WHEREAS, The Metropolitan Transit Authority Act, 70 ILCS 3605/28a, provides that the Chicago Transit Board has the right to deal with and enter into collective bargaining agreements with employees represented by a labor organization; and

WHEREAS, Local 241 and Local 308 of the Amalgamated Transit Union are the bargaining representatives for certain operating, maintenance, warehouse, service, and clerical employees of the Chicago Transit Authority; and

WHEREAS, The Chicago Transit Authority and the Amalgamated Transit Union, Local 241 and Local 308 have reached a tentative agreement on the terms of a new Collective Bargaining Agreement, also known as the Wage and Working Conditions Agreement, effective January 1, 2020 through December 31, 2023; now, therefore:

BE IT ORDAINED BY THE CHICAGO TRANSIT BOARD
OF THE CHICAGO TRANSIT AUTHORITY:

SECTION 1. The Chairman of the Chicago Transit Board, or his designee, is hereby authorized to execute a Wage and Working Conditions Agreement with the Amalgamated Transit Union, Local 241 and Local 308, for the term of January 1, 2020 through December 31, 2023, reflecting the terms of the attached tentative agreement between the Chicago Transit Authority and the Amalgamated Transit Union, Local 241 and Local 308.

SECTION 2. The Chairman of the Board and the President of the Chicago Transit Authority, or their designees, shall be authorized to apply such terms of the above-referenced Wage and Working Conditions Agreement as they deem appropriate to non-bargained employees of the Chicago Transit Authority.

SECTION 3. This ordinance shall be in full force and effect from and after its passage.

APPROVED:  
Chairman  
February 18, 2022

PASSED:  
Assistant Secretary  
February 18, 2022
TENTATIVE AGREEMENT BETWEEN THE CHICAGO TRANSIT AUTHORITY
AND AMALGAMATED TRANSIT UNION LOCALS 241 AND 308

The Chicago Transit Authority and Amalgamated Transit Union Locals 241 and 308 agree that the provisions of the Wage and Working Conditions Agreement between the Chicago Transit Authority and Locals 241 and 308 of the Amalgamated Transit Union terminating December 31, 2019, shall be continued in their new Agreement except to effect the modifications and/or additions set forth herein. The Agreement will be amended in whatever manner necessary to effect the changes herein.

Existing Tentative Agreements:
The parties’ existing tentative agreements are attached hereto and incorporated herein:

ATU Local 241 Proposal 3(a); ATU Local 308 Proposals 3(b), 13, 14; ATU Joint Proposals 24, 25 (Picking Rights)

CTA Proposal 3; ATU Local 308 Proposal 1(d) (Repayable Uniform Voucher)

ATU Joint Proposal 15 (Local Officers)

ATU Local 308 Proposal (Limit on CSA hours)

CTA to provide training to Bus Instructors about AP 1403 – Personal Vehicle Usage.

Tentative Agreements:

Sick Pay

Amend Article 15.13 of the Agreement as follows:

Should any employee, covered by this Agreement, who has been in the regular employ of the Authority for not less than twelve (12) months, be absent from duty due to sickness or accident not related to his employment and should any employee who has been in the regular employ of the Authority for not less than ninety-one (91) days be absent from duty due to an accident related to his employment, and provided the employee is under the care of a regularly licenses physician for such incapacity, the Authority will pay the employee’s regular wages on the following basis:

(a) If the employee's absence is due to an accident, the Authority will pay the employee's regular wages for the first seven (7) days of such incapacity.

(b) If the employee's absence is due to sickness, the Authority will not pay the employee's regular wages for the first two (2) working days of such incapacity, but will pay the employee's regular wages for the third, fourth, fifth, sixth, and seventh working day of such incapacity.

