

- b. An employee requested by the Authority to submit to a drug and/or alcohol test due to the employee's failure to satisfactorily comply with his/her follow-up testing plan requirements shall not be compensated.

3.

- a. If an employee is on active status after the initial EAP treatment anytime during the course of the follow-up phase and is found to be positive for alcohol (above the specified limits), drugs or controlled substances, he or she will be considered as a rule violator as defined by Section B.2 except as provided in Section G.4 below. An employee is deemed to be on active status and subject to this provision as of the time the employee reports for the return to work physical. The Substance Abuse Professional will notify the employee in writing, at the time he or she successfully completes their initial phase of EAP treatment and is released to return to his or her former classification, that the follow-up phase commences when the employee reports to the Medical Department for the return to work physical.
- b. However, an employee on active status as referenced in subsection 3.a above shall be discharged and not be made a rule violator if (1) the employee has any prior rule violations during his/her history of employment with CTA, or (2) the positive result was for a drug/alcohol test conducted pursuant to a vehicular post-accident situation involving any personal injury or property damage as defined by Section B.2 and the "Attachment H Appendix".

4.

- a. If an employee, anytime during the course of the follow-up testing period referred to in Section G.3, and prior to notification of a drug and/or alcohol test in accordance with Attachment G, Section 11.A, informs the EAP counselor that he or she has relapsed, the employee shall be permitted to continue in the Program. An employee will be permitted to relapse only once during the follow-up testing period. The employee will continue in the Program as either a rule violator or a volunteer depending on how he or she was admitted to the Program prior to the relapse. However, continuing in the Program shall not constitute volunteering into the Program for the purposes of Section C.8. The Substance Abuse Professional shall determine the length of the prescribed treatment program, but in no event shall an employee be removed from service for more than sixteen (16) weeks after announcing his or her relapse. Upon the Medical Review Officer finding the employee fit for duty, the employee shall again be subject to unannounced follow-up testing pursuant to Section G.3 above.

5.

- a. The EAP will notify the Union and conduct an intervention meeting in the event of non-participation on the part of a participant. However, continued non-participation after said intervention will result in a Memorandum of Non-Participation which may constitute rule violator status as defined by Section B.2. Inadvertent failure to notify the Union, or failure to conduct said intervention meeting, will not serve to excuse an employee for non-compliance with the prescribed EAP conditions.

H. Administration of the Employee Assistance Program

The Chicago Transit Authority reserves the right to administer the Employee Assistance Program, to the extent that it is responsible for the administration of the persons and institutions that provide necessary treatment and services and the administration of appropriate treatment and services.

A Union-Management Committee, consisting of no more than four (4) representatives appointed by the Authority and four (4) representatives appointed by the ATU Local Unions will meet and confer on issues concerning the provisions of Attachments G and H of the CTA-ATU Wages and Working Conditions Agreement. This Committee will meet, at the request of either part, to review and make recommendations concerning the administration of the Program. Such recommendations will not be binding unless specifically accepted by the Authority and the Unions.

I. Hiring of Former Part-time Employees

Part-time employees who resign as a result of drug or alcohol problems are eligible for reconsideration for employment after a twelve (12) month period. To reapply, the former employee must formally notify the EAP of his/her request and include records that verify that the employee has been drug or alcohol free. If the EAP approves the employee's request, the employee's request for reemployment will be considered by the Personnel Department equally with all other applicants for employment. Should the employee be selected for further processing, the employee will be notified and will continue the employment process subject to normal employment procedures.

J. Effective Date

Date of ratification by both parties.

K. Grievance/Arbitration Procedure

Any dispute concerning this policy shall be subject to the parties' grievance/arbitration procedure contained in their collective bargaining agreement.

ATTACHMENT H APPENDIX

Definition. For the purposes of Attachment H, "Vehicular Accident" is defined as an occurrence associated with the operation of a CTA vehicle that results in a possible claim of personal injury and/or property damage. It is the intent of the parties that this definition included any employee(s) whose performance could have contributed to the accident such as:

- employee(s) who were controlling the movement of or operating the vehicle at the time of the accident,
- employee(s) assisting in the movement of the vehicle at the time of the accident, and/or,
- employee(s) who repaired, maintain or serviced the vehicle, and where it was determined that the performance of said repair, maintenance or servicing could have contributed to the accident.

In general. The authority to order a post-accident test is pursuant to Attachment G of the collective bargaining agreement. The decision whether to conduct a post-accident test rests with the CTA official(s) with the authority to make such decisions. The CTA official has up to eight (8) hours from the time an accident occurs in which to conduct a breath alcohol test and up to thirty-two (32) hours in which to collect a urine specimen to conduct a drug test. The procedure to determine whether alcohol/drug testing shall be done under Federal Transit Administration ("FTA") or CTA jurisdiction is contained in Human Resources Compliance Bulletin HRPC 97-1, a copy of which is attached hereto.

Fatal accidents. A post-accident test must always be ordered when there is a fatality. In such instance, if the employee(s) involved is(are) safety sensitive, an FTA post-accident test will be ordered by the CTA official. If the employee(s) involved in the fatal accident is(are) not safety sensitive, a CTA post-accident test will be ordered by the CTA official.

Non-fatal accidents. In non-fatal accidents, the CTA official will determine whether to order a post-accident test using the best information available at the time of the decision. If the CTA official determines, using the best information available at the time the decision is made, that the employee(s) could have contributed to the accident, the CTA official shall order a CTA or FTA post-accident test.

However, if the CTA official determines, using the best information available at the time the decision is made, that the employee's performance can be completely discounted as a contributing factor to the accident, the CTA official is not required to order a post-accident test, regardless whether the test fails under FTA or CTA jurisdiction.

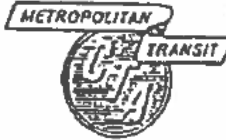
EXHIBIT A: SOLE AGREEMENT
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
UNION LOCAL 134

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CHICAGO TRANSIT AUTHORITY

MERCHANDISE MART PLAZA • P. O. BOX 3555, CHICAGO, ILLINOIS 60654 • AREA CODE 312 - 664-7200



MEMORANDUM

May 28, 1974

To: Arthur Sandberg
From: Joseph J. Stevens *JJS*
Re: Local 134, IBEW, Classifications Removed from
Union Jurisdiction

Electrical Engineer I, II, III & IV
Signal Draftsman I & II
Junior Signal Design Engineer

In order to avoid any confusion as to the status of the employees presently in the above job classifications, the agreement with Local 134, IBEW, is as follows:

The employees that are presently in those job classifications are bargained for by Local 134, IBEW. However, any new employee hired into those job classifications will not be bargained for by Local 134, IBEW.

If any of the present incumbents wish to withdraw from the Union, they must go to the Union to seek their approval.

JJS:j

cc: Messrs. Aurand
Ford
Knautz
Meinard
Platt

AGREEMENT

THIS AGREEMENT, made this 1st day of MARCH, 1989, by and between the Chicago Transit Authority (the "CTA") and Local 134, International Brotherhood of Electrical Workers (the "Union").

WITNESSES:

WHEREAS, the Authority and the Union have agreed, by letter dated May 4, 1979, which is incorporated by reference herein, that Substation Attendants would move into the 'B' Electrician progression and would have the opportunity to become 'B' Electricians - Substation Maintenance; and

WHEREAS, the Union and the CTA desire to implement the agreement in a manner not inconsistent with the Wage and Working Conditions Agreement in effect between the CTA and the Union;

NOW, THEREFORE:

1. A "B Progression Maintainer" program for the Substation Attendants will be implemented as follows:

a. A "B Progression Maintainer" job description will be developed and submitted to the Union for its approval.

b. Substation Attendants will be offered in seniority order of those who have attended and passed the 'B' Maintainers' Training Course, the opportunity to become "B Progression Maintainer".

c. The number of substation attendants to be allowed the opportunity at any time will be within the discretion of the CTA, based on its budget and manpower requirements, but it is the intention of the parties that all eligible substation attendants will be eventually offered such an opportunity.

d. Those substation attendants who accept the opportunity will be paid the rate of a "B" Electrician Apprentice at the progression level equivalent to their substation attendant seniority, provided that the maximum rate to be paid to a substation attendant upon entry into the progression program will be the 31 to 36 month Apprentice rate. The substation attendant will thereafter be paid according to the Apprentice progression rate based upon the date of their entry into the progression program. If an exact equivalent rate for substation attendant and apprentice does not exist, the entry level rate will be the next higher Apprentice wage rate.

e. After a minimum of two years, a "B Progression Maintainer" will be eligible to become a 'B' Electrician - Substation Maintenance, provided he or she passes a final exam administered by the CTA and mutually approved by the CTA and the Union. Failure to take or pass the final exam will not affect the "B Progression Maintainer's" pay status.

