

Works out of doors, in substations, in shops and garages and other facilities throughout the CTA system.

Works in a laboratory or office environment.

May work near moving trains and other vehicular traffic.

Occasionally exposed to usual shop and field conditions, e.g. electrically energized conductors, moving trains and other vehicular traffic, construction noise and dust, machinery, existing weather conditions, etc.

..... END REPORT



Chicago Transit Authority

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

Mr. Michael Fedanzo
Business Representative
International Brotherhood of
Electrical Workers, Local 134
600 West Washington Boulevard
Chicago, Illinois 60661

November 21, 2001

Re: Agreement - Full-Time Temporary Capital
(FTTC) Revenue Systems Engineer I

Dear Mr. Fedanzo:

In accordance with our discussions, the Authority has received capital improvement funding for the development and implementation of the Fare Box System Replacement Project at 901 W. Division, Revenue Equipment Technology and Maintenance Department ("RETMD").

As a result of this funding, the Authority is prepared to hire a Full-Time Temporary Capital (FTTC) employee for the position of Revenue Systems Engineer I within Local 134's bargaining unit. At this time, the Authority requires one (1) position, and the duration of the project is expected to continue for approximately three (3) years.

The Union and the CTA faced similar situations in 1990 and 1999 at Skokie Shops. On both occasions, Local 134 and the CTA agreed to an FTTC program, which proved to satisfy the interests of the CTA, the Union, and its members. We have tentatively agreed to a new FTTC program for Revenue Equipment Technology and Maintenance Department based on the 1990 and 1999 agreement.

The parties have agreed as follows:

1. Applicant, Michael A. Washington, will be hired into the position of FTTC Revenue Systems Engineer I;
2. FTTC Revenue Systems Engineer I hire status is contingent upon satisfactory completion of all Authority hiring requirements, including, but not limited to medical, drug/alcohol testing, standard testing for all hires, and other requisites as applicable.
3. For the purposes of this program only, the Engineering test for the FTTC Revenue Systems Engineer I position will be waived on a non-precedent setting basis.

Mr. Fedanzo, Local 134
FTTC Revenue Systems Engr. I
November 21, 2001
Page 2 of 5

4. The rate of pay for the FTTC Revenue Systems Engineer I position will be the same as the non-capital Revenue Systems Engineer I rate which is currently \$23.043 per hour. All contractual rate increases and job progression increases apply.
5. The FTTC program does not provide any guarantees of full-time permanent ('FTP') or full-time temporary ('FTT') employment.
6. Should capital funding no longer be available or the position no longer be available as determined by the Authority, all FTTC employees will be required to resign or be administratively separated.
7. At the completion of three (3) months, the FTTC employee's work record will be evaluated and, if acceptable, the employee will continue as a full-time temporary capital (FTTC) employee; however, for the purpose of benefit eligibility only, the employee will be treated as if he had become a full-time permanent ('FTP') employee.
8. The employee will be eligible to receive FTP benefits (with the exception of pension eligibility or service years credit for pension purposes). In other words, effective upon satisfactory completion of three (3) months in the FTTC program, the FTTC Revenue Systems Engineer I, will begin to receive benefits under the terms and conditions of the CTA-Local 134 Wages and Working Conditions Agreement (i.e., actual days worked during the calendar year will be counted towards the 200 work-day requirement to become eligible for vacation; contractual holiday benefits; FTP employees' group insurance package under the same terms as a newly hired full-time permanent employee, etc.).
9. For clarification of the above, the following example is provided below:
10. An employee hired as an FTTC Revenue Systems Engineer I on December 1st will continue to be an FTTC employee on and after December 1st; however the employee will be ineligible for FTP holiday benefits until March 1st of the following year. The employee will be ineligible for Christmas Day or the day before Christmas day, since under the terms of the contract, no holidays 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 March 1st.

11. Given the above December 1st-March 1st (3-month) scenario, the FTTC employee and his or her dependents are eligible for hospital and medical benefits on June 1st, just as any other employee who became permanent on March 1st.
12. Neither the FTTC employee nor Authority makes contributions to the pension plan.
13. FTTC employees are not afforded pension credit. An FTTC employee does not accrue seniority. Company and/or bargaining unit seniority begin when the employee becomes an FTP employee.
14. In the event a FTP operating Revenue Systems Engineer I position becomes available during the capital project period, and, the FTTC employee has an acceptable work record, he will be afforded first preference for said open position.
15. First preference for said open position is contingent upon all existing Local 134 FTT and FTP eligible employees in the RETMC being afforded an opportunity for promotion and/or transfer.
16. Should there be any issues raised regarding FTTC promotion and/or transfer, the Authority and union agree to meet to discuss an acceptable method of assigning preferences.
17. An FTTC employee's FTP hiring is contingent upon his/her successful completion of all Authority hiring, testing and medical requisites, including, but not limited to the Engineering test applicable for Revenue Systems Engineer I position and other requisites as required by the Authority.
18. If afforded full-time permanent placement as a Revenue Systems Engineer I, the FTTC employee will be afforded, based on time worked as an FTTC, credit towards the contractual probationary period for all FTP hires.
19. The employee's contractual benefit date will remain the three-month date after his/her initial date of FTTC hire. The employee's pension eligibility will start one-year from his/her full-time permanent hire.
20. This agreement does not afford the FTTC employee the right to transfer as an FTTC to another Authority work location nor does it allow FTP hire to another work location.

