



Brotherhood Railway Carmen Division

Transportation Communications Union/IAM

Raymond H. Grygiel
National Representative

June 18, 2015

To All TCU Members on NICTD

Dear Brothers and Sisters:

I am pleased to advise you that we have reached a tentative agreement with NICTD following several negotiating sessions. Your negotiating committee was comprised of Assistant National Representative Robert Keppen, General Vice President Don Grissom and myself.

This letter summarizes the agreement. Included in this packet is an exact copy of the agreement, a ballot for your vote, and a postage-paid envelope for your convenience. Completed and signed ballots must be received no later than July 7, 2015.

The Carmen and Coach Cleaners tentative agreement provides for a 12% compounded increase in general wages over the life of the agreement provided there are 3.8 million trips during 2017. The wage increases are as follows:

- January 1, 2014 3.0%
- January 1, 2015 2.0%
- January 1, 2016 2.0%
- January 1, 2017 2.0%
- January 1, 2018 2.5%

The Carmen hourly wage rate of \$24.12 will rise to \$27.03 and the Coach Cleaners hourly wage rate of \$19.76 will rise to \$22.14 by the end of the contract. Eligible employees will also receive a lump sum signing bonus of \$850.00.

If trips do not reach 3.8 million during 2017, the tentative agreement provides for a 9.33% compounded increase in general wages over the life of the agreement. The wage increases are as follows:

- January 1, 2014 3.0%
- January 1, 2015 2.0%
- January 1, 2016 2.0%
- January 1, 2017 2.0 %



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April 30, 2015

Page 2

- January 1, 2018 0% - In lieu of a GWI, there will be a payment of 2.5% of your 2017 gross wages, approximately \$1371.00 for Carmen and \$1123.00 for Coach Cleaners, less taxes and withholdings.

The Machinists hourly wage rate of \$24.12 will rise to \$28.10 by the end of the contract. Eligible employees will also receive a lump sum signing bonus of \$850.00.

The Machinists tentative agreement provides for a 16.5% compounded increase in general wages over the life of the agreement provided there are 3.8 million trips during 2017. The wage increases are as follows:

- January 1, 2014 3.0%
- January 1, 2015 2.0%
- January 1, 2016 2.0%
- January 1, 2017 2.0%
- January 1, 2018 2.5%

If trips do not reach 3.8 million during 2017, the tentative agreement provides for a 13.64% compounded increase in general wages over the life of the agreement. The wage increases are as follows:

- January 1, 2014 3.0%
- January 1, 2015 2.0%
- January 1, 2016 2.0%
- January 1, 2017 2.0 %
- January 1, 2018 0% - In lieu of a GWI, there will be a payment of 2.5% of your 2017 gross wages, approximately \$1425.00, less taxes and withholdings.

Health insurance contributions are as follows:

- January 1, 2014, \$120.00 per month
- January 1, 2015, \$140.00 per month
- January 1, 2016, \$160.00 per month
- January 1, 2017, \$175.00 per month
- January 1, 2018, \$175.00 per month
- January 1, 2019, \$180.00 per month

Even after deducting the health contributions, members making the average straight time wage will net more than \$15,000 for Coach Cleaners, \$19,000 for Carmen, and \$26,000 for Machinists, over the life of the agreement. And any overtime worked will increase that amount dramatically, as the contribution amount is fixed.

Other highlights of the tentative agreement include:

- No COLA.

April 30, 2015

Page 3

- Become part of the NICTD Supplemental Plan and Trust for Union Employees dated January 1, 2008. NICTD will contribute \$.15 per hour of compensated service worked subsequent to and including July 1, 2015.
- Hostler pay will be increased to \$5.00 effective July 10, 2015.
- Effective July 10, 2015, there will be a \$2.50 per day combined and multiple skill differential for employees holding bid or assigned positions of shop carman or machinist in recognition of specialized skills.

Your negotiating committee strongly believes this is the best package attainable. Your Local officers are preparing a ratification meeting date and location, which will be provided when it becomes available.

I strongly recommend you vote FOR ratification. Please return your signed ballot in the enclosed self-addressed, stamped envelope so it is received no later than May 18, 2015.

With best wishes, I remain

Fraternally yours,



R. H. Grygiel
National Representative

RHG/sjm
enclosures

cc: R. A. Scardelletti
R. A. Johnson
D. E. Grissom
R. L. Keppen