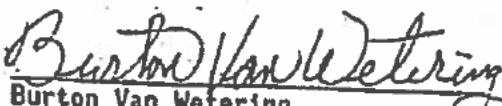
f. While in the position of "B Progression Maintainer", an employee will be assigned to perform duties assisting 'B' Electrician - Substation Maintenance."

g. "B Progression Maintainers" will not be eligible for rotation of "B" Electrician overtime.

2. This Agreement does not in any way or manner settle, compromise, resolve or otherwise affect Grievance No. 0023-87 filed by David Daniels, Badge No. 20072. In the event Mr. Daniels' grievance is resolved, arrangements will be made to effectuate the terms of resolution, and the terms of this Agreement will not affect Mr. Daniels' rights as defined in that resolution.

AGREED:

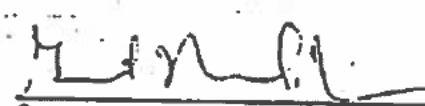
Local 134, International
Brotherhood of Electrical
Workers


Burton Van Wetering
Business Representative

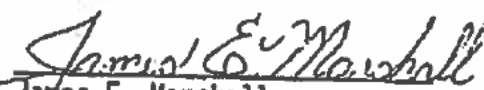

Timothy J. Bresnahan
Business Manager

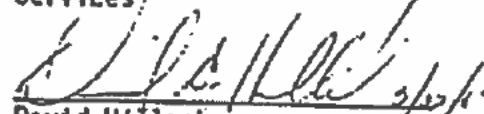

Edmund N. Pierce
President

Chicago Transit Authority


Grant Ward, Jr.
Manager, Labor Relations


Roy Smith
Acting Manager
Facilities Engineering and
Maintenance


James E. Marshall
Deputy Executive Director
Human Resources and Benefit
Services


David Hillock
Deputy Executive Director
Engineering and Maintenance



Chicago Transit Authority

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

January 5, 1990

Burton Van Wetering
Business Representative
International Brotherhood of
Electrical Workers
Local 134
600 West Washington Boulevard
Chicago, Illinois 60606

Re: 'B' Progression Maintainer

Dear Mr. Van Wetering:

This is to memorialize our phone conversation of Wednesday, December 6, 1989 concerning a seniority issue involving Substation Attendants who have attended and successfully completed the 'B' Progression Maintainers' Training Course. A copy of the 'B' Progression Maintainer Agreement of March 1, 1989 is attached.

My question to you was whether or not Substation Attendants who have attended and successfully passed the 'B' Maintainers' Training Course should be offered the opportunity to become a 'B' Progression Maintainer based on: (a) seniority order alone or (b) based on a combination of when the employee attended the course and seniority order. An example of item (b) above would be that of two groups of Substation Attendants who have attended the training course. Group A consists of five individuals who attended the course in January of 1990. Group B consists of five individuals who attended the course in February of 1990. When the next opening for 'B' Progression Maintainer is available, the most senior Substation Attendant from Group A would be offered the position. The Substation Attendants in Group B would be offered the position (based on seniority order) after all of the Substation Attendants in Group A have been offered the job.

Your response was that IBEW, Local 134 has historically maintained that when training programs of this nature are involved, seniority would be the determining factor. In other words, those Substation Attendants who have attended and successfully passed the 'B' Maintainer Training Course will be offered the opportunity to become 'B' Progression Maintainers based on seniority order and not based upon when they completed the course.

Burton Van Wetering
January 5, 1990
Page Two

Another issue discussed was employee David Daniels, Badge No. 7(1)(b). I advised you that Facilities Engineering and Maintenance and Maintenance Training Center had offered Mr. Daniels another opportunity to take the 'B' Maintainer Training Course. Mr. Daniels has declined this offer and you were already aware of this fact. Mr. Daniels has been given every opportunity to attend and pass the course. Please be advised the Authority's position relative to Mr. Daniels, Grievance No. 0023-87 remains unchanged.

By copy of this letter, I am advising Engineering and Maintenance of Local 134's decision relative to the seniority issue. If you have any questions or feel this does not accurately reflect the position of Local 134, please contact me at 312/664-7200, extension 3418, as soon as possible. If the Authority does not hear from you, we will assume you are in concurrence with the above.

Very truly yours,

Diane Traxler

Diane Traxler
Senior Contract Coordinator

APPROVED:

James E. Bidwill
James E. Bidwill
Director, Contract Administration

DT:ek
Attach.

cc: T. Czéch
A. Gaughan
R. Gierut
B. Hicks
D. Hillock

J. Kinahan
J. Marshall
F. Salus
R. Smith
G. Tapling

G. Ward, Jr.
W. Wieher
~~Agreement 11/1/89~~
Local 134 Corres.

No. 3: Full-Time Temporary Employees for
Capital Projects



Chicago Transit Authority

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

March 23, 1990

Mr. John Carriglio
Business Representative
International Brotherhood of
Electrical Workers
Local Union #134
600 West Washington Boulevard
Chicago, IL 60606

Re: Full-Time Temporary Employee
For Capital Projects

Dear Mr. Carriglio:

As I informed you by telephone on March 20, 1990, the Authority has received federal funding for capital improvement projects involving rehabilitation of rail cars and of air-conditioning units. The duration of these projects may extend for up to two-and-one-half years.

As a result of this capital funding, the Authority is prepared to hire full-time temporary employees for positions within your bargaining unit. The number of employees and the approximate period that their employment will be required for the capital projects is reported on an attached sheet.

As you will recall, in past capital projects, employees were hired in a full-time temporary status to work on such projects and were administratively separated when such projects were completed. Normally this was a period of approximately six months. While, as in the past, the Authority cannot commit to retaining such employees beyond the depletion of federal funding, we recognize that the duration of the new projects is such that we could not expect full-time temporary employees to commit to working an extended period of time without benefits. Therefore, we have designed the following program:

1. Employees will be hired as FTT'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 employees' group insurance package under the same terms as a newly hired full-time permanent employee.

Full-Time Temporary Employees
Capital Projects
March 23, 1990
Page 2

- 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:

John J. Canale
Dir. Cap. Proj. 134
EBJ:lf
JEW

Very truly yours,

James E. Bidwill
James E. Bidwill
Director, Contract Administration

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

Electrical Workers

Number of
Positions

Approximate
Duration

Program

1 FTT Electrical Workers	5/1/90-12/31/92	2400 C/D REHAB
1 FTT Electrical Workers	4/1/90-2/1/91	2000 MINI-REHAB
1 FTT Electrical Workers	4/1/90-5/1/91	24/2600 A/C
1 FTT Electrical Workers	4/1/90-5/1/91	24/2600 A/C
1 FTT Electrical Workers	5/1/90-12/31/92	2400 C/D
1 FTT Electrical Workers	5/1/90-12/31/92	2400 C/D REHAB

TOTAL: 16



Chicago Transit Authority

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

December 10, 1990

Mr. Mick 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

GW/JEB/mrn



February 27, 1991

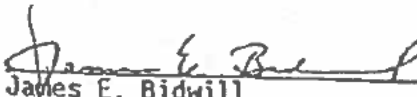
TO: See Distribution List
FROM: Director, Contract Administration
RE: Inter-Union Transfers

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

AGREEMENT

THIS AGREEMENT, made this 27th day of November, 1990,
by and among the Chicago Transit Authority (hereinafter, the
Authority), Local 9, International Brotherhood of Electrical Workers
(hereinafter, Local 9) and Local 134, International Brotherhood of
Electrical Workers (hereinafter, Local 134).

