to work in bus garages and outdoors, subject to prevailing weather conditions.
- Subject to 24 hour call, seven days per week.
- Required to wear a Treasury Department uniform and identification card at all times while on the job.
- Required to job-on and job-off utilizing the Authority's data entry unit.

PHYSICAL DEMANDS

- Required to lift and carry objects weighing up to 100 pounds.

EQUIPMENT, TOOLS, AND MATERIALS UTILIZED

-



Chicago Transit Authority

Merchandise Mart Plaza, P.O. Box 3555
Chicago, Illinois 60654
(312) 664-7200

No. 12: Acknowledgement Forms, Treasury
Department, Bus Revenue Equipment
Section

August 1, 1989

RECEIVED

AUG 9 1989

LABOR RELATIONS
DEPARTMENT

Mr. Walter Butts
Business Representative
Machinists - District 8
International Association of
Machinists and Aerospace Workers
1225 South Harlem Avenue
Forest Park, Illinois 60130

Re: Acknowledgement Forms
Treasury - Bus Revenue
Equipment Section

Dear Mr. Butts:

Pursuant to Section 10 of the July 14, 1989 Memorandum of Agreement between the CTA and District 8 - Machinists, District 8 bargained for employees of the Treasury Department, Bus Revenue Equipment Section are subject to honesty testing. I have, therefore, enclosed a copy of the Honesty Testing Acknowledgement form that each applicant/employee will be required to sign during the personnel process.

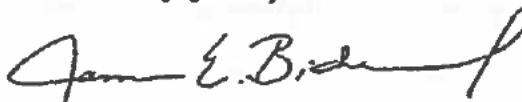
In addition, I have also enclosed a copy of the Lost Key Acknowledgement form that each applicant/employee will be required to sign during the personnel process. As discussed in our meeting with you on May 17, 1989, the Lost Key Acknowledgement form outlines the discipline process that will occur if an employee fails in his/her responsibility and a key assigned to the employee is lost.

Before the Authority implements the use of each form, your review and approval is requested. Since the hiring process is already in progress, your approval is requested no later than August 7, 1989. I have enclosed two originals for your signature, please return one original to me and retain the other original for your files.

Walter Butts
August 1, 1989
Page Two

If you have any questions or concerns, please do not hesitate to contact me at 664-7200, extension 3420 or Diane Traxler on extension 3418.

Very truly yours,



James E. Bidwill
Director, Contract Administration

APPROVED:



Walter Butts
Business Representative

JEB/DT:ek

-Encl-

cc: W. Buetow
T. Czech
W. Fudala
J. Marshall
J. Simonetti
G. Tapling
D. Traxler
G. Ward, Jr.

Chicago Transit Authority
Merchandise Mart Plaza, P.O. Box 3555
Chicago, Illinois 60654
(312) 684-7200

HONESTY TESTING ACKNOWLEDGEMENT

I, _____, an employee of the Treasury
Department, Bus Revenue Equipment Section, hereby acknowledge that I
am subject to honesty testing administered by the Chicago Transit
Authority on a random basis or for cause.

Refusal to submit to honesty testing as requested by the
Authority will lead to disciplinary action.

Employee Signature

Date: _____



Chicago Transit Authority

Merchandise Mart Plaza, P.O. Box 3555
Chicago, Illinois 60654
(312) 664-7200

LOST KEY ACKNOWLEDGEMENT

I, _____, an employee of the
Treasury Department, Bus Revenue Equipment Section, hereby acknowledge
my responsibility with regards to the security of the bus revenue
equipment key operation. I understand that if I fail in my
responsibility and a key assigned to me is lost, the following action
could be taken:

First Loss
Second Loss
Third Loss

3-5 Day Suspension
14-29 Day Suspension
Discharge

Employee Signature

Date: _____

No. 13: Bus Revenue Equipment Field Technician

AGREEMENT

This AGREEMENT, made and executed this 1st day of April, 1991, by and between the CHICAGO TRANSIT AUTHORITY (hereinafter, "the Authority") and DISTRICT 8 OF THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, AFL-CIO (hereinafter, "the Union"),

WITNESSES

WHEREAS, the Authority and the Union are parties to an agreement dated July 14, 1989, concerning bus revenue equipment repairs; and

WHEREAS, the parties wish to amend the aforementioned July 14, 1989 agreement in part to revise the wage progression for Bus Revenue Equipment Field Technicians and to provide for progression credit for any such employee if such employee should transfer to the position of Bus Revenue Equipment Shop Technician;

Now, THEREFORE, the parties agree as follows:

