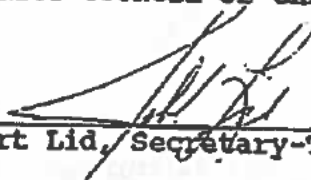
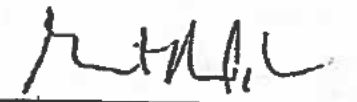


WHEELCHAIR LIFT PREMIUM
AGREEMENT - CTA & LOCAL 1027
_____, 1993

CHICAGO AND NORTHEAST ILLINOIS
DISTRICT COUNCIL OF CARPENTERS


Dennis Milicevic
General Manager
Bus Heavy Maintenance


Robert Lid, Secretary-Treas.


Grant Ward, Jr.
General Manager
Industrial Relations

No. 6: Full-Time Temporary Employees for Capital
Projects (FTTC)



Chicago Transit Authority

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

June 17, 1999

JH MC
10-7-02

Mr. James Kasmer, Sr.
Assistant to the President
Chicago and Northeast Illinois District Council
United Brotherhood of Carpenters and Joiners of America
12 East Erie Street
Chicago, Illinois 60611

Re: Full-Time Temporary Employees
for Capital Projects (FTTC)

Dear Mr. Kasmer:

As we have discussed, the Authority has received capital improvement funding for numerous projects at Skokie Shops.

As a result of this funding, the Authority is prepared to hire full-time temporary employees for positions within the Union's bargaining unit. At this time, the number of employees needed is expected to be five and the duration of the projects is expected to exceed two years.

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 faced a similar situation in 1990 and agreed on a "FTTC" program, 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 1990 agreement.

1. Employees will be hired as FTTC's 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, 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 projects 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. 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.
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.

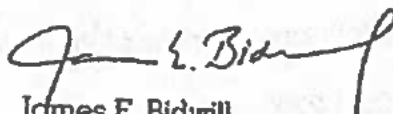
James Kasmer, Sr.

Page 3

June 17, 1999

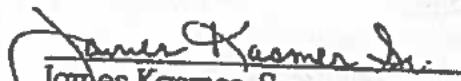
If the above is acceptable to the Union, please so indicate by signing below and returning one of the two duplicate originals to me. (The second original is for your records.) If you have any questions, please contact me immediately.

Very truly yours,



James E. Bidwill
Contract Administration

JEB/as



James Kasmer, Sr.

Assistant to the President

Chicago and Northeast Illinois District Council

United Brotherhood of Carpenters and Joiners of America

No. 7.: Presently Employed FTTCs



Chicago Transit Authority

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

June 28, 1999

JAK Rfc
10-7-02

Mr. James Kasmer, Sr.
Assistant to the President
Chicago and Northeast District Council of
Carpenters
United Brotherhood of Carpenters and Joiners of America
12 East Erie Street
Chicago, Illinois 60611-2796

Re: Presently Employed FTTC's

Dear Mr. Kasmer:

In response to your letter of June 23, 1999, the Authority declines your request that we pay into the Carpenters Health, Welfare and Pension plans.

We accept your request that the three employees hired under our earlier, short-term FTTC agreement be placed under the terms and conditions of our letter of agreement dated June 17, 1999. Further, they will be given full credit for all time worked from their original date of hire as FTTC's toward the sixth month benefit eligibility date set forth in the June 17th letter.

However, I must emphasize that no one in the FTTC program will become eligible for benefits after six months unless they satisfy record review criteria. Those who don't satisfy this criteria will be administratively separated after no longer than six months of employment. The three presently employed FTTC's are subject to this requirement.

If you have any questions, comments or objections, please contact me at your earliest convenience.

Very truly yours,

A handwritten signature in dark ink, appearing to read "James E. Bidwill". The signature is fluid and cursive, with a long, sweeping underline.