WITNESSES:

WHEREAS, the Authority and Local 9 and Local 134 have an on-going
jurisdictional issue concerning alignment of work on the Authority's
Rapid Transit System; and

WHEREAS, this issue was addressed in a side-letter of May 24,
1989, as part of the collective bargaining agreement reached between
the parties for the contractual period of December 1, 1986 to November
30, 1989, and year to year thereafter; and

WHEREAS, the parties wish to resolve certain of the
jurisdictional issues, specifically those of revenue fare equipment
jurisdiction, in a manner acceptable to all the parties;

NOW, THEREFORE:

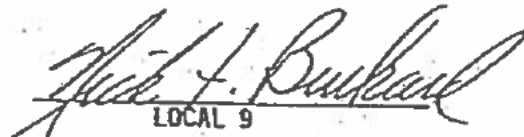
1. The bargaining unit jurisdictions of Local 9 and Local 134
will include the following:
 - A. Maintenance of all turnstiles, agents' equipment, token
vending machines, parking lot token dispensing machines,
and all low exit gates on the Dan Ryan and
Kennedy-O'Hare lines and the 63rd-Ashland station, plus
any future exit gates with electronic components, plus
future rail revenue equipment maintained by the Treasury
Department will be within the bargaining unit
jurisdiction of Local 9.
 - B. Maintenance of all data systems and station
controllers associated with collecting maintenance data,
revenue data and passenger data on all rail lines and
other locations as needed will be within the bargaining
unit jurisdiction of Local 134.

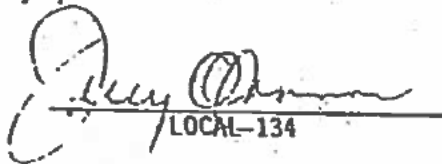
- C. Maintenance and construction performed by the Buildings and Grounds Department, Facilities Maintenance Division, at the Authority's 63rd-Ashland station will be within the bargaining unit jurisdiction of Local 9.
 - D. Maintenance and construction performed by the Buildings and Grounds Department, Facilities Maintenance Division on the Authority's Southwest Rapid Transit Line and its component stations, station buildings and platforms, will be within the bargaining unit jurisdiction of Local 134, except as limited by subparagraphs A. and B. above.
- 2. Current Local 134 represented employees presently performing turnstile maintenance will remain in the Buildings and Ground Department and will be assigned to other "B" Electrician work.
 - 3. Facilities Maintenance will transfer two budgeted positions to Treasury, Revenue Equipment Section, which will be filled as Linemen positions which are within the bargaining unit jurisdiction of Local 9. Gus Giannakopoulos, Badge Number 11734, and Robert Blankenstein, Badge Number 11366, who currently perform turnstile maintenance duties, will be given the option of transferring their Union jurisdiction from Local 134 to Local 9. If such option is accepted, the two employees will be transferred to Local 9 with their company seniority intact for the purposes of pension, vacation credit, holidays, etc. Their Local 9 Union seniority for picking purposes, etc. will begin on the day of their transfer to Local 9.
 - 4. Two vacant Local 134 positions, which are currently scheduled to be eliminated, will be retained and remain within the bargaining unit jurisdiction of Local 134 and within the Facilities Maintenance Department.
 - 5. The classification of Revenue Testing Technician will be established to perform the duties referenced in paragraph 1, sub-paragraph B, above. The proposed job description of this classification is attached hereto and the final job description will be incorporated by reference herein. The rate of pay will be the same as that of a Communication Technician, and will be subject to the Communication Technician progression rate, notwithstanding any side agreements concerning application of that rate to Communication Technician.

6. The terms and conditions of this Agreement apply without exception only to the present matters as specified above. The Authority, Local 134 and Local 9 agree that the terms and conditions shall not in any way, nor in any manner, be used as a precedent in any future arbitration proceedings, negotiations or discussions between the parties, except as may be necessary to enforce the provisions hereof.

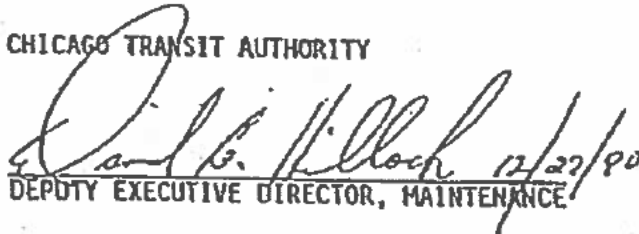
AGREED:

BY: INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS


LOCAL 9


LOCAL-134

BY: CHICAGO TRANSIT AUTHORITY

 12/27/80
DEPUTY EXECUTIVE DIRECTOR, MAINTENANCE


MANAGER, TREASURY


MANAGER, LABOR RELATIONS

JEB/mrn

Chicago Transit Authority

Merchandise Mart Plaza, P.O. Box 3555
Chicago, Illinois 60654
(312) 664-7209

CHICAGO TRANSIT AUTHORITY SENIORITY WORK PICK FOR ESCALATOR SERVICEMEN

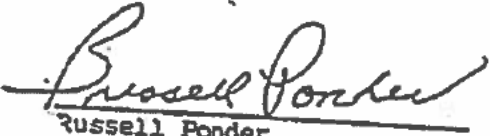
- I. There will be a system pick for all active Escalator Servicemen. These Escalator Servicemen will pick into areas determined by the Authority.
 - A. Departmental seniority will be used to place all active Escalator Servicemen on a Seniority list, and from this list each Escalator Serviceman will pick according to his or her respective seniority date.
 1. Only Escalator Serviceman 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 Escalator Serviceman.
 2. Foremen will not pick but will be assigned. See paragraph II. A, below. Acting foremen will be allowed to pick in their Escalator Serviceman seniority order for so long as such employees are not regularly assigned as Acting Foremen. If regular assignment as Acting Foreman becomes a standard practice, then Acting Foreman will not pick but will be assigned. See also Section II. A, below.
 3. Escalator Servicemen in the progression will not pick, but will be assigned for the first two years of their progression. Thereafter, they will be allowed to pick.
- II. The initial system pick will be held during the month of August, 1991, and will become effective at the beginning of the payroll period next following the pick. Thereafter, the system pick will be held annually in January and will go into effect on approximately the beginning of the first full payroll period in February of the pick year.
 - A. The Authority will assign a Foreman to each area prior to the posting of the pick. As stated above, Acting Foremen may be assigned to each area prior to the posting of the pick if it becomes a standard practice to regularly assign employees as Acting Foreman. The Authority retains the right to reassign both Foremen and Acting Foremen during the term of any pick.
 - B. If the Authority elects to fill an Escalator Serviceman 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 who has picked.

- C. Escalator Servicemen may be required during the term of a pick to work temporarily in an area other than that 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 the agreement, there are two areas into which Escalator Servicemen will be allowed to pick: North and South. Area designations, responsibilities and numbers 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.

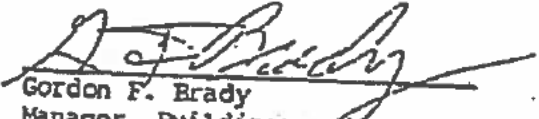
AGREED, this 1st day of September, 1991, by:

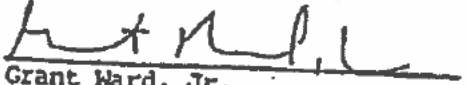
INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS
LOCAL 134

CHICAGO TRANSIT AUTHORITY


Russell Ponder
Business Representative


Roy T. Smith
Senior Manager, Facilities
Maintenance


Gordon F. Brady
Manager, Buildings and
Grounds Maintenance


Grant Ward, Jr.
Manager, Labor Relations



Chicago Transit Authority

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

August 28, 1992

Mr. John Carriglio
Business Representative
International Brotherhood of
Electrical Workers
Local 134
600 West Washington Boulevard
Chicago, Illinois 60606

Dear Mr. Carriglio:

On September 18, 1991, we met with Frank Vukovics, Rich Juvinal and Millie Leonard at Skokie Shops. At that time, we discussed the possibility of establishing a new job description for certain Electrical Workers at Skokie Shops.