1. Paragraph 4.A. of the July-14, 1989 agreement will be revised to read as follows:

"A. Bus Revenue Equipment Field Technician

1 - 6 months	70% of the actual paid rate of Journeyman Machinist
7 - 12 months	75% of the actual paid rate of Journeyman Machinist
13 - 18 months	80% of the actual paid rate of Journeyman Machinist
Thereafter	85% of the actual paid rate of Journeyman Machinist"

2. A new paragraph 4.E. will be added to the July 14, 1989 agreement, to read as follows:

*E. A Bus Revenue Equipment Field Technician transferring to the position of Bus Revenue Equipment Shop Technician will receive progression credit in the following manner:

- A. A Field Technician at the 70% progression level will be immediately raised to the 80% level and will begin the Shop Technician progression without credit for months employed as a Field Technician.
 - B. A Field Technician at the 75% progression level will be immediately raised to the 80% level and will begin the Shop Technician progression with credit for months and days worked at the 75% Field Technician progression level applied toward advancement to the 85% Shop Technician progression level.
 - C. A Field Technician at the 80% progression level will be transferred at the 80% Shop Technician progression level and will receive credit for months and days worked at the 80% Field Technician progression level toward advancement to the 85% Shop Technician progression level.
 - D. A Field Technician at the 85% progression level will be transferred at the 85% Shop Technician progression level without credit for months employed as a Field Technician."
3. The above revisions will be effective the first full pay period following execution of this agreement.
 4. With the exception of the above revisions, the agreement of July 14, 1989 is otherwise unaltered and remains in full force and effect.

Dated at Chicago, Illinois, this 1st day of April,
1991.

District 8
International Association
of Machinists and
Aerospace Workers

By: Walter Butts
Business Representative

Chicago Transit Authority

By: Daniel R. Agnew
Deputy Executive Director
Finance

James Marshall
Deputy Executive Director
Industrial Relations and
Special Services

William C. Buetner
Manager
Treasury

Robert A. ...
Manager
Labor Relations

JEB/mrn
1/25/91

AGREEMENT

THIS AGREEMENT, made this 5th day of February, 1996, by and between the Chicago Transit Authority ("the Authority") and District 8, International Association of Machinists and Aerospace Workers ("the Union"),

WITNESSES:

WHEREAS, the Authority and the Union are parties to an agreement dated July 14, 1989, as amended in an agreement dated April 1, 1991, concerning bus revenue equipment repairs; and

WHEREAS, under the aforesaid agreements, Bus Revenue Field Technicians are paid at rates lower than those of Bus Revenue Shop Technicians; and

WHEREAS, the Authority presently has a need, and may have a need from time to time in the future, to assign Bus Revenue Field Technicians temporarily to Shop Technician duties; and

WHEREAS, the parties agree that a premium should be paid to Bus Revenue Field Technicians when they perform Shop Technician duties;

NOW, THEREFORE, the parties agree as follows:

1. Bus Revenue Field Technicians who are assigned to perform Shop Technician duties will receive a premium of twenty-five cents (\$.25) for each hour or fraction thereof they perform Shop Technician duties. This premium will be added to their straight-time hourly rate or overtime hourly rate, whichever applies in the particular circumstances.
2. If the Shop Technician work is to be performed on straight time, the Authority has the discretion to assign Field Technicians on the basis of the Authority's determination of their qualifications and ability. If the Shop Technician work is to be performed on overtime, qualified Field Technicians will be rotated into the work on the basis of the existing overtime policy.
3. When Field Technicians are assigned Shop Technician work, they will be subject to Shop rules, procedures, policies and hours. They will be under the direction of supervision designated by the Authority.
4. This agreement will be retroactive to January 21, 1996.
5. This is the full and complete agreement concerning the subject of a premium for Field Technicians when performing Shop Technician duties. No term or condition of this agreement will be used as a precedent in any future discussions, negotiations, grievances, arbitrations, any other actions at law or in equity, or in any legal or administrative forum, except as may be necessary to enforce the provisions hereof.

District 8
Agreement
Page 2

This agreement is made this 5th day of February, 1996, by:

*District 8, International
Association of Machinists
and Aerospace Workers*

Chicago Transit Authority

Evant Bull

Joseph C. Simonetti
General Manager
Revenue Equipment
Technology and Maintenance

William C. Becton

--- Senior Vice-President/Treasurer
Finance and Capital Management

Thomas M. Gault
Vice-President
Human Resources

Robert L. [Signature]
General Manager
Industrial Relations

Originated by:

James G. Breen
Manager
Contract Administration



EB - 2/14/2001
OK
JEB

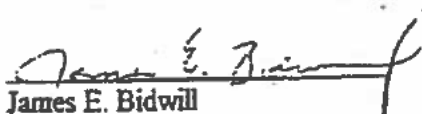
TO: Distribution List
FROM: Manager, Contract Administration
DATE: February 20, 1996
RE: Agreement Creating Premium for District 8 Field Technicians

Attached is a fully executed agreement between the Authority and District 8, International Association of Machinists, creating a premium for Bus Revenue Field Technicians when they perform Bus Revenue Shop Technician duties.