James E. Bidwill
Contract Administration

JEB/ls

No. 8: Bus Body/Chassis Specialist



Chicago Transit Authority

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

JK *JJC*
10-7-02

March 27, 2002

Mr. James Kasmer, Sr.
Business Agent
United Brotherhood of Carpenters & Joiners of America
Carpenters Local 1027
12 E. Erie Street
Chicago, Illinois 60611-2796

Re: Bus Body/Chassis Specialist

Dear Mr. Kasmer:

This is to memorialize our discussions and meeting of March 12, 2002 concerning the above-captioned matter. Specifically, the Authority and the Carpenters' District Council have agreed to establish the position of Bus Body/Chassis Specialist. The terms and conditions of this agreement are as follows:

- The Authority will establish the classification of Bus Body/Chassis Specialist within the jurisdiction of Carpenters District Council (Local 1027).
- The classification of Bus Body/Chassis Specialist is established as a monthly rated position. The position is to receive compensation at the same contractual rate as a Carpenter Foreman.
- The primary duties and responsibilities of the Bus Body/Chassis Specialist are to examine, inspect, estimate, and recommend repairs to bus body/chassis work on CTA buses. The position is considered a working position. As such, the Bus Body/Chassis Specialist may be required to inspect, rebuild and/or repair buses and other equipment. The position description is attached as Exhibit A and incorporated herein.
- The Bus Body/Chassis Specialist is a Safety Sensitive Position. Accordingly, all incumbents are subject to the Authority's and Federal Transportation Administration's rules, regulations and guidelines regarding Safety Sensitive Positions.
- The Authority intends to immediately staff one (1) position as a Bus Body/Chassis Specialist. However, the Authority retains its right to determine whether or not this position should be staffed and/or the number of positions that will be staffed.

Page 2
Bus Body/Chassis Specialist
March 27, 2002

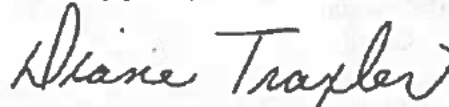
- In accordance with the Union's request, the Authority and Union agree that Carpenter Dennis W. Rohe, Badge No. 30320 will be transferred to the initial position of Bus Body/Chassis Specialist. This transfer will take place retroactive to January 1, 2002 upon full execution of this agreement. Any questions concerning the method and/or staffing of this position, or Dennis W. Rohe's seniority/picking rights will be directed to the Union for resolution.
- The Union agrees, on behalf of the Union and Mr. Rohe as his duly appointed bargaining agent, that Grievance No. 1001-02 is withdrawn in its entirety. The Union further agrees to refrain from filing any additional grievances, claims, and/or legal action against the Authority, its officers and/or employees regarding any of the matters herein including the placement of Mr. Rohe into this position.
- Mr. Rohe's non-posted transfer to the position of Bus Body/Chassis Specialist is non-precedent setting.
- With respect to future staffing of this position, the Authority and Union agree as follows:
 - 1) As determined by the Authority, a Notice of Training will be posted at South Shop to create a pool of qualified individuals to fill in for the Bus Body/Chassis Specialist position during periods of absence. Eligibility to apply for pool training will be limited to Full-time Permanent ("FTP") Carpenters at the South Shop facility. The Authority has sole discretion in determining the number of trainees required for the program.
 - 2) In addition to the South Shop eligibility requirement specified in paragraph 1, applicants must meet Level II work record criteria for eligibility for training. FTP Carpenter seniority will also be a determination for acceptance into the training program.
 - 3) Applicants who score 75% or above will be accepted into the training program based on their FTP Carpenter seniority. The Authority reserves the right to determine the number of qualified candidates for acceptance into the training program.

Page 3
Bus Body/Chassis Specialist
March 27, 2002

- 4) The Authority will maintain a list of employees who have completed training based on their training/qualification date. Upon successful completion of the training program, employees will be dual rated as a Bus Body/Chassis Specialist. When an additional pool vacancy is available, qualified employees will be afforded first consideration for placement into the pool based on the date of their training program qualification date, fulfillment of record review criteria, and Union seniority.
 - 5) Should a vacant, budgeted, position of Bus Body/Chassis Specialist become available, the pool employee(s) who meets the Level II work record standards and is the next most senior qualified based on FTP carpenter seniority will be will be promoted to the position of Bus Body/Chassis Specialist.
- This agreement is not effective until the signatures of the parties on the attached signatory page.

I believe the above accurately reflects the agreement of the parties. Should you have any questions or concerns, please do not hesitate to contact me. Two original copies are enclosed for your signature. Please review and sign both originals, I will secure the signatures of the appropriate Authority management, return a fully executed copy to your attention and begin the necessary paperwork to implement the terms and conditions of the agreement.