I have enclosed for your review, a copy of the current Electrical Worker, Job Schedule No. 970 job description. I have also enclosed a copy of the new Electrical Worker - Electronics Room, Job Schedule No. 5051 job description. The new job description contains specific electronic requirements.

Currently, all Electrical Workers assigned to Skokie Shops are assigned Job Schedule No. 970. As such, they are required to pass a practical pre-employment exam consisting of both basic electricity and electronics. It is the Authority's intention to require future Electrical Workers assigned to Skokie Shops to pass a practical pre-employment exam covering only basic electricity.

Employees currently assigned to the Electronics Room, Area 415, would be "grandfathered" as Electrical Workers - Electronics Shop, Job Schedule No. 5051. These employees would not be required to pass a practical electronics test. Future vacancies in the Electronics Room would be filled only by employees who have passed or can pass a practical electronics test.

Future vacancies in the Electronics Room will be filled in accordance with the following procedure:

Current Electrical Workers

1. Consideration will be given to employees who have a request to transfer on file in the "Book of Transfer Requests" at Skokie Shops. Consideration will be given in date order, oldest request being considered first.

Mr. John Carriglio
August 28, 1992
Page Two

2. Employees will be given a practical electronics test. If an employee has already passed the electronics test, he/she will not be required to be retested.
 - A. If the employee passes the test and has a work record that meets the established criteria for transfer, the employee will be transferred to the Electronics Room.
 - B. If the employee fails the test, he/she will be ineligible for retesting for one year. In the meantime, and as vacancies occur, other requests will be considered. After one year, he/she can be retested.

Electrical Unit Assemblers

1. A. Full Time Permanent (FTP) Electrical Unit Assemblers with five (5) years verifiable related experience will be afforded the opportunity to transition to an FTP Electrical Worker position.
 - B. Eligible employees will be given a practical basic electricity test. If an employee has already passed the practical basic electricity test, he/she will not be required to be retested.
 1. If the employee passes the test and has a work record that meets the established criteria for transfer, the employee will be transitioned to an FTP Electrical Worker position.
 2. If the employee fails the test, he/she will remain as an FTP Electrical Unit Assembler for a six (6) month period before a retest is permitted.
2. A. Full Time Temporary Capital (FTTC) Electrical Unit Assemblers with five (5) years verifiable related experience (including outside CTA experience) will be afforded the opportunity, in FTTC order, to transition to an FTTC Electrical Worker position.
 1. An employee must furnish the Authority with documentation to verify outside experience.
 2. An employee who does not have five (5) years verifiable related experience at this time may petition for an Electrical Worker's position once he/she meets the five (5) year requirement.

Mr. John Carriglio
August 28, 1992
Page Three

- B. Eligible employees will be given a practical basic electricity test. If an employee has already passed the practical basic electricity test, then he/she will not be required to be retested.
1. If the employee passes the test and has a work record that meets the established criteria for transfer, the employee will be transitioned to an FTTC Electrical Worker position.
 2. If the employee fails the test, he/she will remain as an FTTC Electrical Unit Assembler for a six (6) month period before a retest is permitted.

Both job classifications will be paid at the applicable journeyman Electrical Worker rate.

In order to ensure that FTT employees are transitioned to FTP positions in proper seniority order, we assume that, when an FTT Capital Electrical Unit Assembler is transitioned to an FTT Capital Electrical Worker position, his seniority date for transfer to a full-time permanent position will be the date of his transition to FTTC Electrical Worker. Therefore, he will be behind present FTTC Electrical Workers, but ahead of FTTC Electrical Workers hired after his transition. Please inform us if you disagree with this assumption.

One additional procedural item must be addressed. It is the Authority's position that none of the above transfers can be made if the applicable employee does not have an acceptable work record. If the work record is not acceptable at the time the transition would take place, the employee would be reconsidered six (6) months thereafter.

If the above accurately represents the understanding between the Authority and IBEW, Local 134, please sign below and return to me.

If you have any questions or if you want to discuss any issues contained herein, please contact me at 312/664-7200, extension 3424.

Very truly yours,

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

APPROVED:

John Carriglio
John Carriglio
Business Representative
IBEW, Local 134

Mr. John Carriglio
August 28, 1992
Page Four

AMG:ek
Attach.

Distribution

J. Bidwill
L. Bretz
M. Cook
T. Czech
R. Juvinall
W. Mooney
M. O'Sullivan
G. Tapling
G. Ward, Jr.



TO: Distribution
FROM: Contract Processes Coordinator
DATE: October 6, 1992
RE: Agreement between the Chicago Transit Authority
and IBEW, Local 134 concerning Electrical
Workers assigned to Skokie Shops

Attached please find a fully executed agreement which establishes a new job classification of Electrical Worker - Electronics Room, Job Schedule No. 5051 at Skokie Shops.

In brief, the agreement eliminates the electronics portion of the pre-employment exam, it establishes a procedure to fill future vacancies in the Electronics Room, and it provides avenues to transition FTP Electrical Unit Assemblers to FTP Electrical Worker positions and FTT Capital Electrical Unit Assemblers to FTT Capital Electrical Worker positions.

It should be noted that this agreement is effective September 28, 1992 and affects only employees assigned to Skokie Shops. The rate paid to either Electrical Worker classification is the current journeyman rate of pay.

Please take the necessary action to implement this agreement.


Ann Murphy-Gaughan

Approved:


James E. Bidwill, Manager
Contract Administration

AMG/ab

cc: A. Allen
L. Bretz
B. Chavers
T. Czech
W. Mooney
M. O'Sullivan
G. Ward, Jr.

J. Bidwill
R. Brown
M. Cook
R. Juvinall
R. Reule
G. Tapling
AMG Corres.

THE CHICAGO TRANSIT AUTHORITY POSITION DESCRIPTION

Job Schedule #:	0970	Grade:	Hrly	Union Affiliation:	134
Position:	Electrical Worker - 0970				
Department:	Bus-Rail Maintenance				
Location:	Bus Shops and Rail Vehicle Shops				
Reports To:	Foreman Electrical Workers				
Safety Sensitive Position:	Yes	Date:	June 1, 2002		

POSITION SUMMARY

Performs various duties relative to the repair of electrical and electronic components in buses and rail vehicle equipment.

PRIMARY RESPONSIBILITIES

	% time	
1		Wires and rewires vehicles according to blueprints and written or oral instructions.
2		Inspects, dismantles, replaces, repairs, rebuilds, adjust, overhauls, controls, A.C. and D.C. motors, motor generators, motor alternators, armatures, stators, solenoids, storage batteries, and other electrical and electronic components, e.g. PA amplifiers, horn amplifiers, low voltage power supplies and various printed circuit boards.
3		Adjusts and tests contactors, relays, motors, field coils and other equipment.
4		Applies and bakes protective sealants to electrical equipment.
5		Locates and corrects troubles in electrical circuits or equipment.
6		Reads and interprets blueprints and schematic drawings and utilizes small hand and power operated tools.
7		Takes accurate measurements and instrument readings.
8		Operates and interprets electrical testing equipment necessary to troubleshoot, repair and adjust electrical systems.
9		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 submit to and pass drug and alcohol testing as mandated by the Federal Transportation Administration.
- Must pass applicable tests.
- Must pass a physical examination and perform the physical activities associated with this position.
- Required to possess a knowledge of the equipment operated by the Authority.
- Must be familiar with the correct tools and machinery used in the repair and maintenance of rail

vehicle cars and buses.

- Required to be competent in the use of small hand and power operated tools and proficient in the use of electrical testing and measuring equipment such as oscilloscopes, function generators, frequency counters and digital multimeters.
- Must possess a thorough knowledge of electrical and electronic theory.
- Minimum of five years of verifiable work experience in a recognized shop, inspecting, testing, repairing and rebuilding electrical and/or electronic components and equipment.

