

# Talking 241

Talking Sense, Talking Union



Instructors: Yancy-Murphy and Hetherington

## Re-certification Q & A

1. How far in advance can I re certify? (a) Re certification can be done up to 30 days before the expiration date on your recertification card.
2. Will I have the option to use the pre trip bus when I recertify in another year? (a) No. The pre trip bus is a temporary tool.
3. Will we be paid for training on the pre trip bus? (a) No. The pre trip bus is only available to those employees who feel that they need help with the pre trip inspection.
4. Do I have to participate with the pre trip bus? (a) No. The pre trip bus is optional
5. The pre trip bus does not agree with my work schedule, what can I do? (a) The pre trip bus is available at all garages on Monday through Saturdays
6. What are the hours in which the pre trip bus can be accessed? (a) The hours are subject to availability of buses at each garage for weekday hours. On Saturday, the bus is available from 0730hrs to 1500hrs
7. I don't have time on my workdays, can I use the bus on my off days? (a) Yes. The buses are available for use Monday through Saturday.
8. Can I use the bus at any garage? (a) yes.. Call ahead. If the bus is in use at a garage, the demonstration is available to any employee.
9. What if I don't know how to use the computer? (a) Instructor will assist with the necessary basic computer skills
10. Will the pre trip inspection determine if I fail the recertification test?(a) Yes. The pre trip inspection is a part of the recertification test.
11. What happens if I fail the recertification test? (a) 1<sup>st</sup> attempt failure is a return for 2 days of individual retraining. 2<sup>nd</sup> attempt failure will result in retesting

## Women's History Month

As we cross the halfway mark of [Women's History Month](#), it's worth taking time to celebrate the enormous strides the Affordable Care Act has made for working women and their families:

- The Affordable Care Act ends the unfair practice of charging women 150 times more than men for their healthcare. It means that Cesarean sections and domestic violence can **no longer count as pre-existing conditions**.
- More than **20 million women** received preventive services, such as mammograms, pap smears and well-woman yearly visits without a copay.
- All new health plans will be **required to provide maternity and newborn care** as essential healthcare benefits
- And of course, starting this August most health insurance plans **will be required to provide contraceptive coverage to women** with no-cost sharing or copays.

But even as we celebrate the strides we've made in securing a better future for all women throughout this month, one thing is clear: there is still a lot of work to be done. Right-wing extremists are doing their best to undo hard-won victories for women through **an alarming resurgence of attacks on women's health and reproductive rights**. These attacks are playing out through legal challenges before the U.S. Supreme Court, repeated attempts to repeal the Affordable Care Act in the House and Senate, and front page news coverage of these not-so-friendly-to-women-sentiments being expressed by lawmakers. Just this year, we've had **federal legislation** that would've forced women to surrender control of their own health decisions to their bosses and **state-level legislation** subjecting women to forced, unnecessary and costly reproductive tests. Most recently, **a popular conservative radio show host** called a female law school student a "slut" for speaking out in support of no-cost access to birth control. As right-wing politicians **continue to ramp up their efforts** to undermine women's access to contraception and other preventative health services, we think Women's History Month is the perfect time to challenge Americans across the map to contribute in their own way to **ensuring justice in women's health care**. **Stand up against assaults on women's rights** Taking away access to preventive healthcare by eviscerating the Affordable Care Act would be disastrous for all Americans, especially women, as it would include taking away the expansion of birth control coverage with no co-pay that is set to be implemented on August 1, 2012. **Help change the public discourse around women's health by raising your voice online using Facebook and Twitter.** Reprinted from SEIU Chicago Chapter 1 Newsletter

## Collaboration at Forest Glen leads to cooperative success

It is well known that a managerial staff always has to walk a fine line between meeting the demands of their superiors and keeping their employees content with fair and decisive actions that reflect the mood of a just work environment. As management teeters on a proverbial, thin line of equality, managers can easily stray too far to one side and cause conflict. At the Forest Glen garage, the maintenance management had recently made some decisions that irked the maintenance employees currently staffed at this location. The management at the garage made a change to the Bus Maintenance System Pick, which elicited the garage to assimilate in a common cause and to discuss their concern with the management.