Mr. Fedanzo, Local 134
FTTC Revenue Systems Engr. I
November 21, 2001
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21. Nothing in this agreement prohibits the employee from applying for any other job opportunities at the Authority; however, normal and customary hiring practices will apply.
22. The Authority and Union agree that the CTA can conclude this project at its discretion, and, in accordance with this agreement, any FTTC employee who is not rehired into a FIP position prior to the termination of the project will be asked to resign or be administratively terminated.
23. Any qualified job applicant/referral submitted by the union for the FTTC positions will be given first preference for hiring into capital positions. As always, the parties agree to keep in mind affirmative action commitments.

If the above is acceptable to the union, please indicate by signing below. Two originals are enclosed. Please return one original to this office and retain one original for your files. If you have any questions, please contact me on extension 3418.

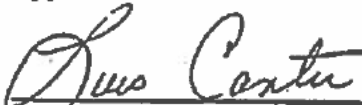
Sincerely,


Diane Traxler, Acting Manager,
Contract Administration & Interpretation

Approved:


Robert M. Gierut
Vice President,
Employee Relations

Approved:


Luis Cantu
General Manager, Revenue Equipment
Technology and Maintenance

Agreed:


Michael J. Fedanzo
Business Agent, International
Brotherhood of Electrical Workers,
I.B.E.W., Local 134

Dated: 1-28-02

Mr. Fedanzo, Local 134
FTTC Revenue Systems Engr. I
November 21, 2001
Page 5 of 5

Cc: R. Gierut
J. Flynn
L. Cantu
C. Morgen
M. K. McMahon
J. Gadowski
S. Finney
J. Mendoza
ER Staff
Agreement File
Local 134 File
DT Corres.

No. 16: Revenue Systems Engineer IV and V
Agreement



Chicago Transit Authority

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

November 21, 2001

Mr. Michael Fedanzo
Business Representative
International Brotherhood of
Electrical Workers, Local 134
600 West Washington Boulevard
Chicago, Illinois 60661

Re: Letter of Agreement concerning
 □ Revenue Systems Engineer IV and V
 □ Non-Posted Transfer

Dear Mr. Fedanzo:

As discussed, the Authority proposes to add two monthly-rated positions to the Revenue Systems Engineer classification within our bargaining unit.

Presently, there are three positions within the Revenue Systems Engineer classification. Their pay rates are as follows:

<u>Title</u>	<u>Monthly Rate</u>	<u>Hourly Rate</u>
Revenue Systems Engineer I	\$4,105.32	\$23.685
Revenue Systems Engineer II	\$4,265.87	\$24.611
Revenue Systems Engineer III	\$4,431.21	\$25.565

The Authority proposes to add the positions of Revenue Systems Engineer IV and Revenue Systems Engineer V (position descriptions attached).

This agreement will link the pay rate of the Revenue Systems Engineer IV classification to the Local 134 'A' Electrician rate, which we understand is currently \$30.650 per hour.

We propose to link the Revenue Systems Engineer V pay rate to the Local 134 'A' Electrician Foreman rate plus \$1.50 per hour, which, assuming the present hourly rate is \$33.650, would equate to \$35.150 per hour.

The pay rate for the Revenue Systems Engineer IV would increase at the same time and by the same amount as 'A' Electrician. The rate of the Revenue Systems 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.

Michael Fedanzo, Local 134
Re: Revenue Systems Engr. IV and V
November 21, 2001
Page 2 of 3

These two positions become the fourth and fifth Revenue Systems Engineer levels. Present Revenue System Engineers can advance into these levels as described below:

- a) To qualify for the Revenue Systems Engineer IV position, candidates must have fulfilled the requirements for Revenue Systems Engineer III, have two years experience as a Revenue Systems Engineer III and be recommended by his/her immediate supervisor/manager for the promotion. The Revenue Systems Engineer IV reports to the Manager of Revenue Equipment Technology and works under the supervision of the Revenue Systems Engineer V.
- b) To qualify for the Revenue Systems Engineer V position, candidates must have fulfilled the requirements for the Revenue Systems Engineer IV, have two years experience as a Revenue Systems Engineer IV, and be recommended by his/her immediate supervisor/manager for the promotion. The Revenue Systems Engineer V reports to the Manager of Revenue Equipment Technology.
- c) The Authority retains sole discretion as to the number of positions to be filled and whether or not said positions are to be staffed.