WORKING CONDITIONS

- Works with or near baking and drying equipment producing heat measuring 350 degrees or more.
- Works with coating varnish and other sealants and is exposed to shop noise and dust.
- Supplies own hand and power operated tools.
- Occasionally required to work outside, subject to varying weather conditions.

PHYSICAL DEMANDS

- Required to lift, carry and maneuver material weighing up to 80 pounds.
- Must have good eyesight and distinguish colors.

EQUIPMENT, TOOLS, AND MATERIALS UTILIZED

•

THE CHICAGO TRANSIT AUTHORITY POSITION DESCRIPTION

Job Schedule #:	0970	Grade:	Hrly	Union Affiliation:	134
Position:	Electrical Worker-5051				
Department:	Bus-Rail Maintenance				
Location:	Bus Shops and Rail Vehicle Shops				
Reports To:	Foreman Electrical Workers				
Safety Sensitive Position:	Yes	Date:	May 31, 2002		

POSITION SUMMARY

Overhauls, repair damage and performs diagnostic tests to electrical and electronic systems on rail car vehicles. Perform diagnostic evaluations and rebuilds various electrical and electronic equipment.

PRIMARY RESPONSIBILITIES

% time	
1	Rewires, wires and overhauls rail car vehicles according to blueprints and written or oral instructions.
2	Locates and corrects trouble in electrical and electronic and microprocessor circuits or equipment during the repair or overhaul of rail cars.
3	Inspects, repairs, rebuilds, overhauls, tests and adjusts control groups; inverters, motor alternator control systems, printed circuit boards, low voltage power supplies, PA and horn amplifiers and microprocessor control devices and systems, and other electrical, electronic and microprocessor units.
4	Performs HVAC unit wiring; truck wiring testing and troubleshooting.
5	Rewinds armatures and performs final testing of assembled traction motors and motor alternators.
6	Reads and interprets blueprints and schematic drawings and utilizes hand and power operated tools.
7	Takes accurate measurements and instrument readings.
8	Operates and interprets electrical testing equipment necessary to troubleshoot, repair and adjust electrical systems.
9	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 submit to and pass drug and alcohol testing as mandated by the Federal Transportation Administration for safety sensitive positions.
- Must pass applicable written and practical tests in electronics repair work in order to become qualified to this position.

- Required to possess a thorough knowledge of the electro-mechanical aspects of rail car and work train equipment operated by the Authority.
- Must be familiar with the tools and machinery used in the repair and maintenance of rail vehicle cars.
- Required to be proficient in the use of hand and power operated tools used in electro-mechanical maintenance and repair and adept in the use of electrical testing and measuring equipment such as oscilloscopes, function generators, frequency counters, digital multimeters, surge testers, continuity testers and other specialized test equipment.
- Must possess a thorough knowledge of electrical and electronic theory.
- Must pass a physical examination and perform the physical activities associated with this position.

WORKING CONDITIONS

- Occasionally works with or near baking and drying equipment producing heat measuring 350 degrees or more.
- Occasionally works with varnish coatings and other sealants and is exposed to usual shop noise and dust.
- Supplies own hand and power operated tools.
- Occasionally required to work outside, subject to varying weather conditions.
- Employees within this classification may be required to perform some or all of the duties of Electrical Works within job schedule 0970

PHYSICAL DEMANDS

- Required to lift, carry and maneuver material weighing up to 80 pounds.
- Must have good or corrected eyesight and distinguish colors.

EQUIPMENT, TOOLS, AND MATERIALS UTILIZED

•

AGREEMENT

This Agreement, made this 29th day of June, 1993, by and between the Chicago Transit Authority ("the Authority") and Local Union 134, International Brotherhood of Electrical Workers ("the Union"),

WITNESSES:

WHEREAS, certain Electrical Workers represented by the Union are engaged in duties concerned with repairing and maintaining wheelchair lifts on handicapped-accessible buses; and

WHEREAS, these duties require specialized training; and

WHEREAS, the parties agree that the nature of the duties is such that a premium is appropriate for the performance of such duties; and

WHEREAS, the parties agree that the establishment of such a premium is not intended to create a precedent for performance of duties other than the repairing and maintaining of wheelchair lifts on handicapped-accessible buses;

NOW, THEREFORE, the parties agree as follows:

1. Electrical Workers who have been trained in and assigned to the duties of bus wheelchair lift maintenance and repair will receive a premium of twenty-five cents (\$.25) per hour for each hour or portion thereof that they are engaged in the performance of such specialized duties.

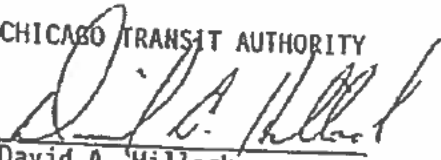
2. This agreement and the premium payments set forth in paragraph one, above, are retroactive to the pay period beginning closest to March 1, 1992.

3. This agreement and its terms and conditions apply only to the present issue of wheelchair lift premiums and have no applicability to any other issue between the parties. The Authority and the Union specifically agree that this agreement shall not be used as a precedent in any future discussions, negotiations, arbitrations, administrative or legal proceedings, except as may be necessary to enforce the provisions hereof.

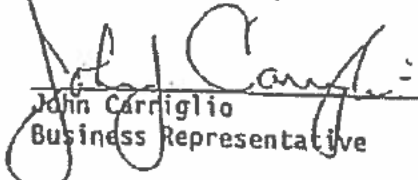
THIS AGREEMENT is signed this 29th day of June, 1993 in the City of Chicago, Cook County, Illinois.

BY:

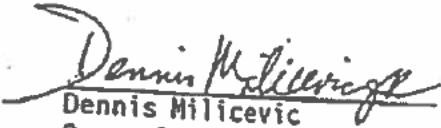
CHICAGO TRANSIT AUTHORITY


David A. Hillock
Vice President
Bus Operations

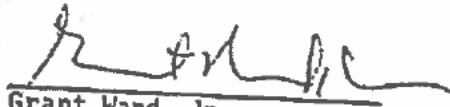
LOCAL 134, I.B.E.W.


John Carriglio
Business Representative

WHEELCHAIR LIFT PREMIUM
AGREEMENT - CTA & LOCAL 134
_____, 1993



Dennis Milicevic
General Manager
Bus Heavy Maintenance



Grant Ward, Jr.
General Manager
Industrial Relations

AGREEMENT

THIS AGREEMENT, made this 30th day of Aug, 1995, by and between the Chicago Transit Authority ("the Authority") and Local 134, International Brotherhood of Electrical 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 Electrical Workers 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 Electrical Worker 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 Electrical Workers (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 Electrical Worker positions;

NOW, THEREFORE, the parties agree as follows:

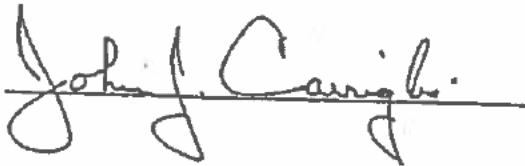
1. FTTC's with one or more years of service with the Authority shall be given the opportunity to transfer to full-time permanent Electrical Worker vacancies in Bus Heavy Maintenance, Rail Heavy Maintenance and System Maintenance via a position survey circulated among them only after qualified full-time 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 Electrical Worker 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.

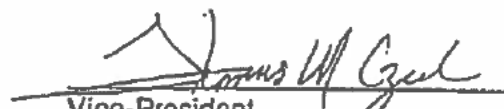
THIS AGREEMENT is executed in Chicago, Illinois.