Should any Part-time Bus Operator, CSA or FTTF who has been in the employ of the Authority for not less than twelve (12) months or any full-time employee who has been in the employ of the

1
Authority for twelve (12) months but has not been a full-time employee for twelve (12) months be absent from duty due to sickness or accident not related to his employment and should any Part-time Bus Operator, CSA or FTTF who has been in the employ of the Authority for not less than ninety-one (91) days be absent from duty due to an accident related to his employment, and provided the employee is under the care of a regularly licensed physician for such incapacity, the Authority will pay the employee's regular wages on the following basis up to a maximum of two times per calendar year per employee:

(a) If the employee's absence is due to an accident, the Authority will pay the employee's regular wages for the first three (3) days of such incapacity.

(b) If the employee's absence is due to sickness, the Authority will not pay the employee's regular wages for the first two (2) working days of such incapacity, but will pay the employee's regular wages for the third, fourth, fifth working day of such incapacity.

Verification of illness by a licensed physician shall constitute proof of claim. Final verification must be approved by the Authority's Physician.

In consideration of the enhanced sick-leave benefits provided by this Agreement which the parties agree are equivalent to or greater than the benefits provided by law, the parties agree that the paid sick leave provisions, rights, and benefits of the Chicago Minimum Wage and Paid Sick Leave Ordinance (Chapter 1-24 of the Chicago Municipal Code) and any subsequent amendments to the paid sick leave provisions of the ordinance or the ordinance's rules or regulations are waived for all employees covered by this Agreement. This waiver of the paid sick leave requirements of the ordinance has been collectively bargained, is clear and unambiguous, and shall remain in effect until the execution of a successor agreement.

Uniform Allowance

The following amendments shall be made to Article 4.6 Uniform and Work Clothing Allowance: The amount of the Uniform Allowance provided for in 4.6.1A shall be increased to $500 effective January 1, 2023. All other Work Clothing Allowances shall be increased by $197.50 effective January 1, 2023.

Car Repairers and Bus Mechanics

Amend Article 3.3.D and any other provisions of the Agreement as necessary to provide:

Increase the top rate for car repairers and bus mechanics to 104% of the top operator rate on July 1, 2022. Increase the top rate for car repairers and bus mechanics to 105% of the top operator rate on January 1, 2023. Increase the top rate for car repairers and bus mechanics to 106% of the top operator rate on July 1, 2023.
CSAs and FTTFs

The CSA/CSR Agreement shall be modified to include the terms of the parties’ tentative agreements.

Paragraphs 12 and 13 of the existing CSA/CSR agreement will be deleted and replaced with the following:

CSAs will be paid the wage rates set forth below, which are inclusive of all agreed-upon across-the-board wage increases.

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<th>After 18 months</th>
<th>After 24 months</th>
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Paragraph 10 of the CSA/CSR agreement will be amended to read as follows:

10. Open Local 308 bargaining unit positions in the classifications of Laborer, Material Handler, Rail Janitor and Track Worker shall be filled by qualified CSAs in seniority order. Open FTTF positions shall be filled as follows: 75% of FTTF openings shall be filled by qualified CSAs in seniority order. CTA may fill the remaining 25% of open FTTF positions by hiring from other sources. Open Car Servicer positions shall be filled as follows: 50% of Car Servicer openings shall be filled by qualified CSAs in seniority order and 50% of Car Servicer openings will be filled by qualified Car Servicer Apprentices. The term “qualified” means the individual possesses the requisite skills, expertise or experience to adequately perform the essential functions of a position, as outlined in the written job description, including passing all necessary tests, or could perform the position requirements with the amount of in-house training which the CTA customarily provides. CSAs will not be required to pass a record review in order to be offered an available bargaining unit position, however, the employee’s work record shall follow the employee into the new position. Notwithstanding any other provision, effective November 1, 2022, in order to be offered a position specifically listed in this Paragraph 10, a CSA will be required to meet the Level 1 CSA hiring criteria, attached hereto as Exhibit A. If CTA is unable to fill FTTF and Car Servicer
openings with CSAs after exhausting the CSA seniority list, CTA may fill the openings by hiring from other sources. All positions specifically listed in this Paragraph 10 shall be filled pursuant to the agreed upon Paragraph 10 hiring procedures, which are attached hereto as Exhibit B. The CTA shall notify by email the President/Business Manager, First Vice President and Second Vice President of ATU Local 308 whenever any of the jobs that are the subject of this Paragraph are open, the notice shall include the names and badge numbers of the CSAs and the Car Servicer Apprentices who were offered positions pursuant to this Paragraph.

