

October 23, 2008

Mr. Rick Harris
President and Business Agent
Amalgamated Transit Union, Local 308
205 West Wacker Drive, Suite 700
Chicago, Illinois 60606

Re: Letter of Understanding Pertaining to Flagmen

Dear Mr. Harris:

This Letter of Understanding is to memorialize the agreement reached between the CTA and the Amalgamated Transit Union, Local 308 ("Local 308") pertaining to full-time temporary ("FTT") and part-time temporary ("PTT") Flagmen. Pursuant to our discussions, the Chicago Transit Authority ("CTA") also has revised the position description for Flagman, Job Schedule Number ("JSN") 6202.

1. This Letter of Understanding supersedes any prior agreement between the Parties concerning FTT and PTT Flagmen, including the FTT and PTT Flagman Agreement dated December 8, 2006.
2. The maximum number of FTT and PTT Flagman shall not exceed twenty (20) percent of the employees performing any of the Train Service Employee classifications, excluding Customer Assistants.
3. Prior to commencing employment with the CTA, applicants for a FTT or PTT Flagman position shall be required to:
 - a. sign a Pre-employment Letter of Understanding setting forth the terms of employment (see Attachment A), including that the position is of a temporary nature and that transition into permanent employment is not guaranteed;
 - b. satisfy all requisites for the position, including, but not limited to, medical and physical requirements, drug and alcohol testing, and a background check; and
 - c. complete all training and/or qualifications required for the Flagman position.
4. Should a potential FTT or PTT Flagman fail to meet any of the initial hiring requirements contained within this Letter of Understanding, the applicant shall not be hired. The right to final employee selection of any FTT or PTT Flagman position remains vested with the CTA. Local 308 may neither appeal a decision not to hire nor have any recourse against the CTA through the grievance or arbitration procedure.

5. After a FTT or PTT Flagman has been hired by the CTA, the following conditions shall apply:

- a. Should FTT and PTT Flagmen work in excess of five consecutive (5) hours, the employee shall receive an unpaid thirty (30) minute lunch break, as determined by the CTA.
- b. PTT Flagmen will not be scheduled to work more than thirty-five (35) hours per week.
- c. Straight time will be paid for all hours worked unless otherwise specified in this Letter of Understanding or required by law.
- d. The CTA will determine and assign the work schedule and work location for each FTT and PTT Flagman.

6. Effective upon execution of this Letter of Understanding, all FTT and PTT Flagmen will be required to wear work attire designated by the CTA, including safety shoes. All FTT and PTT Flagmen are responsible for the cost of all work attire and safety shoes.

7. The following conditions will apply to the hiring of FTT and PTT Flagmen into full-time positions:

- a. The hire dates of FTT and PTT Flagmen will determine the order of consideration for a full-time permanent position (e.g., if two FTT or PTT Flagmen have acceptable work records, then the FTT or PTT Flagman with the earlier hire date should receive the permanent position). If multiple FTT or PTT Flagmen have the same hire date, last names in alphabetical order, with last names beginning with "A," have the first consideration for the permanent position.
- b. If a FTT or PTT Flagman is offered any permanent position with the CTA and declines such an offer, then he or she is eligible for another permanent position only after all other FTT and PTT Flagmen on the property as of the declination are offered a chance to transition into permanent positions.
- c. FTT or PTT Flagmen who are RTO qualified and who transition to the Full-Time Permanent ("FTP") Combined Rail Operator position will retain their RTO qualification date for recertification purposes only. For picking purposes, the employee's FTP entered service date will be utilized.
- d. FTT Flagmen will be given preference in consideration for hiring into permanent positions over PTT Flagman for both full-time and part-time permanent positions.

8. A FTT or PTT Flagman hired before the effective date of this Letter of Understanding will be polled and required to sign an Opt-Out/Opt-In Letter of Understanding, which provides the employee with a choice to either "Opt-In" to the RTO qualification program or "Opt-Out" of the RTO qualification program. A copy of the Opt-Out/Opt-In Letter of Understanding is attached to this Letter of Understanding (see Attachment B).

- a. The CTA has no obligation to offer the employee a second opportunity to "Opt-In" to the RTO program.
- b. The employees have seven (7) days to return the Opt-Out/Opt-In Letter of Understanding to his or her Manager or designee.

9. Should the employee fail to turn in the Opt-Out/Opt-In Letter of Understanding within the seven (7) day period, it will be understood that the employee has "opted out" of the RTO program. The employee and Local 308 will have no recourse to the grievance and arbitration Article in the Wage and Working Conditions Agreement between the CTA and Local 308 ("CBA") with respect to this determination.