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, LOCAL 134

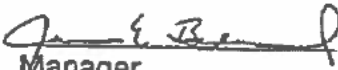
CHICAGO TRANSIT AUTHORITY




Senior Vice-President,
Operations


Vice-President,
Human Resources


General Manager,
Industrial Relations

Originated by: 
Manager,
Contract Administration

AGREEMENT

THIS AGREEMENT, made this 19th day of July, 1996, by and between the Chicago Transit Authority ("the Authority") and Local 134, International Brotherhood of Electrical Workers ("the Union"),

WITNESSES:

WHEREAS, the Authority has determined the need to establish the new position of High Speed Encoder Technician; and

WHEREAS, the parties are in agreement that this new position should be within the bargaining unit jurisdiction of the Union; and

WHEREAS, the parties recognize that the duties and responsibilities of the new position are subject to change as the Automated Fare Collection System, of which the High Speed Encoder operation is a component, continues to be developed and instituted; and

WHEREAS, the parties wish to set forth their agreement in a manner which does not present a precedent for any present or future matter;

NOW, THEREFORE, the parties agree as follows:

(1) The High Speed Encoder Technician position is established within the bargaining unit jurisdiction of the Union. Nothing herein requires the Authority to staff such a position or positions.

(2) The job description of the High Speed Encoder Technician is attached hereto and incorporated by reference herein. However, the parties recognize that the actual duties of this position may well change over time, and agree to meet from time to time to re-evaluate the duties, working conditions and responsibilities of the position and the wage rate of the position, set forth in paragraph 3, below.

(3) As of the date of this agreement, the pay rate of the High Speed Encoder Technician will be equivalent to that of the positions of Testing Engineer II and Revenue Systems Engineer II, which, as of this date, is a basic monthly rate of \$3,912.02, a biweekly rate of \$1,805.55, and an hourly rate of \$22.569. This rate will be increased at the same time and by the same amount as increases in the Testing Engineer II and Revenue System Engineer II rates.

(4) As the Automatic Fare Collection System develops, the Authority may, in its sole discretion, determine that more employees are required to perform duties as part of the High Speed Encoder process. In such event, such employees' union affiliation, wage rate, duties and other terms and conditions of employment will be the subjects of negotiations between the parties, and nothing herein shall apply to such subjects unless specifically agreed to.

Page 2 of 2

(5) This agreement is limited to the subject matter hereof, and shall not be used as a precedent in any present or future discussions, negotiations, arbitrations, actions at law as in equity, or in any judicial or administrative forum, except as may be necessary to enforce the provisions hereof.

This agreement is made this 18th day of July, 1996, at Chicago, Illinois.

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, LOCAL 134

Michael J. Felonyo
Business Representative

CHICAGO TRANSIT AUTHORITY

William C. Sutton
Senior Vice-President/Treasurer
Finance & Capital Management

James M. Gysel
Vice-President
Human Resources

Robert M. B...
General Manager, Industrial Relations

John M. R...
Manager
Pass Operations and Control

Originated by:

John E. B...
Manager, Contract Administration

/s

David R. Kyne
General Manager
Treasury

.DATE 11 JUL 96 09:18:01 RID 1167D 18 APR 96 DUQUE
Job Descriptions: 5763

DOOC

JOB

*SCHD.JOB TITLE

AUTH UNION DATE EST DATE REV
LEVEL AFFIL YYYYMMDD YYYYMMDD

*=====

5763 HIGH SPEED ENCODER TECHNICIAN

HRLY .0134 960411

.5763 HIGH SPEED ENCODER TECHNICIAN

*DIV: ADMIN-GROUP: FINANCE-DEPT.: TREASURY/PASS OPERATIONS

*LOCATION: 901 WEST DIVISION

*REPORTS TO: MANAGER PASS OPERATIONS

*ANALYST: C MCLEAN

*APPROVED:

POSITION SUMMARY:

Operates, monitors and controls pass encoding equipment in accordance with established routines and procedures; directs, instructs and trains new and established operators in the operation of high-speed encoding(hse) equipment for the production of stored value, access and identification cards, and in the packaging of fare media.

PRIMARY DUTIES AND RESPONSIBILITIES:

Serves as the primary operator of High Speed Encoder(HSE) equipment.

Assists in determining appropriate equipment settings and operating instruction for the High-speed Encoder and related materials.

Provides ongoing training, instruction and advice to staff in the operation of HSE, inventory procedures, and production of stored value, access and identification cards.

Monitors and controls the operation of HSE equipment.

Reviews operational instructions, determines correct machine application, and makes changes as appropriate.

Performs timely audit procedures and maintains accurate records of all defective fare media processed.

Troubleshoots and resolves equipment problems as necessary.

Resolves minor encoder hardware/software problems.

Informs appropriate personnel of problems with computer hardware and software that cannot be corrected through regular procedures.

Establishes and maintains inventories and perpetual audits of stock materials used for the pass encoding and packaging process.

Sets aside defective materials for accurate inventory control.

Prints special forms and reports as directed.

Monitors communications network and online systems to ensure correctness of coded information and instructions.

Checks operating room conditions, to ensure optimum ventilation and temperature.

Maintains records and logs of machine operation data.

Loads input and output units with appropriate stock for operating r

Codes and controls output material data and maintains disks to ensure retention of critical information in various libraries and files.

Performs rudimentary first-line maintenance on encoding equipment.

POSITION REQUISITES:

Required to possess the skills necessary to operate and direct other the use of the high-speed encoder.

Must have thorough knowledge of all phases of the Authority's pass operations.

Required to possess the skills necessary to understand and execute complex oral and written instructions relating to the operation of electronic computer-aided encoding equipment.

Must possess the knowledge and skills necessary to operate mainframe personal computer systems to develop and maintain business applications using appropriate hardware and software, particularly relational databases such as FoxPro, Access And Paradox.

Required to possess a temperament suitable for maintaining effective relations with various levels of Authority personnel and external contacts.

Required to possess the knowledge and skills necessary to execute production and development operations related to the high-speed encoder.

Must possess the discretion necessary to work with confidential information.

Must possess a knowledge of the procedures and techniques of inventory control.

EDUCATIONAL REQUISITE:

Required to possess a Bachelor's Degree in Engineering, Computer Science, or a combination of education and experience relating to the position.

EXPERIENCE REQUISITE:

Must possess prior experience as a Systems Technician or comparable position.

WORKING CONDITIONS:

May work various hours and days to meet production needs.

Exposed to noise from encoders and packaging machinery.

Regularly lifts boxes weighing up to 50 pounds.

Position involves frequent standing and walking.
Subject to exposure to hazardous materials.
May be required to wear security clothing.

..... END REPORT

AGREEMENT

THIS AGREEMENT, made this 2nd day of October, 1996, by and between the Chicago Transit Authority (hereinafter, "the Authority") and the International Brotherhood of Electrical Workers, Local 134 (hereinafter, "the Union"),

WITNESSES:

WHEREAS, the Authority and the Union wish to define the scope of work for which the "A" Electrician hourly wage rate will be paid as distinguished from the scope of work for which the "B" Electrician hourly wage rate will be paid.

NOW, THEREFORE, the parties agree as follows:

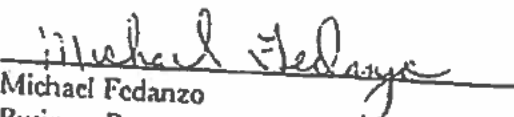
1. All electricians represented by the Union will receive the "A" Electrician hourly wage rate when performing "A" work, as defined herein, and will receive the "B" Electrician hourly wage rate when performing "B" work, as defined herein.
2. Types of work and the rates to be paid therefore are categorized as follows:
 - A. Escalator Service By the terms of this Authority-Union Wage and Working Conditions Agreement presently in effect, Escalator Servicemen are to receive the "A" Electrician hourly wage rate.
 - B. New Construction Creation of new electrical equipment or installation of new electrical facilities where none has existed before is defined as new construction and Electricians performing such work will receive the "A" Electrician hourly wage rate for such work. The maintenance construction electrical group shall continue to receive the "A" rate of pay.
 - C. Demolition and/or Removal Demolition and/or removal of electrical equipment or facilities without replacement or substitution shall receive a "B" rate of pay. It is noted that Electricians are guaranteed such work only if the material removed is to be reused.
 - D. Upgrading of Capacity Upgrading occurs when electrical equipment or facilities are replaced by units of greater capacity and concurrent alterations are made to use such greater capacity. Such upgrading work is "A" work. However, if a unit of greater capacity is installed only as a substitution for a unit of lower capacity without concurrent alterations to improve service capacity, such installation is considered to be a replacement and is "B" work. All conduit work, recircuitry for a permanent service and bus bar alteration associated with the upgrade are "A" work and the electrician performing the work shall receive "A" rate of pay.