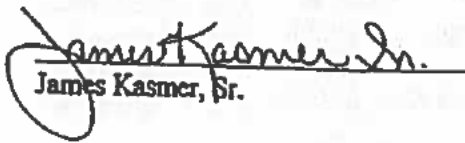
Very truly yours,



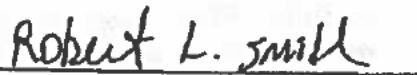
Diane Traxler, Manager,
Contract Administration & Interpretation

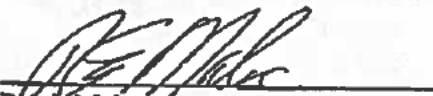
Page 4
Bus/Body Chassis Specialist
March 27, 2002

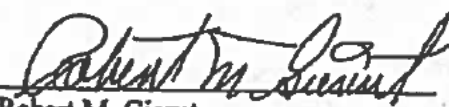
CARPENTERS, LOCAL 1027


James Kasmer, Sr.

CHICAGO TRANSIT AUTHORITY


Robert Smith,
Vice President
Bus Operations


Ralph Malec,
General Manager,
Bus Heavy Maintenance


Robert M. Gierut
Vice President, Employee Relations

Attachment: Exhibit A (Bus Body/Chassis Specialist)

Distribution:

R. Winston
R. Gierut
C. Morgen
M. Stack
E. Bledsoe
D. Noone
P. Balderas
S. Mba
R. Malec
T. Connelly
D. Milicevic
D. Lampkins
M. O'Sullivan
K. Seibert
Union - Carpenters Corres.
DT Corres.



No. 9: Seniority Work Pick for System Maintenance
(Pick Rules)

JKR 10/7/02

CHICAGO TRANSIT AUTHORITY

**SENIORITY WORK PICK
FOR
SYSTEM MAINTENANCE**

CARPENTERS

- I. There will be a System Pick for all System Maintenance Department Carpenters. These Carpenters will pick into work gangs formulated by the Authority.
 - A. Departmental seniority will be used to place all Active Carpenters on a seniority list, and from this list, each Carpenter will pick according to his or her respective seniority date.
 - B. Only System Maintenance Carpenters seniority will apply to placement on the seniority list. For example, any Carpenter who at one time worked as a Laborer in the System Maintenance Department shall not retain any of his Laborer's seniority. Therefore, his seniority shall begin from the time he became classified on the payroll as a Carpenter.
 - C. All Carpenters transferred from the Skokie Shop or South Shop shall not retain any of their shop seniority. Their seniority date will begin from the time they started in the System Maintenance area.
- II. The System Pick will be held at least once every year.
 - A. The System Pick will consist of all System Maintenance Carpenters.
 - B. The Authority shall assign for Foremen and Leaders prior to the Pick being posted. The Authority retains the right to assign Foremen and Leaders during the term of the Pick.
 - C. If a permanent vacancy occurs in any of the designated picked jobs, such vacancy will be filled within thirty (30) days. Carpenters in non-designated picked jobs who are qualified for the vacant designated pick job will be offered the designated picked job in seniority order. If no Carpenter accepts the vacant position, it will be filled by the Carpenter with the least seniority who is qualified for the picked job. The Carpenter assigned to the vacant designated picked job will fill that job for the remainder of the pick, then in effect.

D. The designated assigned jobs are defined as:

Keyroom	-	01. West Shop
Keyroom	-	01. West Shop
Mill	-	01. West Shop
Mill	-	02. West Shop
Mill	-	01. 61st Shop

- III. The boundaries of Area #554 - (South Carpenters) shall be Madison Street on the north, east, west, and south boundaries being the service area of the Authority.

The boundaries of Area #554 - (North Carpenters) shall be Madison Street on the south, east, north, and west boundaries being serviced by the Authority.

The boundaries of System Maintenance Carpenters shall be system wide.

- IV. Any additional Carpenters needed for an area in System Maintenance may be voluntary or assigned from another area. When the need no longer exists, volunteers with highest Department Seniority on the list shall have first option to return to the picked location.

- V. In the event of any proposed significant alteration in the above procedure 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.