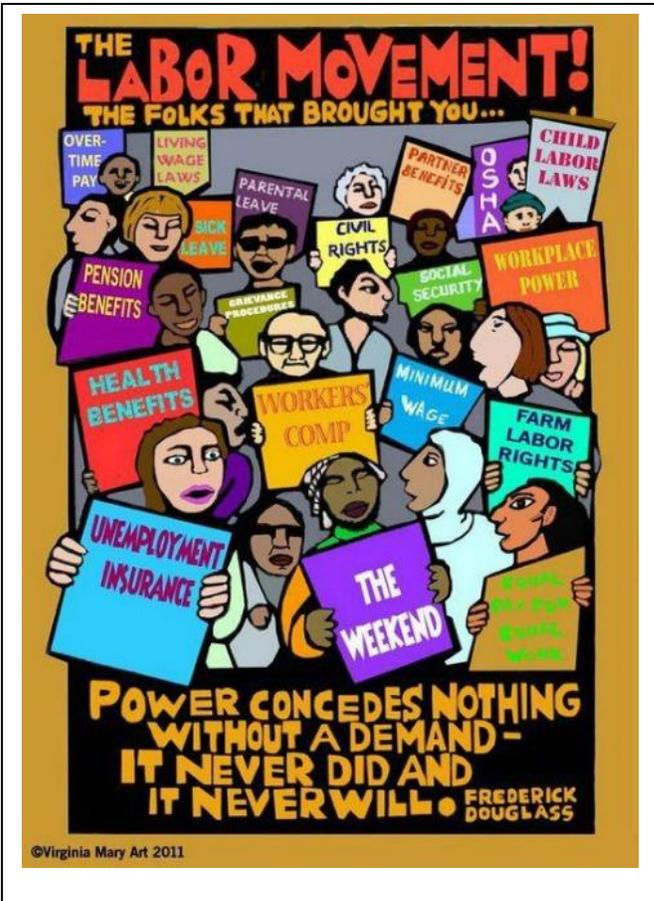
The Bus Maintenance System Pick, for those who aren't familiar with it, has a two-fold benefit structure for managers and employees. First, the pick allows management the opportunity to adjust manpower at the seven bus maintenance garages, tire center, and radio shop. Secondly, the system pick permits maintenance members (mechanics and servicers) the chance to pick a different work location and/or hours according to seniority within the garage.

As is the case with most maintenance system picks, not everyone is going to end up being satisfied with the new changes and choices. Sometimes, minor changes are made to the system pick to correct problems. However, in most circumstances the system pick remains as posted and management refuses to budge.

But recently the maintenance members could not believe the dramatic changes that occurred on the pick for Forest Glen. The garage lost one mechanic position to North Park Garage (which was the body position with weekends off). They also lost two day slots with weekends off. Additionally, other spots on days were moved to later starting times. This left the garage with a bad taste in its mouth. Most of the employees were disgruntled with the latest changes to the system pick and voiced their opinions with one another and collaborated on a solution to the problem.

It was decided that the best method to address their issues was to ask for a meeting with management. The union was contacted to assist in setting up this meeting. Through assertive rhetoric and deliberation they were able to reach an end that satisfied both parties.

What is important about the recent occurrences at the Forest Glen garages isn't so much about what happened but how those events led to a commonality between employees that led to accomplishment and finality, to the thought that working together with joint effort can bring about the results we strive for while still allowing the management to tread that very fine line they delicately balance upon. CTA employees and union members need to remember that there is power in numbers and differences can be made with the voice of many as one. Forest Glen maintenance is just a glimmering example of what we can accomplish.



## Pension Meet and Greet

### YOU ASKED FOR IT, NOW HERE IT IS!

Retirement Plan and Health Care Trust for CTA Employees, Deputy Executive Director, Willie Means will be conducting meet and greet meetings at various locations:

- March 26, 2012 at 8:00am, South Shops Heavy Maintenance
- March 29, 2012 at 8:00am, 74<sup>th</sup> Street
- April 06, 2012 at 8:00am, 567 W. Lake, General Office
- April 10, 2012 at 8:00am, 901 W. Division
- April 12, 2012 at 8:00am, 77<sup>th</sup> Street Garage
- April 25, 2012 at 8:00am, Kedzie Garage