Details of this agreement are as follows:

1. The premium is \$.25 per hour for each hour or fraction thereof worked by Field Technicians performing Shop Technician duties;
2. This premium is added to the Field Technician straight time or overtime rate, whichever is applicable. In other words, the premium is added to the applicable rate and doesn't increase if the work is done on overtime;
3. Straight time work will be assigned to specific Field Technicians chosen in the discretion of the Authority. Overtime work will be rotated among all qualified Field Technicians;
4. The agreement is retroactive to January 21, 1996.

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


James E. Bidwill

JEB/ab

Distribution List:

W. Buetow
G. Kurowski
T. Czech

J. Moore
J. Simonetti
G. Tapling

cc: G. Ward, Jr.
Agreement File

A. Gaughan
JEB Corres.

Original: Expired Contract File

AGREEMENT

THIS AGREEMENT, made this 20th day of October, 1997, by and between the Chicago Transit Authority ("the Authority") and the International Association of Machinists and Aerospace Workers ("the Union"),

WITNESSES:

WHEREAS, the Authority has proposed to create the position of Treasury Equipment Specialist; and

WHEREAS, this position will be within the Union's bargaining unit jurisdiction; and

WHEREAS, the parties are in agreement that the initial placement in this position should be Kenneth Hannum, employee number 19826, presently a Fare Equipment Preparer Leader; and

WHEREAS, the parties wish to establish a pay rate for the position, and progression rates for employees who may succeed Mr. Hannum in the position, as well as other terms and conditions of employment;

NOW, THEREFORE, in consideration of the above-recitals and other promises contained herein,

THE PARTIES AGREE AS FOLLOWS:

1. The position of Treasury Equipment Specialist will be established within the bargaining unit jurisdiction of the Union. A draft job description of the position is attached hereto and incorporated by reference herein. After development of an agreed upon official job description, the draft description will be deleted and the official version attached hereto in substitution therefore, and be incorporated by reference herein.

2. The position will initially be filled by Kenneth Hannum, employee number 19826. The initial basic hourly straight time rate of pay of the position will be \$22.00 per hour. Mr. Hannum will receive the initial rate of pay retroactive to July 6, 1997.

3. For employees who succeed Mr. Hannum in the position, there shall be established a pay progression as follows:

1- 12 months in position - 95% of the top rate
13-24 months in position - 97.5% of the top rate
Thereafter - top rate

4. The top rate of the position will be increased at the same time and by the percentage equivalents of the CTA-IAM contractual increases, and the progression rates will be adjusted to maintain the progression percentages set forth in paragraph three, above.

5. Employees will be selected for future open, budgeted and approved Treasury Equipment Specialist positions in accordance with Section 2.26 of the CTA-IAM Wage and Working Conditions Agreement. The Union and the Authority will meet to determine what procedure will be adopted in the future to qualify an employee for the Treasury Equipment Specialist position and what training in the future may be necessary for an employee succeeding Mr. Hannum.

6. While it is within the Authority's discretion to fill an open position, that discretion will not extend to requiring an employee succeeding Mr. Hannum to perform the essential duties of the job without receiving the position title and pay rates provided herein.

7. This agreement is the exclusive and complete agreement between the parties hereto relating to the subject matter hereof, and no alteration of the terms and conditions of this agreement, and/or additions hereto and/or deletions herefrom shall be binding unless in writing signed by authorized representatives of the parties hereto.

8. The parties further agree and acknowledge that the terms and conditions of this agreement shall apply without exception only to the present matter and shall not be used as a precedent in any other present or future controversies between the parties hereto, or in any discussion, negotiation, complaint, grievance, arbitration or action at law or in equity, and/or in any judicial or administrative forum.

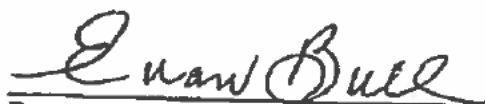
IN WITNESS WHEREOF, the parties have executed this agreement on the date hereof at Chicago, Illinois.