Exhibit A to Amendment to Paragraph 10 of the CSA/CSR Agreement

CSA Paragraph 10 Work Record Review Criteria

- No suspensions
- No Corrective Case Interviews
- No Safety Violations
- No Chargeable Complaints
- No Chargeable Accidents
- No Chargeable IODs
- No more than three (3) sick book entries
- No more than one (1) miss

Exhibit B to Amendment to Paragraph 10 of the CSA/CSR Agreement

Paragraph 10 Hiring Procedures

ATU Local 308 and the CTA agree that the following procedures shall be followed when CTA fills open Laborer, Material Handler, Rail Janitor, Track Worker, FTTF and Car Servicer positions (Paragraph 10 Positions).

1. From the date of ratification until the following procedures are in place, CTA will contact CSAs in seniority order to fill open Paragraph 10 positions.

2. CTA shall provide ATU Local 308 with a current CSA seniority list.

3. Within 30 days of ratification, and at the start of every year thereafter, CTA shall issue a bulletin to all CSAs notifying them of the Paragraph 10 procedure and advising that to be promoted to a Paragraph 10 position, a CSA must follow the procedures. All CSAs shall be required to sign indicating that they have received the bulletin.
4. The bulletin shall state that to be eligible for a Paragraph 10 position, each CSA must sign into the applicant tracking system by a specified date, to be agreed upon by Local 308 and CTA, and complete a form for every Paragraph 10 position desired.

5. The applicant tracking system shall list the qualifications for each Paragraph 10 position and inquire as to whether the CSA is or is not interested in each position. The applicant tracking system shall require the CSA to provide their current email address and telephone number, and shall advise the CSA that the CSA is responsible for notifying CTA of any changes in their current email address and telephone number. For each position that the CSA indicates they are interested in, the CSA shall be required to complete the form for the position.

6. No more than 30 days following the deadline date for completion of the CSA’s forms in the applicant tracking system, CTA shall create Paragraph 10 seniority lists based on the forms submitted by the CSAs for Laborer, Material Handler, Rail Janitor, Track Worker, FTTF and Car Servicer positions and shall provide the lists to Local 308.

7. When CTA decides to fill a Paragraph 10 position, CTA shall notify Local 308 of the open Paragraph 10 positions to be filled, and the number of vacancies in each position CTA intends to fill. For Car Servicer and FTTF positions, CTA shall notify Local 308 of the total number of positions, and of the number of Car Servicer and FTTF positions being filled through these procedures. The open Paragraph 10 positions shall be filled with the senior qualified CSA on the Paragraph 10 list for each position provided the senior qualified CSA does not decline the position. If the senior qualified CSA declines the position, that individual shall not be eligible for that position for the remainder of the year.

8. CTA shall provide Local 308 with updated Paragraph 10 lists at least twice a year.

9. All notifications to Local 308 required by these procedures shall be provided via email to the President/Business Manager, the First Vice President and the Second Vice President of the Union.

The CSA/CSR Agreement and the Letter of Understanding regarding FTTFs each shall be modified as follows:

Eligible CSAs and FTTFs with one (1) or more years of service shall be permitted one (1) week off per year without pay. Eligible CSAs and FTTFs with two (2) or more years of service shall be permitted two (2) weeks off per year without pay. Eligible CSAs and FTTFs shall pick their earned, unpaid vacation at the end of the full-time vacation pick. The Authority will set the vacation week controls.