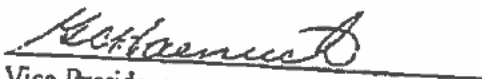
- E. Relocation/Replacement Replacement is the substitution of new like-in-kind equipment or facilities for original equipment or facilities. Like-in-kind equipment or facilities will not necessarily be identical to the original equipment or facilities, but will not necessitate an increase in service capacity. Replacement also includes removal and reinstallation of the same or like-in-kind facilities or equipment as an element of remodeling or renovation performed by other employees or contractors. Such replacement work is "B" work. If such replacement entails relocation of facilities or equipment which requires more than two lengths of pipe (heavy wall or thin wall) to move the equipment from the original site or upgrading the service capacity of the facilities or equipment, the work is "A" work.
- F. Renovation/Remodeling Renovation or remodeling of electrical equipment or facilities involves a combination of work described in paragraphs B through F and pay rates shall be determined as so described therein. Recircuity as part of renovation or remodeling of a facility or equipment is "A" work.
- G. Special Work Any future technological advances or work that may require special and/or additional training will be discussed between Union and Management. Work presently paying "A" rate will continue to pay the "A" rate. For example, this includes but is not limited to "A" Construction, Bus Bar Bending, and Fiber Optics.
- H. The Authority will not hold "B" electricians who are not properly trained to CTA pipe bending standards until they are properly trained.

This Agreement is made this 2nd day of October, 1996, at Chicago, Illinois by:

INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS
LOCAL 134

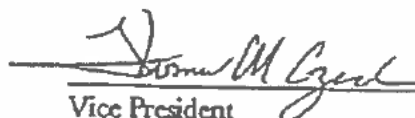
CHICAGO TRANSIT AUTHORITY


Michael Fedanzo
Business Representative


Vice President
Construction and Maintenance



General Manager
Industrial Relations Department



Vice President
Human Resources

Originated by:



Manager, Contract Administration

JEB/al

AGREEMENT

THIS AGREEMENT, made this 17th day of September, 1998, by and between the Chicago Transit Authority ("the CTA") and Local 134, International Brotherhood of Electrical Workers ("the Union"),

WITNESSES

WHEREAS, the CTA is in the process of establishing the new position of High Speed Encoder Assistant; and

WHEREAS, the parties are in agreement that this new position should be within the bargaining unit jurisdiction of the Union; and

WHEREAS, the parties recognize that the duties and responsibilities of the new position are subject to refinement; and

WHEREAS, the parties wish to set forth their agreement in a manner which does not set a precedent for any present or future matter;

NOW, THEREFORE, in consideration of the mutual covenants set forth below, the parties agree as follows:

1. The High Speed Encoder Assistant position is established within the bargaining unit jurisdiction of the Union. Nothing herein requires the CTA to staff this position.
2. The job description of the High Speed Encoder Assistant is attached hereto and incorporated by reference herein. It is subject to revision from time to time upon notice to the Union and an opportunity to meet and agree upon such revisions.
3. As of the date of this agreement, the initial and progression pay rates of the High Speed Encoder Assistant will be those of an Engineering Assistant hired or transferring into the bargaining unit on or after December 26, 1990. The rates will change at the same time and by the same amount as changes in the Engineering Assistant's rates. As of the date of this agreement, the initial and progression rates of High Speed Encoder Assistant are as follows:

<u>Progression Period</u>	<u>Monthly</u>	<u>Bi-weekly</u>	<u>Hourly</u>
1-12 months	\$2,930.86	\$1,352.70	\$16.909
13-24 months	3,126.25	1,442.88	18.036
25-36 months	3,321.64	1,533.06	19.163
37-48 months	3,517.03	1,623.24	20.291
Thereafter	3,907.81	1,803.60	22.545

4. This agreement is limited to the subject of the High Speed Encoder Assistant position, and shall not be used as a precedent in any present or future matters, issues, controversies, discussions, negotiations, grievances, arbitrations, complaints, actions at law or in equity, or in any judicial or administrative forum.

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

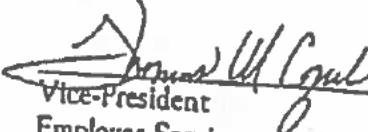
INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS
LOCAL 134

CHICAGO TRANSIT AUTHORITY


Business Representative


Senior Vice-President
Budget and Capital Finance


General Manager
Treasury


Vice-President
Employee Services


General Manager
Industrial Relations

JEB/ab

THE CHICAGO TRANSIT AUTHORITY POSITION DESCRIPTION

Job Schedule #:	5890	Grade:	Hrly	Union Affiliation:	0134
Position:	High Speed Encoder Assistant				
Department:	Treasury				
Location:	901 West Division				
Reports To:					
Safety Sensitive Position:		Date:	May 31, 2002		

POSITION SUMMARY

Operates, monitors and controls pass encoding equipment at the direction of the High Speed Encoder Technician and management personnel.

PRIMARY RESPONSIBILITIES

	% time	
1		Serves as the secondary operator of High Speed Encoder (HSE) equipment.
2		Assists in determining appropriate equipment settings and operating instruction for the High-Speed Encoder and related equipment.
3		Assists High-Speed Encoder Technician in monitoring and controlling the operations of HSE Equipment.
4		Assists in the audit performance of procedures and maintains accurate records of all defective fare-media processed.
5		Troubleshoots and resolves equipment problems.
6		Resolves minor encoder hardware/software problems.
7		Notifies supervisor and management personnel of problems with computer hardware and software that cannot be corrected through regular procedures.
8		Maintains inventories and perpetual audits of stock materials used for the pass encoding and packaging process.
9		Sets aside defective materials for accurate inventory control.
10		Prints special forms and reports as directed.
11		Monitors communication network and online systems to ensure correctness of coded information and instructions.
12		Checks operating room conditions to ensure optimum ventilation and temperature.
13		Assists the High Speed Encoder-Technician in maintaining records and logs of machine operation data.
14		Loads input and output units with appropriate stock for operating runs.
15		Codes and controls output material data and maintains disks to ensure retention of critical information in various libraries and files.
16		Performs rudimentary first-line maintenance on encoding equipment.
17		Assists in the packaging of encoded fare cards.
18		Performs the duties of the High Speed Encoder Technician in the Technician's absence.
19		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 possess the skills necessary to operate the high-speed encoder.
- Must have a general knowledge of all phases of the Authority's Fare Media operations.
- Required to possess the skills necessary to understand and execute complex oral and written instructions relating to the operation of electronic computer-aided encoding equipment.
- Must possess the knowledge and skills necessary to operate mainframe and personal computer systems to develop and maintain business applications using appropriate hardware and software, particularly relational databases such as FoxPro, Access and Paradox.
- Required to possess a temperament suitable for maintaining effective relations with various levels of Authority personnel and external contracts.
- Required to possess the knowledge and skills necessary to execute both production and development operations related to the high-speed encoder.
- Must possess a knowledge of the procedures and techniques of inventory control.
- Required to possess a Bachelor's Degree as an Engineering, Computer Science, or a combination of education and experience relating to this position.
- Must possess prior experience as an Engineering Assistant or comparable position.

WORKING CONDITIONS

- May work various hours and days to meet production needs.
- Exposed to noise from encoders and packaging machinery.
- Regularly lifts boxes weighing up to 50 pounds.
- Position involves frequent standing and walking.
- Subject to exposure to hazardous materials.
- May be required to wear security clothing.