CHICAGO TRANSIT AUTHORITY

INTERNATIONAL ASSOCIATION
OF MACHINISTS AND AEROSPACE
WORKERS, DISTRICT 8



Sr. Vice-President
Finance and Capital Management

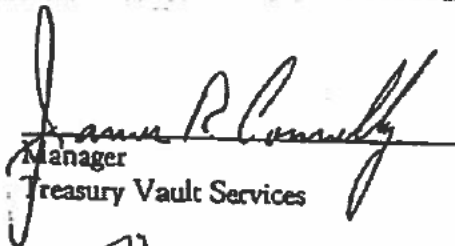


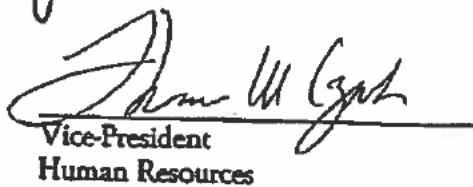
Business Representative



General Manager
Treasury

CHICAGO TRANSIT AUTHORITY


Manager
Treasury Vault Services


Vice-President
Human Resources


General Manager
Industrial Relations

JEB/ab

TITLE	AUTH LEVEL	UNION AFFIL	DATE EST YYYYMMDD	DATE REV YYYYMMDD
ASURY EQUIPMENT SPECIALIST	HRLY	DIST 8	19970506	N/A

ADMIN SECTOR: FINANCE/CAP MGMT DEPT: TREASURY
 ORTS TO: MANAGER VAULT SERVICES

LAST:
 MOVED:

DATE APPROVED:

BASIC FUNCTION:

Installs, troubleshoots, repairs and maintains the Authority's revenue counting systems and associated components.

PRIMARY DUTIES AND RESPONSIBILITIES:

- Troubleshoots, repairs and performs scheduled maintenance on modules, subassemblies, printed circuit boards and electronic or electro-mechanical components associated with revenue counting systems and equipment.
- Troubleshoots and repairs counting system network physical configuration discrepancies and identifies defective components for replacement/repair.
- Responsible for keeping accurate maintenance records and reports pertaining to responsible equipment.
- Required to fabricate specifications and drawings for counting systems and facilities upgrades, enhancements, and repairs. Submits completed forms required for Manager's approval and coordinates with trades to schedule and perform approved activities.
- Operates personal computer using standard database, spreadsheet and word processing software to prepare reports, maintain quantitative data and to file and retrieve data.
- Performs other duties as assigned.

POSITION REQUISITES:

- Required to read, interpret, and fabricate electrical, electro-mechanical and mechanical diagrams and drawings.
- Must possess a working knowledge of applicable test instruments and diagnostic procedures for performing diagnostic and function tests associated with electrical and mechanical repair practices.
- Must have a comprehensive knowledge of the principles of operation of electronic and microprocessor controlled equipment.
- Required to possess a thorough knowledge of troubleshooting techniques for electronic and mechanical equipment and systems integration.
- Must possess the skills necessary to maintain and repair non-electrical and electro-mechanical assemblies associated with revenue counting equipment.

Required to possess a comprehensive knowledge of the Authority's surface and rail counting equipment and scheduled maintenance procedures.

Required to possess the aptitude and initiative to integrate and upgrade current equipment and systems to industry standard.

Must possess the knowledge and skills necessary to competently operate personal computer systems to use and maintain business applications, such as Windows95, Windows 3.1X, Lotus 1-2-3, WordPerfect 6.1, and proprietary counting industry applications.

Required to possess a valid State of Illinois drivers license.

EDUCATIONAL REQUISITES:

Certified Journeyman Machinist



TO: Distributed List
FROM: James E. Bidwill, Contract Administration
DATE: October 24, 1997
RE: Treasury Equipment Specialist Agreement

Attached is an agreement between the Authority and District No. 8 of the Machinist Union, creating the position of Treasury Equipment Specialist, initially placing Kenneth Hannum in the position, and determining procedures applicable to successors of Mr. Hannum.

Please take the necessary action to implement this agreement.


James E. Bidwill

JEB/ab
Attachment(s)

Distribution List:
W. Buetow
D. Kruger
J. Connelly
T. Czech
G. Tapling
M. Cook
R. Reule
G. Kurowski
A. Gaughan
GAP Staff
G. Ward, Jr.

cc: Agreement File
Employee File
Dist. No. 8 Corres. File
JEB Corres.

Original: Expired Contract File



No. 16: Machinist Apprentice Vacancies

Chicago Transit Authority

Merchandise Mart Plaza, P.O. Box 3555
Chicago, Illinois 60654
(312) 664-7200

January 17, 1992

Mr. Walter Butts
Business Representative
International Association of
Machinists and Aerospace Workers
District 8
1225 South Harlem Avenue
Forest Park, Illinois 60130

Dear Mr. Butts:

On Thursday, August 29, 1991, we met at Skokie Shops regarding several issues. One issue discussed was the process which will be used to fill future Machinist Apprentice vacancies at Skokie Shops.