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

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

Health Insurance

Amend the Agreement as necessary to provide:

Effective January 1, 2023, implement a three-year pilot of the CTA’s voluntary wellness program, currently known as the Motivate Me wellness program. Bargaining unit employees who comply with the requirements of the Motivate Me wellness program will pay the prior year’s premium rate (e.g. an employee who complies with the Motivate Me program in 2023 will pay the health insurance premium rate for 2022).

Effective January 1, 2023, amend Article 15.6 as follows:

The Authority will provide a Plan "A" Vision Care Plan. The Vision Care Plan will provide for the cost of an annual exam. The Authority will pay seventy-five (75) percent of the employee’s premium and the employee will pay one hundred (100) and seventy-five percent (75%) of the applicable dependent premium, if the employee elects to enroll his dependents. Effective January 1, 2013 an active employee Covered employees and dependents shall be entitled to three hundred dollars ($300.00) for his or her prescription eyeglasses or seventy-five percent (75%) of cost, whichever is less. The Authority will provide an annual opportunity for employees to enroll in the Vision Care Plan. Once enrolled, employees must remain in the Vision Care Plan for the duration of the Agreement.

Effective January 1, 2023, bargaining unit employees will be eligible to participate voluntarily in the CTA’s healthcare flex-savings program.

Effective January 1, 2023, CSAs will be eligible to enroll in PPO3, including family coverage.

Effective January 1, 2023, FTTFs will be eligible for family healthcare coverage.

Effective January 1, 2023, for any maintenance medications, employees may fill their first two prescriptions at any network pharmacy but then must use CVS or mail service for their third and subsequent refills to obtain a 90-day supply.

Effective January 1, 2023, modify prescription drug copays to $10 (Generic), $20 (Brand Formulary), $40 (Brand Non-Formulary).

Retirement Plan

Amend Rule 21 of the Retirement Plan to provide that employees who were terminated and then reinstated following the ratification of the Agreement after having received a refund of his or her contributions may repay to the Fund at one time or installments either the full amount or a portion of the refund plus interest within 120 months of the date of his or her return to work or at least 60
days before the commencement of the payment of any benefits from the plan to said employee, whichever is later.

Amend Rule 21 of the Retirement Plan to provide the opportunity, on a one-time basis, to employees who had been terminated and then reinstated prior to the ratification of the Agreement after having received a refund of their contributions to set up a repayment plan whereby the employee will repay either the full amount or a portion of the refunded contributions plus interest to the Fund at one time or installments the full amount or a portion of the refunded contributions plus interest over a period of 120 months or at least 60 days in advance of the employee’s anticipated retirement date. In the event that the employee retires prior to the originally planned retirement date, the employee will have the option of paying the remaining amount owed or electing to receive a pension which is actuarially reduced to take into account the unpaid remaining contributions and interest.

Amend Article 4.5 of the Retirement Plan as follows:

4.5 CTA non-vested/non-bargained for employees may voluntarily opt out of this Plan and/or participate in such other plans as the CTA may offer. A non-vested/non-bargained for employee who initially opts out of this Plan may elect to participate in this Plan later but may do so only one time and only on a prospective basis.

Retirees Rehired as Special Part-Time Operators

The parties agree to amend Rule 7 of the Retirement Plan as necessary to clarify that retirees rehired as Special Part-time Operators of the Authority shall not forfeit any monthly retirement allowance due for the calendar month in which such work was performed.

Fitness for Duty

Add new Section 15.21 to Agreement:

FITNESS FOR DUTY EXAMINATIONS

Effective July 1, 2023, the Authority may require any safety sensitive employee with an entered service date as a safety sensitive employee after January 1, 2020 to pass a fitness for duty examination every three years following the date the employee becomes a safety sensitive employee. Effective January 1, 2024, the Authority may require any safety sensitive employee with an entered service date as a safety sensitive employee after January 1, 2014 to pass a fitness for duty examination every three years following the date the employee becomes a safety sensitive employee. Effective January 1, 2025, the Authority may require any safety sensitive employee to pass a fitness for duty examination every three years following the date the employee becomes a safety sensitive employee.