10. The Flagman position description, JSN 6202, has been revised and lists the duties and responsibilities of a FTT or PTT Flagman (see Attachment C).

11. FTT and PTT Flagmen hired before the effective date of this Letter of Understanding (see Attachment D) who has opted into the RTO program, and FTT and PTT Flagmen hired on or after the effective date of this Letter of Understanding must fulfill the duties and responsibilities of the Flagman position description, which include qualification as a RTO.

12. FTT and PTT Flagmen will be scheduled for RTO training at the discretion of the CTA.

13. FTT and PTT Flagmen trained as a RTO must comply with Attachment F of the CBA, "Rail Transit Operator Certification." Specifically, FTT and PTT Flagmen are required to recertify in accordance with Attachment F of the CBA.

14. If a FTT or PTT Flagman is unable to fulfill the duties and responsibilities associated with the Flagman position, including RTO certification and recertification, the employee is subject to administrative separation and will have no recourse to the grievance and arbitration Articles in the CBA.

15. When snow removal work is needed of Flagmen, work will be assigned in the following order:

- a. FTT and PTT Flagman who are scheduled to work
- b. PTT Flagman volunteers
- c. FTT Flagman volunteers

16. The CTA will maintain a record of time worked related to snow events. Upon written request, Local 308 may review the time records pertaining to FTT and PTT Flagman working during snow events.

17. If a FTT or PTT Flagman works over forty (40) hours during a week, the time over forty (40) hours should be paid at time and one-half.
18. This Letter of Understanding does not afford a FTT or PTT Flagman the right to transfer as a temporary or permanent employee to another CTA work location.
19. The CTA is not obligated to fill FTT and PTT Flagman vacancies, and the CTA may fill vacancies with a combination of FTT or PTT Flagmen.
20. A FTT or PTT Flagman is not eligible for the CTA's Area 605 (Attachment D of the CBA), Area 629 or TRTW programs.
21. A FTT or PTT Flagman, who has completed ninety (90) days of continuous service, may participate in the CTA's PPO Plan Option 3.
22. A FTT or PTT Flagman is not entitled to dependent health care coverage.
23. This Letter of Understanding sets forth the entire agreement between the CTA and Local 308 and is the final expression of the agreement between the CTA and Local 308. This Letter of Understanding cannot be contradicted by evidence of any prior or contemporaneous oral statements. This Letter of Understanding may be modified only by written amendment signed by the CTA and Local 308.
24. This Letter of Understanding shall not be effective until it has been executed by each of the signatories listed below. The signatories to this Letter of Understanding indicate that they have reviewed it, and understand the provisions contained herein.

7 (1) (b)

Robert M. Gierut
Vice President, Employee Relations

7 (1) (b)

Rick Harris
President, Local 308

Agreed

7 (1) (b)

William R. Mooney Sr.
Chief Operating Officer

Attachment A
FULL-TIME AND PART-TIME TEMPORARY FLAGMAN
PRE-EMPLOYMENT LETTER OF UNDERSTANDING

Page 1 of 2

The Chicago Transit Authority's ("CTA") mission is to deliver quality, affordable transit services that link people, jobs, and communities. The CTA and the Amalgamated Transit Union, Local 308, ("Local 308") have worked together to develop a Full-time Temporary ("FTT") and Part-time Temporary ("PTT") Flagman program. As a FTT or PTT Flagman for this program, you are required to review and acknowledge the terms and conditions of this program which are listed as follows:

1. The CTA offers no pay or work guarantees or commitment as to the length of time of employment and there is no guarantee of permanent employment.
2. The following are some of the duties and responsibilities of a FTT or PTT Flagman:
 - a. Checks to see that Slow Zones are set up properly;
 - b. Mount the portable track trip according to Standard Operating Procedures and prevailing conditions;
 - c. Stands at track level next to portable track trip in full view of approaching trains;
 - d. Sounds air horn to warn workers when a train approaches within 600 feet of the Slow Zone sign;
 - e. Holds red flag across the track or a red signal lantern if it is dark or in the subway to signal train operator;
 - f. Visually checks the track to verify track is cleared after foreman of work crew signals that workers and equipment have been removed;
 - g. When work area is cleared, removes track trip staff and shows it to the operator. Remove red flag or red lantern from operator's view, and signal to proceed;
 - h. Takes emergency action if a train does not appear to be stopping. Uses air horn or a whistle to warn crew and leave portable trip in the tripping position;
 - i. Notify Control Center regarding portable track trip malfunctions, violations of speed restrictions and any failure to obey signals;
 - j. Maintain awareness of location on track at all times in case it becomes necessary to notify the Control Center to turn the power off;
 - k. Returns Slow Zone area to normal conditions if and when Slow Zone is terminated;
 - l. Returns all equipment as directed;
 - m. Works as required by capital and maintenance projects;
 - n. Performs other duties related to capital and maintenance projects as required, including but not limited to completing documents such as time slips;
 - o. Operates electronic wayside warning devices as required;
 - p. Removes snow and ice from track, switches, walkways and other locations;
 - q. Performs information specialist work;
 - r. Performs public announcements, ensuring train in proper position, and walk through of trains;
 - s. Performs the duties and responsibilities of a Rapid Transit Operator, upon completion of Rapid Transit Operator training.

FULL-TIME AND PART-TIME TEMPORARY FLAGMAN
PRE-EMPLOYMENT LETTER OF UNDERSTANDING

PAGE 2 OF 2

3. Final acceptance into the position is contingent upon you meeting all training, medical and physical requirements, drug and alcohol testing, a background check, and other hiring requisites as determined by the CTA.
4. Should you fail to meet any of the hiring requirements, you shall not be hired.
5. You will be compensated at the Wage and Working Conditions Agreement rate for all training.
6. A FTT or PTT Flagman is required to be a member in good standing with Local 308 or elect fair share.
7. Work schedules (hours, days of the week, and work locations) will be assigned and structured at the sole discretion of CTA.
8. You will be required to wear work attire designated by the CTA. This attire must be purchased through CTA's authorized vendor. Safety shoes are required. Employees are responsible for the cost of all work and safety shoe attire.
9. With one or more years of continuous service, you shall be permitted one week off per year without pay. With two or more years of service, you shall be permitted two weeks off per year without pay. The timing of such absences will depend upon staffing requirements as determined by the CTA.
10. A PTT Flagman's scheduled work hours will not exceed thirty-five (35) hours per week.
11. Straight time hourly pay will be paid for all hours worked unless otherwise required by law.
12. You must pass and maintain Rapid Transit Operator qualification and certification.
13. While working as a FTT or PTT Flagman, you will be compensated at the Flagman rate, which is a rate equal to the classification of Car Servicer. You are subject to bargaining unit progression in accordance with Article 3 of the Wage and Working Conditions Agreement between the CTA and Local 308 ("CBA").
14. While working as a Rapid Transit Operator, you will be compensated at the rate equal to the classification of Rapid Transit Operator. You are subject to bargaining unit progression in accordance with Article 3 of the Wage and Working Conditions Agreement between the CTA and Local 308 ("CBA").
15. The Flagman position is a safety-sensitive position; therefore, you are subject to random drug and alcohol testing as required by Federal Transit Administration regulations, CTA policy and the CBA.

I, _____ (print name), acknowledge that a FTT or PTT Flagman is a temporary position subject to the terms and conditions specified in the foregoing paragraphs. My signature below represents a full understanding and acknowledgement of these terms and conditions.

Signature _____ Date _____ Badge No. _____

Witnessed: _____
Name & Title _____ Date _____

Distribution: Original – Employee File Copy – Employee

Attachment B

FULL-TIME AND PART-TIME TEMPORARY FLAGMAN OPT-OUT/OPT-IN LETTER OF UNDERSTANDING

PAGE 1 OF 2

The Chicago Transit Authority's ("CTA") mission is to deliver quality, affordable transit services that link people, jobs, and communities. The CTA and the Amalgamated Transit Union, Local 308, ("Local 308") have worked together to develop a new Full-time Temporary ("FTT") and Part-time Temporary ("PTT") Flagman program which will afford all FTT or PTT Flagman employees the opportunity to work as a Rapid Transit Operator. Therefore, you must decide whether you will opt into the new program, or remain under the terms and conditions of the previous Pre-Employment Letter of Understanding that you signed. For acceptance into the new FTT or PTT Flagman program, you must review and accept the following terms and conditions:

1. The CTA offers no guarantee or commitment as to the length of time of employment. By working as a FTT or PTT Flagman, there is no guarantee to transition into permanent employment with the CTA.
2. It is understood that as a FTT or PTT Flagman if you opt in, your duties and responsibilities include, but are not limited to the following:
 - a. Checks to see that Slow Zones are set up properly;
 - b. Mount the portable track trip according to Standard Operating Procedures and prevailing conditions;
 - c. Stands at track level next to portable track trip in full view of approaching trains;
 - d. Sounds air horn to warn workers when a train approaches within 600 feet of the Slow Zone sign;
 - e. Holds red flag across the track or a red signal lantern if it is dark or in the subway to signal train operator;
 - f. Visually checks the track to verify track is cleared after foreman of work crew signals that workers and equipment have been removed;
 - g. When work area is cleared, removes track trip staff and shows it to the operator. Remove red flag or red lantern from operator's view, and signal to proceed;
 - h. Takes emergency action if a train does not appear to be stopping. Uses air horn or a whistle to warn crew and leave portable trip in the tripping position;
 - i. Notify Control Center regarding portable track trip malfunctions, violations of speed restrictions and any failure to obey signals;
 - j. Maintain awareness of location on track at all times in case it becomes necessary to notify the Control Center to turn the power off;
 - k. Returns Slow Zone area to normal conditions if and when Slow Zone is terminated;
 - t. Returns all equipment as directed;
 - u. Works as required by capital and maintenance projects;
 - v. Performs other duties related to capital and maintenance projects as required, including but not limited to completing documents such as time slips;
 - l. Operates electronic wayside warning devices as required;
 - m. Removes snow and ice from track, switches, walkways and other locations;
 - n. Performs information specialist work;
 - o. Performs public announcements, ensuring train in proper position, and walk through of trains;
 - p. Performs the duties and responsibilities of a Rapid Transit Operator Performs the duties and responsibilities of a Rapid Transit Operator, upon completion of Rapid Transit Operator training.
3. A FTT or PTT Flagman is required to be a member in good standing with Local 308. If you are not currently a member of Local 308, you will be required to become a member subject to an initiation fee and monthly dues or Fair Share Amount as determined by the Local 308.

FULL-TIME AND PART-TIME TEMPORARY FLAGMAN OPT-OUT LETTER OF UNDERSTANDING

PAGE 2 OF 2

4. Work schedules (hours, days of the week, and work locations) will be assigned and structured at the sole discretion of CTA. A FTT or PTT Flagman will not be able to exercise any picking rights at any time.
5. You will be required to wear work attire designated by the CTA. This attire must be purchased through CTA's authorized vendor. Safety shoes are also required. Employees are responsible for the cost of all work and shoe attire.
6. A FTT or PTT Flagman has no minimum guarantees. A FTT or PTT Flagman, who works five (5) or more hours, will be entitled to an unpaid, thirty minute lunch break as determined by the CTA. Unless required by law, you are ineligible for compensation or benefits for holidays, shift premium, spread time, uniform/work clothing/shoe allowance, vacation, or sick pay.
7. You are not eligible for any paid time off, including, without limitation, holidays, floating holidays, vacations, and personal leave time. With one or more years of service, you shall be permitted one week off per year without pay. With two or more years of service, you shall be permitted two weeks off per year without pay. The timing of such absences will depend upon staffing requirements as determined by the CTA.
8. A PTT Flagman's total work hours will not exceed thirty-five (35) hours per week.
9. A FTT or PTT Flagman will have no minimum work guarantees.
10. Straight time will be paid for all hours worked unless otherwise required by law.
11. As a FTT or PTT Flagman, you must maintain an appropriate work record. Additionally, you will be required to serve a five (5) month probationary period during which you will have no recourse to the grievance or arbitration procedure in the event of termination.
12. You must maintain Rapid Transit Operator qualification and certification.
13. While working as a FTT or PTT Flagman, you will be compensated at the Flagman rate, which is a rate equal to the classification of Car Servicer. You are subject to bargaining unit progression in accordance with Article 3 of the Wage and Working Conditions Agreement between the CTA and Local 308 ("CBA").
14. While working as a Rapid Transit Operator, you will be compensated at the rate equal to the classification of Rapid Transit Operator. You are subject to bargaining unit progression in accordance with Article 3 of the Wage and Working Conditions Agreement between the CTA and Local 308 ("CBA").
15. You understand that the Flagman position is a safety-sensitive position; therefore, you are subject to random drug and alcohol testing as required by federal regulations, CTA policy and the CBA.

I, _____ (print name), acknowledge that a FTT or PTT Flagman is a temporary position subject to the terms and conditions specified in the foregoing paragraphs. My signature below represents a full understanding and acknowledgement of these terms and conditions.