It is my understanding that the parties agreed on the following process:

1. Final Assemblers and Shopmen will be polled in classification seniority order. The results of any poll will remain in effect for one year.
2. Sub-Assemblers will be polled in classification seniority order, each time a vacancy occurs.
3. If no final Assemblers, Shopmen or Sub-Assemblers are interested in the apprentice vacancy, Assembler Helpers will be polled in classification seniority order, each time a vacancy occurs.

It is understood that an interested employee must meet the regular established work record criteria in order to be considered an acceptable candidate. If the work record does not allow the transfer, the employee will be placed in the applicable seniority order based on his/her classification seniority date for consideration for the next vacancy.

Mr. Walter Butts
Re: Machinist Apprentice Vacancies
Page 2

If the process outlined on the foregoing page accurately reflects the Agreement reached on August 29, 1991, please sign and return to me.

If you have any questions, please do not hesitate to contact me at 664-7200, Extension 3424.

Very truly yours,

Ann Murphy-Gaughan
Ann Murphy-Gaughan,
Superintendent, Contract Processes

ANG/ab

AGREED:

Walter Butts

Walter Butts
Business Representative

cc: J. Bidwill
L. Bratz
T. Czech
R. Gierut
R. Juvinall
G. Tapling
F. Vukovics
ANG Corres.

MACHINISTS FTTC AGREEMENT

THIS AGREEMENT is made and entered into this 31 day of March, 2005 by and between the Chicago Transit Authority ("the CTA", "the Authority") and District 8, International Association of Machinists and Aerospace Workers ("the Union", "District 8"), also referred to collectively herein as "the parties."

WITNESSES:

WHEREAS, the Chicago Transit Authority has received capital improvement funding for the Brown Line Capacity Expansion project, and

WHEREAS, this project includes the rehabilitation of 18 stations to allow berthing of eight (8) car trains and make the Brown Line ADA accessible, and

WHEREAS, this project will also enhance the Brown Line's power distribution system, signal and communication system and improve operational flexibility at key locations; and

WHEREAS, the CTA's Full Funding Grant Agreement with the federal government requires that the CTA complete the project by the end of 2009; and

WHEREAS, as a result of this funding, the Authority is prepared to hire full-time temporary capital ("FTTC") employees for positions within the Machinists District 8 bargaining unit for the duration of this project; and

WHEREAS, the Authority cannot commit to retaining these temporary employees beyond the depletion of said capital funding; and

WHEREAS, the parties wish to resolve all issues arising from the institution of the FTTC hiring program in a manner not inconsistent with the parties Wage and Working Conditions Agreement;

NOW, THEREFORE, in consideration of the above recitals, which are incorporated herein as terms and conditions of the agreement, and after consideration set forth in the following terms and conditions or otherwise exchanges by the parties, the parties agree as follows:

1. The Authority will hire full-time temporary capital (FTTC) employees within the Machinists District 8 bargaining unit.
2. The number of full-time temporary capital (FTTC) employees remains within the sole discretion of the Authority, but is presently contemplated to be three or four machinists.
3. The full-time temporary capital (FTTC) employees will be informed that they will be required to resign or be administratively separated at the end of the project and/or the depletion of said capital funds.
4. The Authority will provide the Union with notice that FTTC machinists are required and referrals submitted by the Union will constitute the primary pool of applicants for the position, provided such referred employees are qualified and the pool is diverse enough to allow the Authority to meet its affirmative action commitments. The right of final selection for said FTTC employees remains vested in the Authority.

5. At the completion of six months, the employees' work records will be evaluated and, if acceptable, they will continue as full-time temporary capital employees. However, for the purpose of benefit eligibility only (and with the exception of pension credit), they will be treated as if they had become full-time permanent employees. They will begin to receive normal vacation credit for days worked; they will become eligible for holidays under the terms of the CTA-Union Wages and Working Conditions Agreement; and they will become eligible for the full employees' group insurance package under the same terms as a newly hired full-time permanent employee.
 - a. For example, an employee hired on January 1st will continue to be an FTTC employee on and after July 1st, but will be able to take and be paid for the scheduled work day preceding Christmas Day, since this holiday occurs more than three months after July 1st. The employee would not be eligible for the Fourth of July holiday, since under the terms of the CTA-Union Agreement, no holiday guarantees apply for the first three months of permanent employment, and, for the purposes of the holiday benefit, the FTTC employee is being treated as a permanent employee as of July 1st.
 - b. For example, given the above January 1st - July 1st scenario, the FTTC employee and his or her dependents are eligible for hospital and medical benefits on October 1st, just as any other employee who became permanent on July 1st.
6. As stated above, the FTTC employee will not be given pension credit nor be required to make pension contributions.
7. In the event full-time permanent positions become available during the capital projects period, FTTC employees with an acceptable record will be given first preference for such open positions (unless such preference would adversely affect the promotion of present full-time permanent employees, in which case the Union and the Authority will agree on a mutually acceptable method of assigning preferences). The FTTC employee will be placed in the position and will be given credit for the period spent as a FTTC. For example, if the employee has been an FTTC for six months or more, he will immediately become a full-time permanent employee.
8. The terms and conditions of this agreement apply without exception only to the present subject matter and are the sole and exclusive agreement of the parties on this subject matter. The CTA and the Union specifically agree that this agreement and its terms and conditions shall not in any way or manner be used as a precedent in any present or future matter between the parties, nor in any presentation, discussion, issue, complaint, grievance, arbitration, action at law or in equity, nor in any judicial, legislative, administrative or public forum, except as necessary to enforce the provisions hereof.