Subject to the implementation schedule set forth above, employees will be subject to fitness for duty examination in groups by reverse seniority order by classification, and the Authority shall have the sole discretion to determine the order in which classifications will be subject to fitness
for duty examination. The Authority shall provide at least 90 days of notice to employees of the need to complete a fitness for duty examination. The Authority will not require employees to obtain a triennial fitness for duty examination on a scheduled day off, but employees may choose to have the fitness for duty examination on a scheduled day off and the Authority will compensate the employee for the actual time spent obtaining that examination up to but not to exceed four hours at their regular rate of pay.

Fitness for duty examinations will be conducted only by an Authority contracted vendor. The Authority will go out to bid for not less than two vendors to conduct fitness for duty examinations by Certified Medical Examiners as designated by the FMCSA as applicable. The Authority shall have the right to determine the content of such routine fitness for duty examinations based on the duties and requirements of each safety sensitive position. However, FMCSA medical guidance (as updated from time to time) shall apply to fitness for duty exams and the Authority shall continue to utilize human performance evaluations it determines are appropriate for its safety sensitive positions.

For purposes of the triennial fitness for duty examination only, in cases where the Authority’s physician does not find that the employee is physically fit for duty in his regular job classification and the employee’s personal physician is in disagreement on the question of the employee’s fitness to return to work, the Authority and the Union will choose a third physician to examine the employee and the third physician’s decision shall be binding on the parties. The cost of the third physician will be borne by the Authority.

If an employee is found unfit for duty as a result of a fitness for duty examination, the employee shall be taken out of service and placed into the sick book. The employee shall be eligible for transfer to Area 605 pursuant to Article 12.21 and Attachment D. An employee found unfit for duty shall also have the right to seek an accommodation from the Accommodation Review Committee. If an employee is required to undergo a sleep study solely due to the triennial Fitness for Duty examination, the Authority will not remove the employee from service until the sleep study is complete provided that the employee obtains the sleep study in a reasonable period of time.

At least 6 months prior to the rollout of the fitness for duty program, and at least every 6 months thereafter, the parties agree to meet and discuss the implementation of the program and any issues arising under the program.

The provisions of this Section apply only to routine fitness for duty examinations and shall not limit the Authority’s right to conduct fitness for duty examinations of new hires, employees who transition from non-safety sensitive positions to safety sensitive positions, and employees who are out of service for 90 or more consecutive days. The provisions of this Section also shall not apply to the Authority’s right to evaluate employees who are out of service for 7 to 89 days.

**Part-Time Bus Operators**
1. Article 3.6.II.A shall be modified as follows:

To address the high rates of absenteeism which continue to pose difficulties in staffing and require greater flexibility in the use of part-time employees, the maximum number of part-time bus operators shall not exceed twenty-five (25) percent of the number of full-time bus operators. The number of trippers set aside for part-time bus operators shall not exceed 1500. However, so long as the Authority utilizes the provisions in Section 3.6.IV.C or Section 3.6.I.K.(2), the maximum number of part-time bus operators shall not exceed twelve (12) percent of the number of full-time bus operators, but the twelve (12) percent cap on part-time bus operators shall remain in effect from the date of ratification until December 31, 2023 regardless of the Authority’s utilization of Section 3.6.IV.C or Section 3.6.I.K.(2).

2. Article 3.6.I.K shall be modified as follows:

(1) Part-time operators and FTTFs who have qualified as operators and who have completed one (1) year of continuous service shall be offered in date of hire order any available vacant full-time permanent operator positions. The CTA shall not be obligated to fill any vacant position, but if it does so, it shall do so in accordance with this provision. Part-time operators and FTTFs who have qualified as operators and who have completed one (1) year of continuous service will not be required to pass a record review in order to be offered an available bargaining unit position; however, the employee’s work record shall follow the employee into the new position.