PICKING INFORMATION FOR CARPENTERS

01. Work assignments and locations will be on an assigned as required basis.
02. Service van positions will be required to work emergency situations. The employees assigned to the service vans will be responsible for the vehicle, equipment, and pager.
03. Mill #1 position will work as assigned, check and clean machinery in the Shop. Report any items needing attention by the Mill Leader. This position will be assigned prior to the pick for the duration of the pick.
04. The Keyroom position will work in or out of the West Shop as required and will be assigned prior to the pick for the duration of the Pick.
05. Employees must be qualified to do work picked.
06. Apprentices, if any, will be assigned as needed in various areas throughout the term of the Pick.
07. Any open positions that occur during the life of the Pick will be filled by the lowest seniority Carpenter until the end of the Pick.
08. On larger roof repair jobs, all roofing positions may be assigned to work either north or south.
09. The Carpenters who are assigned roof/repair inspection will work with the Tanners who pick roof/repair inspection. They will work as a team to perform this function. These two teams will report directly to the Foreman of System Maintenance, General Maintenance.



SYSTEM SUPPORT CARPENTERS

J. Forbes Foreman
J. Malloy Leader
D. Marshall Leader

7(1)(b)

NAME

I.D.

01. _____
02. _____
03. _____
04. _____
05. _____
06. _____
07. _____
08. _____
09. _____
10. _____
11. _____
12. _____
13. _____

SOUTH CARPENTERS

J. Eul Foreman
P. Auriemma Leader

7(1)(b)

NAME

I.D.

01. _____ Van #474
02. _____ Van #474
03. _____ Van #433
04. _____ Van #433
05. _____
06. _____
07. _____
08. _____
09. _____
10. _____

WEST SHOP SUPPORT CARPENTERS

D. Buric Foreman
J. Halleran Leader
K. Brown Leader

7(1)(b)

NAME

I.D.

01. M. Novick Mill-W/S
02. D. Kartheiser Mill-61st
03. J. Hyzy Key Room
04. B. Brown Key Room
05. _____

NORTH CARPENTERS

T. Holmes Foreman
D. Hodgdon Leader
S. Hornsby Leader

7(1)(b)

NAME

I.D.

01. _____ Van #477
02. _____ Van #477
03. _____ Van #478
04. _____ Van #478
05. _____
06. _____
07. _____
08. _____
09. _____



ALTERNATE SCHEDULE CARPENTERS

J. Hutchins
P. Montalvo

Foreman
Leader

7(1)(b)

	NAME	L.D.
01.		#433
02.		#433
03.		#474
04.		#474
05.		#477
06.		#477
07.		#478
08.		#478

* If the Authority elects to fill a Carpenter position that becomes vacant during the 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.

MH/SP/JJ/baa
1/24/01



CARPENTER'S SENIORITY LIST.....2001

NAME	CLOCK #	DEPARTMENT START DATE	COMPANY START DATE
------	---------	--------------------------	-----------------------

FOREMEN

1.	EUL, J.	7(1)(b)	12-28-76	12-28-76
2.	HOLMES, T.		10-06-80	10-06-80
3.	BURIC, D.		10-06-80	10-06-80
4.	FORBES, J.		08-04-86	10-23-84
5.	HUTCHINS, J.		07-11-88	07-11-88

LEADERS

1.	MONTALVO, P.	7(1)(b)	10-06-80	10-06-80
2.	BROWN K.		08-22-85	08-22-85
3.	HALLERAN, J.		01-26-86	01-29-86
4.	HORNSBY, S.		06-20-88	06-20-88
5.	MARSHALL, D.		12-12-88	10-18-83
6.	AURIEMMA, P.		08-07-89	08-07-89
7.	MALLOY, J.		05-22-89	02-11-87
8.	HOGHDON, D.		03-15-89	03-15-89

CARPENTERS

1.	FELCKOWSKI, W.	7(1)(b)	10-15-67	06-05-67
2.	ZABIELSKI, E.		07-27-70	07-27-70
3.	KROLICKI, N.		01-08-79	01-08-79
4.	SEBO, D.		04-15-79	04-12-76
5.	DURAN, D.		10-06-80	10-06-80
6.	GORSKI, R.		04-29-81	04-21-81
7.	HAZZARD, R.		03-07-83	03-07-83
8.	WENDT, G.		04-14-83	04-14-83
9.	ZEHNER, J.		09-20-84	09-20-84
10.	BROZTEK, R.		11-08-84	11-08-84
11.	DOCTOR, G.		07-28-85	03-15-83
12.	SCHAD, W.		12-04-85	12-04-85
13.	GIBSON, J.		12-11-85	12-11-85
14.	FLYNN, P.		02-01-88	02-01-88