PHYSICAL DEMANDS

EQUIPMENT, TOOLS, AND MATERIALS UTILIZED



Chicago Transit Authority

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

June 25, 1999

Mr. Mike Fedanzo
Business Representative
International Brotherhood of Electrical Workers
Local 134
600 West Washington Street
Chicago, Illinois 60606

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

Dear Mr. Fedanzo:

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.

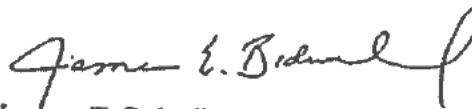
2. At the completion of three months, the employees' work records will be evaluated and, if acceptable, they will continue as full-time temporary employees. However, for the purpose of benefit eligibility only (and with the exception of pension credit), they will be treated as if they had become full-time 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 April 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 April 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.

Mike Fedanzo
Page 3
June 25, 1999

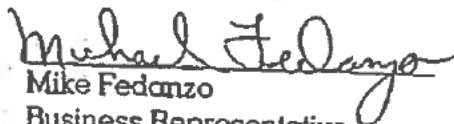
If the above is acceptable to the Union, please so indicate by signing below and returning one of the two duplicate originals to me. (The second original is for your records.) If you have any questions, please contact me immediately.

Very truly yours,



James E. Bidwill
Contract Administration

JEB/ls



Mike Fedanzo
Business Representative
International Brotherhood of Electrical Workers
Local 134



No. 14: Additional Testing Engineer
Classification for West Shops

Chicago Transit Authority

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

April 23, 2001

Mike Fedanzo
Business Representative
International Brotherhood of
Electrical Workers
Local Union 134
600 West Washington Boulevard
Chicago, Illinois 60661

Re: Additional Testing Engineer Grades

Dear Mr. Fedanzo:

The Authority proposes to add two grades to the Testing Engineer classification within your bargaining unit.

Presently, there are four positions with the Testing Engineer classification. Their pay rates are as follows:

<u>Title</u>	<u>Monthly Rate</u>	<u>Hourly Rate</u>
Testing Engineer	\$3,451.74	\$19.914
Testing Engineer I	4,105.32	23.685
Testing Engineer II	4,265.87	24.611
Testing Engineer III	4,431.21	25.565

We propose to add the grades of Testing Engineer IV and Testing Engineer V. Job descriptions are attached.

We propose to link the pay rate of the Testing Engineer IV classification to the Local 134 'A' Electrician rate, which I believe is currently \$30.50 per hour.

We propose to link the Testing Engineer V pay rate to the Local 134 'A' Electrician Foreman rate plus \$1.50 per hour, which, assuming the present rate is \$32.50, would equate to \$34.00.

The pay rate of the Testing Engineer IV would increase at the same time and by the same amount as an 'A' Electrician. The rate of the Testing Engineer V would increase at the same time as that of an 'A' Electrician Foreman and by the same amount plus \$1.50 per hour.

These two positions become the fourth and fifth Testing Engineer levels. Present Testing Engineers can advance into these levels. A Testing Engineer III with two years experience at that level can be recommended by the Senior Power Engineer for promotions to Testing Engineer IV. Through similar criteria, a Testing Engineer IV can become a V.

If the above proposal is acceptable to the Union, please so indicate by having the space provided below signed by the appropriate Union official. (You know better than I whether or not that should be you or the Business Manager.)

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

Very truly yours,


James E. Bidwill
Contract Administration

Agreed:



Title: Business Representative Date: 4/27/01
International Brotherhood of Electrical Workers
Local Union 134

JEB/ab
Attachment

6054

JOB

SCHD. JOB TITLE

AUTH UNION DATE EST DATE REV
LEVEL AFFIL YYYYMMDD YYYYMMDD

6054 TESTING ENGINEER IV

HRLY 134 001128

6054 TESTING ENGINEER IV

(SAFETY SENSITIVE POSITION)

DEPARTMENT: SYSTEMS MAINTENANCE SUPPORT-TECHNICAL SUPPORT

REPORTS TO: SENIOR POWER ENGINEER

LOCATION: 312 SOUTH FRANKLIN AND VARIOUS FIELD LOCATIONS

ANALYST: E DUQUE

APPROVED AS NOTED DATE APPROVED:

BASIC FUNCTION:

Investigates electrical and mechanical problems related to construction and maintenance equipment. Provides technical support and assistance to various Authority departments. Provides direction and assistance to Testing Engineers I, II and III.

PRIMARY DUTIES AND RESPONSIBILITIES:

Tests and calibrates various electrical and electronic devices and equipment in the substations, subways, and other Facilities Maintenance Sections.

Investigates, diagnoses and coordinates problems related to electrical conversion, distribution and control systems within facilities owned and/or operated by the Authority.

Develops and reviews testing procedures and standards involving the Authority's electrical, electronic and electromechanical equipment.

Assures that procedures and standards are being adhered to by subordinate engineers.

Develops and reviews specifications for new equipment purchases.

Acts as project manager or resident engineer for various Capital Improvement and Maintenance projects.

Evaluates infrastructure needs and recommends or initiates capital improvement efforts.

Develops and coordinates special projects such as asbestos abatement, third rail geometry tests, PLC retrofits, equipment modifications, etc.

Represents the Authority at field inspections of contract construction to assure adherence to specification requirements.

Interacts with Authority departments and external contacts.

Investigates causes of corrosion on underground structures and determines actions needed to mitigate damage.

Determines cause of equipment failures and recommends measures to prevent re-occurrence.

Directs maintenance staff on non-routine repairs and modifications of equipment.

Assists safety department in accident investigations and safety related incidents.

Performs design modifications and/or new design of electrical circuits and apparatus as needed to maintain Authority operations.

Reviews and approves design modifications submitted by subordinate engineers.

Provides cost estimates and implements design changes.

Evaluates and develops software for the Authority's maintenance purposes.

Updates blueprints and CAD drawings to reflect field conditions.

Repairs test instrument and electronic equipment.

Prepares written reports on field surveys, test results and infrastructure needs.

Supervises and coordinates less experienced Testing Engineers.

Sets up and runs emergency generators during power outages.

Is on 24 hour call for emergency overtime.

Directs department personnel during emergencies.

Acts as Senior Power Engineer during the Senior Power Engineer's absence.

Performs other duties as assigned.

POSITION REQUISITES:

Required to submit to and pass drug and alcohol testing as mandated by the Federal Transportation Administration for safety sensitive positions.

Required to have a thorough knowledge of electrical theory and its application to the testing and troubleshooting of electrical and electronic apparatus and components.

Must have a theoretical and practical understanding of electromechanical functions.

Required to have a thorough understanding of the operating principles of electrical apparatus routinely tested.

Must have the skills and attributes necessary to accurately draw, read, interpret, and modify schematic diagrams and blueprints.

Must possess the skills necessary to communicate clearly and comprehensively, both orally and in written reports.

Must possess the knowledge and skills necessary to competently operate personal computer systems to develop and maintain engineering and business applications using software such as Word, Excel, C++, Access, Office and AutoCAD.

Required to possess a suitable temperament and disposition to maintain amiable and effective working relationships with various departments of the Authority and outside contacts.

Required to understand microprocessor theory and design of logic circuits and their application to equipment controls.

Required to be familiar with various phases of contract construction and their interaction with other departments.

Must have a thorough knowledge of the Authority's electrical and distribution system and substation electrical drainage systems.

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

Must have a valid Illinois driver license.

Must pass applicable tests.

EDUCATIONAL REQUISITE:

Required to have a Bachelor's Degree in Electrical Engineering or a combination of education, training and experience relating to this position.

EXPERIENCE REQUISITE:

Must have a minimum of 2 (two) years experience as a Testing Engineer III.

Must have excelled as a Testing Engineer III and demonstrated his/her ability to conquer challenges and make consistent contributions in area not generally required from a Testing Engineer III.

PHYSICAL DEMANDS:

Extensive standing and walking.

Required to climb ladders, bend, and stoop.

Must lift and carry testing instruments weighing up to 50 pounds.

WORKING CONDITIONS:

Works in close proximity to electrical apparatus which are energized in excess of 12,000 volts AC and 600 volts DC.