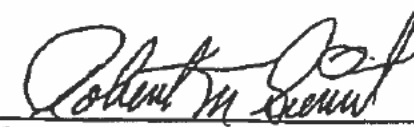
9. This agreement shall be effective only upon full execution by the parties listed below.

This agreement is signed on the dates specified in Chicago, Illinois.

FOR THE UNION


Carl Gallman

FOR THE CHICAGO TRANSIT AUTHORITY


Robert M. Gierut
Vice President, Employee Relations


Mark Maloney
Vice President, Facilities Maintenance


Susan Plassmeyer
Executive Vice President
Construction, Engineering & Facilities

DATED: 1-26-05

DATED: _____

RMG/ab

Full-Time Temporary Capital ("FTTC") Agreement – West Shop

THIS AGREEMENT is made and entered into this 10th day of July 2008 by and between the Chicago Transit Authority ("the CTA", "the Authority") and District 8, International Association of Machinists and Aerospace Workers ("the Union", "District 8"), also referred to collectively herein as "the parties."

WITNESSES:

WHEREAS, the Chicago Transit Authority has received capital improvement funding for projects within the West Shop Fabrication Shop; and

WHEREAS, as a result of the funding, the CTA is prepared to hire full-time temporary capital ("FTTC") employees for positions within the Machinists District 8 bargaining unit for the duration of this project; and

WHEREAS, the CTA anticipates that said capital projects will require the hiring of two (2) full-time temporary capital ("FTTC") journeyman machinists to the fabrication shop; and

WHEREAS, the CTA cannot commit to retraining these employees beyond the depletion of said capital funding; and

WHEREAS, in previous situations, the Authority and District 8 have agreed to hire full-time temporary capital (FTTC) employees to fill capially funded positions; and

WHEREAS, the Wage and Working Conditions Agreement between the CTA and the Machinists' District 8 ("the CBA"), provides that eligible employees "...shall receive a premium of twenty-five cents (\$.25) per hour in addition to their regular, permanent (emphasis added), classified hourly rate..." and

WHEREAS, the parties wish to resolve all issues arising from the institution of the FTTC hiring program in a manner not inconsistent with the parties Wage and Working Conditions Agreement;

NOW, THEREFORE, in consideration of the above recitals, which are incorporated herein as terms and conditions of the agreement, and after consideration set forth or otherwise exchanged by the parties, the parties agree as follows:

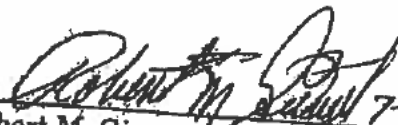
1. The CTA will hire two (2) full-time temporary capital ("FTTC") journeyman machinists to work in CTA's steel fabrication shop.
2. The total number of FTTC machinists hired remains within the sole discretion of the CTA, but staffing is initially determined to be two (2) FTTC employees.
3. FTTC machinists will be compensated at the hourly rate specified in the CBA; currently, \$25.987 per hour. FTTC capital employees are ineligible for the twenty-five cent (\$.25) frog shop premium.
4. The FTTC employees will be informed that they will be required to resign or be administratively separated at the end of the project and/or the depletion of said capital funds.
5. The CTA will provide the Union with notice that FTTC machinists are required and referrals submitted by the Union will constitute the primary pool of applicants for the position, provided such referred employees are qualified and the pool is diverse enough to allow the CTA to meet its affirmative action commitments. The right of final selection for said FTTC employees remains vested in the CTA.
6. After the completion of six (6) months, the employees' work records will be evaluated and, if acceptable, then they will continue as full-time temporary employees. However, for the purpose of benefit eligibility only (and with the exception of pension credit), they will be treated as if they had become full-time permanent employees. They will begin to receive normal vacation credit for days worked. They will become eligible for holidays under the terms of the CBA and they will become eligible for the full-time employees group insurance package under the same terms as a newly hired full-time permanent employee.
 - a. For example, an employee hired on January 1st will continue to be an FTTC employee on and after July 1st, but will be able to take and be paid for the scheduled work day preceding Christmas Day, since this holiday occurs more than three months after July 1st. The employee would not be eligible for Fourth of July holiday, since under the terms of the CBA, no holiday guarantees apply for the first three months of permanent employment, and, for the purposes of the holiday benefit, the FTTC employee is being treated as a permanent employee as of July 1st.