(2) Without regard to any limitations in subsection (1), the Authority may hire full-time bus operators from any source during any period in which the cap on part-time bus operators in Section 3.6.II.A is twelve (12) percent of the number of full-time bus operators.

3. Article 3.6.IV shall be modified as follows:

IV. SPECIAL PART-TIME OPERATORS

A. As of January 1, 1997, a classification of special part-time operator shall be has been created for the positions of bus operator, motorman, conductor, and rapid transit operator.

B. Subject to the exception in Section 3.6.IV.C for special part-time bus operators, this classification shall check after 1200 hours on Saturday and Sunday and when a Sunday schedule is in effect.

C. Notwithstanding the limitation in Section 3.6.IV.B, during any period in which the cap on part-time bus operators in Section 3.6.II.A is twelve (12) percent of the number of full-time bus operators, the Authority may use special part-time operators within the bargaining unit of Local 241, who shall not check earlier than 1330 hours on Friday and Monday and shall not check earlier than 1200 hours on Saturday, Sunday, and when a Sunday schedule is in effect. Such special part-time operators shall not be assigned more than 20 hours per week.

D. The maximum number of special part-time operators within the bargaining unit of Local 241 shall be capped at twelve (12) percent of the full-time classification and will be
in addition to the current regular part-time cap of twenty-five (25) percent set forth in Section 3.6.1.2.

DE. The maximum number of special part-time operators within the bargaining unit of Local 308 shall be capped at twelve (12) percent of the full-time classification and will be in addition to the current regular part-time cap of twenty (20) percent.

EE. Preferential consideration in hiring will be given to retirees.

FG. Special part-time operators shall receive no benefits.

GH. The hourly rate paid to operators in the special part-time classification shall be sixty-five (65) percent of the top full-time operator rate.

Attachment N – Bus and Facilities Apprentice Program

Amend Attachment N as follows:

Bus Service Apprentices shall be assigned only General Clean functions and removal of garbage from buses at terminals, which may include mopping bus floors. Such work shall be under the supervision of management and the direction of the Garage Cleaner bargaining unit members who shall be known as Garage Cleaner Leaders. CTA will establish two Garage Cleaner Leader positions per shift at each bus garage. The Group Cleaner Leaders shall be working Leaders and shall have the responsibility to direct the Bus Servicer Apprentices in the performance of their apprentice duties. Garage Cleaner Leaders shall be paid a stipend of $.50 per hour for each hour they engage in the direction of the Bus Servicer Apprentices. The provisions of this paragraph shall also be applicable with regard to the CTA’s utilization of employees under the Kidstart program.

Attachment N Bus and Facilities Apprentice Program, Attachment O Car and Rail Janitor Service Apprentice Program

Amend paragraph 2 of Attachment N and Attachment O to provide that “The wage rate of all Apprentices shall be increased to $15.00 per hour effective July 1, 2021 and shall increase thereafter as required by any applicable minimum wage law.”

Microtransit

Add new Article 13.30 as follows:

MICROT Transit:

The parties recognize that the CTA must respond and adapt to declining ridership, evolving demographic trends, and the need to address inequity in public transit. One option to address these challenges is microtransit. Microtransit can be used to provide a first- and last-mile link for individuals living in areas with limited access to public transit, to increase mobility for the region’s
underserved population, to decrease congestion, or reduce vehicles parked at transit hubs, among other benefits.

The parties recognize that a microtransit system may involve issues not currently addressed by the current CBA and as such may impact the members of the ATU Local 241. It is recognized that any microtransit system may involve scheduling issues, the creation of new routes, the development of new job classifications, deployment of smaller vehicles, the assignment of employees, and other issues affecting terms and conditions of employment. The parties have determined that it is desirable to eliminate the potential for disputes and grievances by using their best efforts to resolve all issues of mutual concern regarding any microtransit project, including additions to or modifications of the CBA to address a microtransit system. The parties agree, therefore, to meet, bargain or confer as necessary as CTA explores, develops and takes steps to implement microtransit options and to work cooperatively to achieve an effective implementation of a microtransit project.