Initial staffing changes as a result of these newly created positions will be as follows:

<u>Employee Name</u>	<u>Badge</u>	<u>Current Job Title</u>	<u>Proposed Job Title</u>
Chung-Chun Tam	7(1)(b)	Rev.Systems Engr.III	Rev.Systems Engr. V
Paul Moreno		Rev.Systems Engr.III	Rev.Systems Engr. IV
Christopher Julun*		Testing Engineer III	Rev.Systems Engr. III

*Christopher Julun is afforded a non-precedent setting, non-posted transfer from his current classification and rate of Testing Engineer III at West Shops to the classification and rate of Revenue Systems Engineer III at 901 West Division.

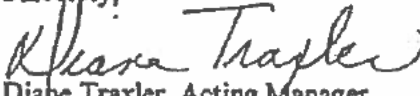
We trust that the above accurately reflects the understanding of the parties. Two originals are enclosed for your signature. Please sign both originals; retain one copy for your files and return the other signed original to my attention for implementation.

Michael Fedanzo, Local 134
Re: Revenue Systems Engr. IV and V
November 21, 2001
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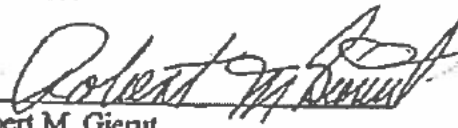
Upon receipt of your signature of approval, these changes will be made effective
October 29, 2001, the date of our verbal agreement via conference call.

If you have any questions or concerns, please contact me on extension 3418.

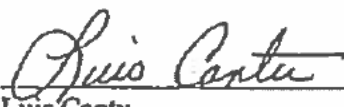
Sincerely,


Diane Traxler, Acting Manager,
Contract Administration & Interpretation

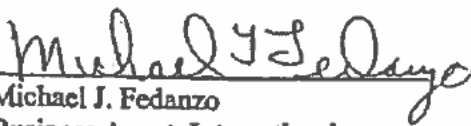
Approved:


Robert M. Gierut
Vice President,
Employee Relations

Approved:


Luis Cantu
General Manager, Revenue Equipment
Technology and Maintenance

Agreed:


Michael J. Fedanzo
Business Agent, International
Brotherhood of Electrical Workers,
I.B.E.W., Local 134

Dated: 1-28-02

Cc: R. Gierut
J. Flynn
L. Cantu
C. Morgen
M. K. McMahon
J. Gadowski
S. Finney
J. Mendoza
ER Staff
Agreement File
Local 134 File
DT Corres.



Chicago Transit Authority

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

August 15, 2002

Michael Fedanzo
Business Representative
International Brotherhood of
Electrical Workers
Local Union 134
600 West Washington Boulevard
Chicago, Illinois 60606

Re: Communication Technician
Pay Rate

Dear Mike,

As we agreed on August 15, 2002 the Authority will, until further notice, waive the progression pay steps in the contract applicable to Communication Technicians hired or transferring on or after the date of this letter. New hires or transfers will receive the top rate of the position (presently \$26.576), rather than be subject to progression.

This agreement will be in effect until either of the parties provide thirty (30) days written notice to the other of their desire to dissolve this agreement, after which the progression steps will be reimposed unless the parties otherwise agree. Employees hired or transferred under this waiver are permanently excluded from being subject to the progression rates.

I believe this accurately reflects our understanding. Two originals are enclosed. Please sign both copies and return one to the Authority.

Very truly yours,

A handwritten signature in cursive script, reading 'Diane Traxler', written over a horizontal line.

Diane Traxler
Manager, Contract Administration &
Interpretation

Approved:

A handwritten signature in cursive script, reading 'Michael Fedanzo', written over a horizontal line.

Business Representative
Local 134

DT/ck

Cc: J. Coleman
R. Gierut
M. Stack
E. Bledsoe

M. Maloney
R. Moses
J. Gadomski
S. Finney

L. Gonzalez
J. Johnson
L. Acuna
R. Jania

DT Corres.
E. R. Staff



To: Distribution Below
From: *Diane Traxler*
Diane Traxler, Manager, Contract Administration & Interpretation
Date: September 3, 2002
Re: Communication Technician Pay Rate

Until further notice, employees hired or transferring into the IBEW, Local 134, bargained-for position of Communication Technician will receive the top rate of the position (presently \$26.576 per hour), rather than be subject to the contractual pay progression.

The attached letter of agreement memorializes the understanding of the parties. The agreement allows compensation for CTA journeyman and outside journeyman hired or promoted into the position at the "thereafter" rate. The employees avoid a reduction in pay compensation while providing the Authority with viable candidates for the position. Employee Relations will submit this issue for management review at the next contractual wage and working conditions negotiations.

Should you have any questions, please contact me on extension 6117.

Approved:

Robert M. Gierul
Robert M. Gierul, Vice President
Employee Relations

Attachments: Letter of Agreement
Wage Rate Schedule

Communication Technician
September 3, 2002

Distribution w/attachments

R. Gierut
E. Bledsoe
M. Stack
J. Coleman
R. Moses
J. Ciadomski
S. Finney
L. Gonzalez
J. Johnson
L. Acuna
J. Cannon
M. Maloney
R. Jania
L. Klemm
C. Byrnes

**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