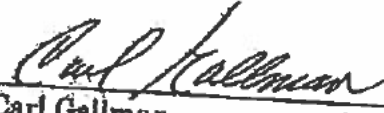
- b. For example, given the above January 1st-July 1st scenario, the FTTC employee and his or her dependents are eligible for hospital and medical benefits on October 1st, just as any other employee who became permanent on July 1st.
- 7. As stated above, the FTTC employee will not be given pension credit nor be required to make pension contributions.
- 8. In the event full-time permanent machinist positions become available in the Facilities Maintenance Department during the capital project period, FTTC employees with an acceptable record will be given first preference for such open positions (unless such preference would adversely affect the promotion of present full-time permanent or full-time temporary operating employees, in which case the Union and the Authority will agree on a mutually acceptable method of assigning preferences). The FTTC employee will be placed in the position and will be given credit for the period spent as an FTTC toward becoming a permanent employee.
 - a. For clarification purposes, full-time permanent machinists and full-time temporary operating machinists (non capital) would be offered positions in the frog shop in accordance normal and customary procedures before any FTTC machinist.
- 9. Should, at the end of the capital program no position is available for the FTTC machinists' employees, the employees will be required to resign or be administratively separated.
- 10. The terms and conditions of this agreement shall apply without exception only to the present subject matter and are the sole and exclusive agreement of the parties on the subject matter. The CTA and the Union specifically agree that this agreement and its terms and conditions shall not in any way or manner be used as a precedent in any present or future matter between the parties, nor in any presentation, discussion, issue, complaint, grievance, arbitration, action at law or in equity, nor in any judicial, legislative, administrative or public forum, except as necessary to enforce the provisions hereof.
- 11. This agreement shall be effective only upon full execution by the parties listed below.

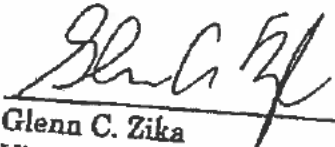
This agreement is signed and dated as specified below in Chicago, Illinois.

Chicago Transit Authority

Machinists, District 8


Robert M. Gierut date 7-12-06
Vice-President,
Employee Relations


Carl Gallman, date 7/10/06
Directing Business Representative


Glenn C. Zika date 7/18/06
Vice President - Engineering

~~AGREEMENT-FIELD/SHOP TECH.~~

THIS AGREEMENT (the "Agreement") is made and entered into on this 8th day of March 2007, by and between the CHICAGO TRANSIT AUTHORITY (the "CTA"), and DISTRICT 8 of the INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, AFL-CIO (the "Union"); also referred to as "the parties."

WITNESSETH

WHEREAS, the CTA and the Union are parties to various agreements, arbitration awards, and the Wage and Working Conditions Agreement (the "CBA") which concern, but are not limited to, the CTA's bus revenue equipment maintenance and repair operation; and

WHEREAS, the parties have reached understandings which they wish to memorialize concerning the Bus Revenue Equipment Field and Shop Technicians within the Bus Revenue Equipment Technology Department; 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. Change in "Thereafter" Wage Rate for Field Technician: Retroactive to January 7, 2007, the "Thereafter" rate for the Bus Revenue Equipment Field Technician will be changed from 90% to 95% of the actual paid rate of Journeyman Machinist. Therefore, the contractual wage rate schedule, "Machinists, District 8, Rate Schedule I" will be modified to reflect the following rates:

	Basic Hourly Rate	-----Total Paid----- BiWeekly	Hourly
Bus Revenue Equipment Field Technician			
1- 6 months	20.023	1,601.84	20.023
7-12 months	21.453	1,716.24	21.453
3-18 months	22.883	1,830.64	22.883
Thereafter	27.153	2,172.24	27.153

The above rates are subject to changes in accordance with the CBA.

The CTA agrees to begin compensating the "Thereafter" rate within two (2) full pay periods following full execution of this Agreement. Retroactive pay (from January 7, 2007 through the date that the new "Thereafter" rate takes effect) will be compensated within two (2) full pay periods following the pay period that the new "Thereafter" rate was paid.