If the CTA decides to implement a microtransit system, the parties will bargain the terms of the CBA regarding the microtransit system as it applies to bargaining unit employees as well as the effects of the implementation of the system on bargaining unit employees. While the CTA shall have the right to implement a microtransit system absent an agreement on the terms of the CBA as it applies to bargaining unit employees and/or effects on bargaining unit employees, until such time as the parties reach an agreement on the terms and the effects of the implementation of a microtransit system on bargaining unit employees or until an arbitrator issues an award as provided for below, the rights of the bargaining unit employees under the current CBA will not be affected and any implementation of a microtransit system will not negatively and involuntarily affect the wages, seniority, and rights of bargaining unit employees under the CBA.

If the parties are not able to reach an agreement on the terms of the system as it affects bargaining unit employees, either party may refer the matter to mediation and/or arbitration as provided in Section 17.

**Layoff Protection Date**

Amend Article 12.8: as follows:

During the term of this Agreement there shall be no layoff of any permanent full time bargaining unit employee who on January 1, 2010 January 1, 2013 had one (1) or more years of continuous service.

**Wages**

General Wage Increase – Amend Article 3.3.A. as necessary to provide:

All employees on the payroll as of the date of ratification of a tentative agreement shall receive the following:
(1) A one-time payment equal to 5% of the employee's contractual pay rate for hours worked between January 1, 2020 and December 31, 2020 (up to a maximum of 4,000 hours).

Except for the second chance participants covered by Attachments N and O whose pay rates are otherwise specified in this tentative agreement, wage rates for all other employees covered by this Agreement on the payroll as of the date of ratification shall be increased as follows:

(1) Increased by one percent (1.00%) on January 1, 2021.
(2) Increased by one percent (1.00%) on July 1, 2021.
(3) Increased by one and one-half percent (1.50%) on January 1, 2022.
(4) Increased by one and one-half percent (1.50%) on July 1, 2022.
(5) Increased by two percent (2.0%) on January 1, 2023.
(6) Increased by two and one-quarter percent (2.25%) on July 1, 2023.

The pay rates specifically set forth elsewhere in this Tentative Agreement for CSAs covered by Attachment M are already inclusive of these across-the-board wage increases.

Term of Agreement

Amend the Agreement as necessary to provide that the term of this Agreement is January 1, 2020 through December 31, 2023.

All Other Proposals

All other proposals and counterproposals shall be withdrawn.

The Parties have agreed that all agreements will be tentative until an entire agreement is final and approved by the ratification procedures of the Unions and the Chicago Transit Board. If either the Unions or the Chicago Transit Board fail to approve or ratify a Tentative Agreement, there shall be no Agreement.

[Signatures]

Chief Spokesperson, Chicago Transit Authority

Chief Spokesperson, Local 241 ATU

Chicago Transit Authority, Deputy General Counsel, Labor and Employment Division

Chief Spokesperson, Local 308 ATU
TENTATIVE AGREEMENT
BETWEEN CHICAGO TRANSIT AUTHORITY
AND LOCAL 308 AMALGAMATED TRANSIT UNION

ATU LOCAL 241 PROPOSAL 3(a)
ATU LOCAL 308 PROPOSALS 3(b), 13, 14
ATU LOCAL 241 AND 308 JOINT PROPOSALS 24, 25

Amend the Agreement to provide that System Laborers, Rail Instructors, Rail Terminal Instructors, car repairers A and B, car servicing, and Track Workers shall be entitled to pick twice per year.

The Parties have agreed that all agreements will be tentative until an entire agreement is final and approved by the ratification procedures of the Unions and the Chicago Transit Board. If either the Unions or the Chicago Transit Board fail to approve or ratify a Tentative Agreement, there shall be no Agreement.

