

**TENTATIVE AGREEMENT  
BETWEEN CHICAGO TRANSIT AUTHORITY  
AND STRUCTURAL ORNAMENTAL AND REINFORCING IRON WORKERS  
LOCAL NO. 1 OF CHICAGO, ILLINOIS**

The 2016-2019 collective bargaining agreement is incorporated by reference and shall remain the same with the following changes:

The Agreement shall be effective from June 1, 2019 through June 30, 2024.

Work Hours Per Day: Section 4(B) is changed to A 20 minute coffee break shall be allotted to Iron Workers in the morning without loss of pay.

Section 4(b) is changed to A twenty (20) minute break after ten (10) hours, a thirty (30) minute break after twelve (12) hours and a thirty (30) minute break every four (4) hours thereafter. All break periods must be taken without loss of pay.

Section 7 is amended to provide:

Year 1 - \$3.00 increase total Wage and Fringe Benefit Package  
Year 2 - \$3.00 increase total Wage and Fringe Benefit Package  
Year 3 - \$3.00 increase total Wage and Fringe Benefit Package  
Year 4 - \$2.55 increase total Wage and Fringe Benefit Package  
Year 5 - \$2.55 increase total Wage and Fringe Benefit Package

Payday Section 11 shall have a new paragraph H: "Direct deposit of paychecks may be offered by employers but is not mandatory."

**Workplace Stretching and Flexibility Program**

To promote employee well-being and a safe workplace, the CTA shall conduct a stretching and flexibility program at the beginning and end of work shifts. The program will be conducted during the employees' scheduled time. Employees are required to participate to the best of their abilities unless found to have medical restrictions that limit or exclude participation. CTA and the Union will meet to discuss the implementation and administration of the program.

**Timekeeping**

The CTA reserves the right to adopt the City of Chicago's time keeping procedures including the use of biometric timekeeping. In the event the CTA determines to use biometric timekeeping, CTA and the Union will meet to discuss the implementation and administration of the program.

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

  
Chicago Spokesperson, Chicago Transit Authority

  
Chief Spokesperson, Local 1

  
Chicago Transit Authority, Deputy General Counsel

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