2. Elimination of Premium: Effective the first full pay period following full execution of this Agreement, the premium of twenty-five cents (\$.25) for each hour or fraction thereof paid to Bus Revenue Equipment Field Technicians who are assigned to perform Shop Technician duties will be eliminated.
3. Shop Technician Pay Rate: By verbal agreement on June 30, 2006, the parties agreed that the job progression for Shop Technician would be waived until further notice. The following memorializes this agreement:
 - a) A Field Technician promoted to Shop Technician will be compensated at the "Thereafter" rate for Shop Technician. The "Thereafter" rate represents 100% of the actual paid rate of Journeyman Machinist.
 - b) A Shop Technician who is hired or entering the bargaining unit will be required to follow the percentage progression scale of 80% for 1-12 months; 85% for 13-18 months; 90% for 19-24 months and 100% Thereafter.
4. Campaign Program Experiment: Effective the first full pay period following full execution of this Agreement, the CTA may use any Field Technician or Shop Technician for campaign at the employee's regular classified rate. As soon as practicable following six (6) months from the start of the program, the CTA and the Union agree to meet to review and address issues concerning the continuation of the program on an experimental or permanent basis. However, within the six (6) month experiment period, either party may request a review concerning utilization of the program. Should the parties fail to meet after the scheduled six (6) month time frame, the experiment will continue until either party formally notifies the other of its withdrawal from the program or the parties meet to modify or end the program.
5. This Agreement, and its terms and conditions, are limited to the subject matter hereof and shall not be used as a precedent in any present or future matter between the parties except as may be necessary to enforce the provisions hereof.
6. This Agreement sets forth the entire understanding between the CTA and District 8 with respect to the subject matter of this Agreement and is the final expression of the Agreement between the CTA and the Union. This Agreement cannot be contradicted by evidence of any prior or contemporaneous oral statements. This Agreement may be modified only by written amendment signed by the CTA and the Union.

7. The parties agree that this Agreement is being freely and voluntarily given by each without any duress and coercion after having carefully and completely read all of its terms and provisions and after having been afforded the opportunity to consult with legal counsel.
8. The "WHEREAS" clauses at the beginning of this Agreement are covenants and representations, and not more recitals.

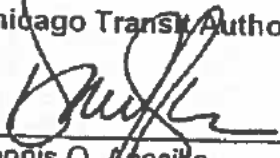
IN WITNESS WHEREOF, the parties have executed this Agreement on the date hereof at Chicago, Illinois.

International Association of
Machinists & Aerospace Workers,
District No. 8

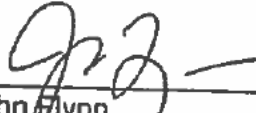

Carl Gallman
Directing Business Representative

Date: 2-12-07

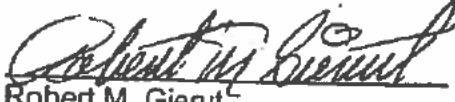
Chicago Transit Authority


Dennis O. Krosike
Senior Vice President/Treasurer,
Budget/Capital Finance

Date: 3-8-07


John Flynn
Vice President,
Technology Management

Date: 2-27-07


Robert M. Gierut
Vice President,
Employee Relations

Date: 2-12-07

**AGREEMENT BETWEEN THE CTA CRAFT COALITION AND THE CHICAGO
TRANSIT AUTHORITY REGARDING PROJECT LABOR AGREEMENTS**

The Chicago Transit Authority ("CTA") and the labor organizations that bargained as a Coalition in the negotiations that resulted in the Wage and Working Conditions Agreements with the stated expiration dates of December 31, 2016 ("Craft Coalition") hereby agree as follows:

In order to insure the timely, orderly and uninterrupted completion of work without labor disputes, and to reduce job site friction, CTA and each Craft Union agree as follows during the term of this Agreement:

To the extent permitted by law, in the event the CTA, either directly or indirectly through a contractor or construction manager, undertakes construction work within the trade/craft jurisdiction of a member of the CTA Craft Union Coalition to be done at the Site of construction or off-site solely for installation at the Site as defined in and permitted by the National Labor Relations Act, owned, leased or controlled by the CTA, each affected Coalition Union shall receive thirty (30) days advance notice prior to the CTA's undertaking except in the case of emergency, the CTA shall perform or require the performance of such work by a person, firm, or company signatory or willing to become signatory for the purposes of the CTA Project to an existing labor agreement with the Coalition Union or a union with the appropriate trade/craft jurisdiction located in the geographic area served by the CTA. Said agreement shall be included in all requests for bids and/or proposals in accordance with CTA written policy, contracts or subcontracts of whatsoever tier by all contractors or subcontractors.

This agreement is subject to the approval by the Chicago Transit Board.

This agreement does not apply to contracts previously awarded entered into or advertised prior to the date of this agreement.

CHICAGO TRANSIT AUTHORITY

CRAFT COALITION

By: 

By: 

Date: _____

Date: 10-25-12