[Signatures]
Chief Spokesperson, Chicago Transit Authority
Chief Spokesperson, Local 241 ATU

[Signatures]
Chicago Transit Authority, Deputy General Counsel
Chief Spokesperson, Local 308 ATU
TENTATIVE AGREEMENT
BETWEEN CHICAGO TRANSIT AUTHORITY
AND LOCALS 241 and 308 AMALGAMATED TRANSIT UNION

CTA PROPOSAL 3
ATU LOCAL 308 9.23.21 PROPOSAL 1(d)

Amend Article 3.6.1 to provide:

J. After one (1) year of continuous service a part-time employee will be eligible to receive an initial uniform or work clothing allowance equal to that given a full-time employee and fifty (50) percent thereafter. If a newly hired part-time employee does not have sufficient funds to purchase the initial, required uniform items, the Authority will provide a voucher for such items payable directly to vendors designated by the Authority provided the employee executes a written agreement authorizing the Authority to deduct the cost of the voucher through payroll deductions, including deducting any unpaid balance from final compensation at the time of termination.

Amend Paragraph 6 of the CSR/CSA Agreement to provide:

All CSRs and CSAs will be eligible for a complete uniform allowance, payable in accordance with Article 4.6.1 of the CBA. If a newly hired CSA does not have sufficient funds to purchase the initial required uniform items, the Authority will provide a voucher for such items payable directly to vendors designated by the Authority provided the employee executes a written agreement authorizing the Authority to deduct the cost of the voucher through payroll deductions, including deducting any unpaid balance from final compensation at the time of termination.

The Parties have agreed that all agreements will be tentative until an entire agreement is final and approved by the ratification procedures of the Unions and the Chicago Transit Board. If either the Unions or the Chicago Transit Board fail to approve or ratify a Tentative Agreement, there shall be no Agreement.

[Signatures]

Chief Spokesperson, Chicago Transit Authority

Chief Spokesperson, Local 241 ATU

Chicago Transit Authority, Deputy General Counsel

Chief Spokesperson, Local 308 ATU
TENTATIVE AGREEMENT
BETWEEN CHICAGO TRANSIT AUTHORITY
AND LOCALS 241 and 308 AMALGAMATED TRANSIT UNION

ATU JOINT PROPOSAL 15

Amend Article 12:

LOCAL OFFICERS The Authority agrees that the officers of Local 241 and Local 308 shall be granted leave of absence on organization business, when so requested. It further agrees that any member of Local 241 or Local 308 who now holds office or is employed there, or shall be elected to an office or employed in Local 241 and Local 308, which requires his or her absence from the Authority’s employ, shall, upon retirement from_leaving said office, be placed in his or her former position.

The Parties have agreed that all agreements will be tentative until an entire agreement is final and approved by the ratification procedures of the Unions and the Chicago Transit Board. If either the Unions or the Chicago Transit Board fail to approve or ratify a Tentative Agreement, there shall be no Agreement.

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Chief Spokesperson, Local 308 ATU
TENTATIVE AGREEMENT
BETWEEN CHICAGO TRANSIT AUTHORITY
AND LOCALS 241 AND 308 AMALGAMATED TRANSIT UNION

Amend Paragraph 15 of the CSR/CSA Agreement to provide:

15. CSAs will be allowed to pick their schedules up to 32-40 hours per week, and shall be given at least two (2) days off per week. CSAs shall pick after all CSRs have picked. CSAs shall not be allowed to work in excess of 32-40 hours per week, unless the workbook and the double-up book for CSRs has been exhausted.

The Parties have agreed that all agreements will be tentative until an entire agreement is final and approved by the ratification procedures of the Unions and the Chicago Transit Board. If either the Unions or the Chicago Transit Board fail to approve or ratify a Tentative Agreement, there shall be no Agreement.

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