	7(1)(b)		
15. BAUTISTA, J.		03-21-88	03-21-88
16. HYZY, J.		04-04-88	04-04-88
17. BROWN, B.		04-18-88	04-18-88
18. MCDONAGH, T.		07-11-88	07-11-88
19. THOMAS, D.		07-11-88	07-11-88
20. THREAT, D.		01-25-89	01-25-89
21. SINGLETON, D.		02-08-89	02-08-89
22. BRYANT, J.		03-06-89	03-06-89
23. MICHALOWSKI, D.		07-24-89	07-24-89
24. REYNA, J.		08-20-89	08-20-89
25. KING, M.		10-22-89	11-22-89
26. FARMER, M.		02-26-90	11-08-76
27. PEREZ, D.		07-29-90	08-21-89
28. ORTEGON, D.		07-29-90	08-21-89
29. KARTHEISER, D.		10-18-90	10-18-90
30. NOVICK, M.		10-18-90	10-18-90
31. BASS, D.		03-25-91	06-20-75
32. PLATT, D.		03-25-91	03-21-83
33. WILKEN		11-15-92	02-13-91
34. ZIGLER, C.		06-26-94	03-16-77
35. EAST, Q.		06-26-94	05-15-78
36. ESAYENA, F.		10-10-94	10-10-94
37. MARTIN, J.		03-19-95	05-18-92
38. SANCHEZ, P.		10-23-95	10-23-95
39. COOK, K.		04-15-96	04-15-96
40. RUSSELL, D.		03-15-99	02-22-88
41. BARTOS, M.		05-10-99	07-20-87
42. STEPPE, K.		02-27-00	05-11-87
43. PANIAGUA, V.		02-27-00	06-08-87
44. ORNELAS, M.		10-22-00	04-24-89
45. MITCHELL, B.		10-22-00	10-05-92

MH/SP/JJ/baa
1/24/01

JM RLC
10-7-02

PART VIII
FTTC Transfers

Effective, January 1, 1994, revise paragraphs three and four of the May 21, 1991 Procedure pertaining to Request for Transfer from Craft Employees as necessary to effectuate the following:

Full-Time Temporary Employees for Capital Projects (FTTC) with one (1) or more years of service with the Authority shall be given the opportunity to transfer to full-time permanent vacancies in Bus and Rail Heavy Maintenance, Rail System Maintenance and Bus System Maintenance via a position survey circulated among them (within the same trade as the vacancy) only after full-time permanent employees have been allowed to request such a transfer in accordance with paragraph two of the May 21, 1991 Procedure.

Any FTTC requesting a transfer pursuant to the foregoing paragraph shall be processed by FTTC seniority provided their work records are acceptable. These employees must also pass a skills proficiency test.

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 (50% by union referred applicants, 50% by Authority-referred applicants).

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 (1) year.

**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:

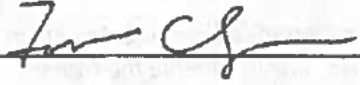
To the extent permitted by law, in the event the CTA, either directly or indirectly through a contractor or construction manager, undertakes construction work within the trade/craft jurisdiction of a member of the CTA Craft Union Coalition to be done at the Site of construction or off-site solely for 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

CRAFT SURVEY PROCEDURE

This document shall replace all past documents and establish the procedures for transfers/transitions for all CTA craft employees.

As Journeyman vacancies to be filled occur at a Shop location, it will first be offered to FTP CTA employees within the same shop location. Upon completion of surveys, it next will be offered to FTP CTA employees at the other Shop locations. Finally the open FTP positions will lastly be offered to eligible FTTC employees at any of the 3 Shop locations.

