

Talking 241

Talking Sense, Talking Union



THE BEAT GOES ON!

November 22, 2011, ATU-Local 241 had an arbitration hearing involving the Chicago Transit Authority and Sub-Contracting. This would be the continuation of the long-lived battle with Local 241, CTA and Sub-Contractors. In a nutshell, the case involves outside vendors (Service Solutions, Gram White, etc.) operating buses; a responsibility specified strictly for Local 241 members according to the Local 241 and CTA's Collective Bargaining Agreement. This arbitration is currently awaiting a ruling.

To support our stance on the current Sub-Contracting arbitration hearing, Local 241 now has possession of the January 9, 2009 arbitration case that states, **CTA VIOLATED THE C.B.A.**(yet again), and allowed an employee of a third-party Sub-Contractor to drive a bus inside a CTA garage. The arbitrator assigned to the 2009 case ruled in favor of Local 241 because, The Union provided documentation of the C.B.A. stating that, bus operating is work that is normally and regularly performed by Local 241 members.

Even though the battle of Sub-Contracting is far from being over, Local 241 has had many victories along the way. The Union has had success winning grievances involving Garage & Construction Inspectors. The victory for Local 241 is maintaining job security for our members.

Last month, *TALKING 241*, reported the awaiting ruling for the 2012 arbitration hearing involving Service Solutions removing belt tensioners on "Nabi" buses. Presently, Local 241 is still in anticipation of the arbitrator's decision. Also, *TALKING 241* will keep you informed with upcoming arbitration dates involving outside vendors performing shock duties, using battery carts and forklifts.

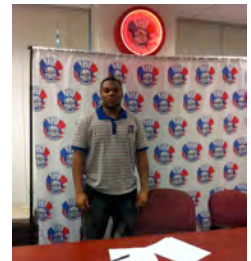
DO YOU BELIEVE IN MAGIC?



Welcome Back
Mark Prior

And

Latyris Day



Our membership deserves a grievance process in which a grievance is properly investigated, processed in a timely manner and one that provides the member real time step by step up dates. Our membership also deserves a process that does all the above in a cost efficient manner. The Trustees demand no less.

Given the volume of grievances the Trustees found, the phone calls received it was painfully clear that, the system was not working. It was painful to see the juggling act between three law firms and an in house attorney. It was painfully clear that juggle was not in the best interest of our membership the Act was costly.

Something had to change; we are back to one law firm. Additionally, the ATU International Vice Presidents/Trustees. Have established a new Internal Grievance Committee process. The "new" Grievance Committee consists of Carlos Acevedo, Keith Hill, Herman Reyes, Michael McBride, Woodrow Eiland, Carl Haymore and Ken Potocki. Our goal is to move grievances through the grievance procedure in a more efficient manner. The grievance procedure is as follows:

A Local 241 member alleges that CTA has violated his/her rights (disciplines, pay and seniority issues, etc.).

- 1) The incident is discussed with the Local 241 member involved, the Assistant to the Trustees at the garage location and the General Manager. If the incident cannot be resolved at the garage location, the Local 241 member has up to 30 days to grieve the alleged violation. If he/she wants to pursue contesting the violation, he/she along with the Assistant to the Trustee has to complete an investigation and grievance form **specifying the date, time, remedy and other vital information.**

***The Local 241 member will now be referred to as a

RED TAILS

On Sunday, February 26th, as part of our Black History month celebration ATU International sponsored a private screening of **RED TAILS** for approximately 175 children and young adults drawn from Church and Community groups. The International Trustees thank the Local 241 Women's Caucus and all volunteers that took time out of their day to support our Locals outreach to our communities. Keep on the lookout for streaming of this event on the ATU 241 website.



Pension Meet and Greet



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

Deputy Executive Director: Willie Means

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 14, 2012 at 8:00am, North Park Garage
- March 26, 2012 at 8:00am, South Shops Heavy Maintenance
- March 29, 2012 at 8:00am, 74th Street

- 2) The Assistant to the Trustee submits the grievance to the Local 241 office. Local 241 records the grievance information into the grievance log, stamps the grievance the day it is submitted by the Assistant to the Trustee, assigns a number to the grievance and sends the grievance to CTA for the Employee Relations Representatives analysis. At this point, the "new" Local 241 Grievance Committee and the Employee Relations Representatives start investigating the issue. This is why it is important to submit to Local 241 all documentation that can support your case, including your contact information. The lack of submitting valid documentation to your Assistant to the Trustee slows down the outcome of your grievance. Once the grievance is submitted to CTA, Employee Relations has 30 days to make a decision to respond to Local 241 in regards to Management removing the violation or awarding compensation for the grievant (if applicable). In the event CTA denies the grievance, the grievance will proceed to the 2nd Step process.
- 3) At the Step 2 Grievance Meeting, all of the Grievance Committee members argue the rights and violations of the grievant. The Employee Relations Representatives argue the positions of Management and the chargeability. Most of the time, grievances are resolved at this level. However, if the grievance cannot be resolved at the Step 2 Level, the International Trustees will continue with investigations.
- 4) Once the Trustees make the determination of whether or not the grievance goes to arbitration or not, a letter will be sent to the grievant stating the specifics. If the grievance is determined to proceed to arbitration by the Trustees, the Local 241 arbitrators receive all information pertaining to the grievance. A letter will be sent to the grievant specifying the arbitrator assigned to the grievance, the date of the arbitration, the time and the place, at a later date. If the grievance is denied by the Trustees, a letter will be sent stating that Local 241 will take no further action, closing out the grievance.

As most of you are aware, there are a large number of grievances still pending arbitration dates. The Trustees are working to find a resolve to this on-going problem. It's not magic, but better training, better record keeping, hard work. and a dedicated committee are showing signs