PROPOSED PROCEDURES

I *FTP Journeyman Vacancies to be filled shall first be offered to FTP CTA employees within the same shop by the survey process as follows:*

- 1. If no current survey is open, (Surveys remain active for 1 year from date initiated) prepare a new survey by FTP ESD seniority. Surveys remain active for 1 year from date initiated. Surveys will remain open for 14 days.*
- 2. Survey will be routed to employees within the job classification to sign survey indicating if interested or not. Once the employee declines the transfer on the survey, there will be no changes.*
- 3. The most senior employee (based on SHOP seniority) that surveyed interested will be considered.*
- 4. Conduct a Level I record review.*
- 5. If work record acceptable, employee will be transferred to the vacant position. Employees that transfer are allowed a 30 day window to reverse the transfer. Employee will remain in that area for one year before being eligible to sign another survey.*
- 6. If employee failed record review, note survey and continue to the next interested employee until an acceptable employee is found.**
- 7. Start survey procedure again to backfill the position of the employee who transferred. Continue process until such time as no one is interested in transferring to that area.*

II *When a Journeyman vacancy becomes available to move between Shops, the following procedure should be followed:*

1. When there are no interested FTP employees to transfer within the shop location of the vacancy, a request is forwarded to the other shop locations requesting that they survey their FTP employee's for the vacant FTP position by their FTP ESD seniority.
2. The most senior employee (based on FTP ESD) that surveyed Interested will be considered.
3. The incoming shop conducts a Level I record review.
4. If work record is acceptable, arrangements to be made to administer practical test. If review of the test indicates a passing grade, employee's shop location is notified to arrange transfer date. Employee will remain in that position for one year before being able to transfer out on a survey to another Shop location again.
5. If employee failed the record review, survey to be noted and continue to the next interested employee until an acceptable employee is found.*

**If another vacancy opens up during an open survey, previously ineligible employees' records will be re-assessed in seniority order.*

III FTP Journeyman Vacancy to be filled by surveying FTTC employees.

1. If no interested, eligible, qualified candidates exist in either (I or II Procedure) then FTTC employees at all locations within the same classification will be surveyed for the vacant FTP position by entered service date (earliest original date of hire) order.
2. The most senior FTTC employee (system wide) that signed Interested will be considered.
3. Conduct a Level I record review.
4. If work record acceptable, and employee is from another work location, arrangements are to be made to administer practical test. If review of the test indicates a passing grade, contact HR to make transition arrangements. (Employees at the home location need not be tested.) FTTC employees who transfer to become FTP are immediately eligible to transfer to other system wide FTP vacancy without a 12 month restriction, so long as the vacancy has already been subjected to Steps I and II of this procedure. All subsequent transfers are subject to the 12 month waiting period before gaining further eligibility.

WORK RECORD REVIEW CRITERIA

LEVEL I

The following criteria shall be used in determining Transfer / Transition eligibility;

- 1. No suspensions*
- 2. No corrective case interviews*
- 3. No safety violations (24 months)*
- 4. No chargeable complaints*
- 5. No chargeable accidents*
- 6. No chargeable IOD's*
- 7. No more than two (2) sick book entries*
- 8. No more than two (2) misses/tardies/unexcused absence*
- 9. No more than two (2) non-safety-related violations*

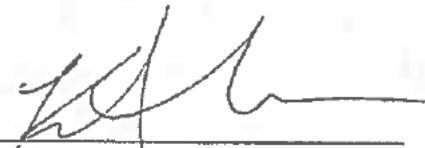
LEVEL II

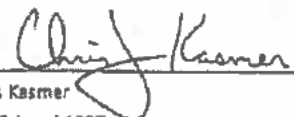
- 1. No suspensions*
- 2. No corrective case interviews*
- 3. No chargeable complaints*
- 4. No chargeable accidents*
- 5. No chargeable IOD's*
- 6. No more than 2 sick book entries*
- 7. No misses/unexcused absence*
- 8. No safety violations (24 months)*
- 9. No more than 1 tardy/early dismissal*

LEVEL III

1. *No suspensions*
2. *No corrective case interviews*
3. *No chargeable complaints*
4. *No chargeable accidents*
5. *No chargeable IOD's*
6. *No more than 1 sick book entry*
7. *No misses/tardies/unexcused absence*
8. *No safety violations (24 months)*

The criteria guideline reflects a rolling 12 month period from the date of the evaluation with the exception of Safety Rule Violations, which is 24 months. Please note this guideline affects only transfer within the same job classification and does not alter guideline for promotion or training opportunities.

X 
Katherine Lunde
General Manager, CTA Labor Relations

X 
Chris Kasmer
CRCC, Local 1027