Check one:

☐ I accept the terms and conditions of the new FTT or PTT Flagman program; therefore, I will be required to comply will all aspects of the Letter of Understanding Pertaining to Flagmen that are also outlined in this Full-Time and Part-Time Temporary Flagman Opt-Out/Opt-In Letter of Understanding.

☐ I do **NOT** accept the terms and conditions of the new FTT or PTT Flagman program; therefore, I will be required to comply will all aspects of the previous Employment Waiver- Employee Acknowledgement and Understanding that I signed.
Badge No. _____

Signature _____ Date _____

Witnessed:

Name & Title _____ Date _____

Distribution: Original – Employee File Copy – Employee

Attachment C

THE CHICAGO TRANSIT AUTHORITY POSITION DESCRIPTION

Job Schedule #:	6202	Grade:	Hourly	Union Affiliation:	0308
Position:	Flagman				
Department:	Transit Operations				
Location:	Various				
Reports To:	Various				
Safety Sensitive Position:	Y	Date:	November, 2008		

POSITION SUMMARY

Coordinates the movement of trains through slow zones in construction or maintenance sites in order to protect workers, equipment and structures.

PRIMARY RESPONSIBILITIES

	% time	
1		Checks to see that Slow Zones are set up properly.
2		Mount the portable track trip according to SOP and prevailing conditions.
3		Stands at track level next to portable track trip in full view of approaching trains.
4		Sounds air horn to warn workers when a train approaches within 600 feet of the Slow Zone sign.
5		Holds red flag across the track or a red signal lantern if it is dark or in the subway to signal train operator.
6		Visually checks the track to verify track is cleared after foreman of work crew signals that workers and equipment have been removed.
7		When work area is cleared, removes track trip staff and shows it to the operator. Remove red flag or red lantern from operator's view, and signal to proceed.
8		Takes emergency action if a train does not appear to be stopping. Uses air horn or a whistle to warn crew and leave portable trip in the tripping position.
9		Notify Control Center regarding portable track trip malfunctions, violations of speed restrictions and any failure to obey signals.
10		Maintain awareness of location on track at all times in case it becomes necessary to notify the Control Center to turn the power off.
11		Returns Slow Zone area to normal conditions if and when Slow Zone is terminated.
12		Returns all equipment as directed.
13		Works as required by capital and maintenance projects.
14		Performs other duties related to capital and maintenance projects as required, including but not limited to completing documents such as time slips.
15		Operates electronic wayside warning devices as required.
16		Removes snow and ice from track, switches, walkways and other locations as required.
17		Responsible for performing Information Specialist work.
18		Performs platform duties and responsibilities in accordance with the employees training and qualification (i.e. public announcements, ensuring train in proper position, walk through of trains, etc.)
19		Performs the duties and responsibilities of a Rapid Transit Operator, upon completion of Rapid Transit Operator training.

MANAGEMENT RESPONSIBILITIES

Reporting to this position are the following jobs and number of incumbents:

Job Title	# Incumbents
• N/A	

Budget responsibility for this position is:

Budget Size	Direct or Indirect Impact
• N/A	

CHALLENGES

-

EDUCATION/EXPERIENCE REQUIREMENTS

- All applicants must be at least 21 years of age.
- All applicants must include a "Court Purposes Driving Abstract" with their resume to be considered for the position.
- Required to submit to and pass drug and alcohol testing as mandated by the Federal Transportation Administration.
- Must have a knowledge of the safety rules, regulations, procedures, and conditions associated with working at track level.
- Must have good communication skills and be able to give clear directions.
- Must know the two-way radio codes and use them to transmit information.
- Must have a working knowledge of appropriate flagging signals.
- Must know the proper set-up and operation of Slow Zones.
- Must have a working knowledge of Rail Operations.
- Must qualify as a Rapid Transit Operator within twelve (12) months from date of hire.

WORKING CONDITIONS

- Works outdoors subject to prevailing weather conditions.
- Possible exposure to extreme cold / heat from outdoor work on structures in winter / summer.
- Must work on elevated structure, ballast and in subways as required.
- Subject to work near energized rail (600 volts DC) and moving trains.
- Must maintain Rapid Transit Operator qualifications and certification.

PHYSICAL DEMANDS

- Required to be able to stand for extremely long periods of time.
- Excellent hearing and eyesight required.
- Required to remain attentive and alert at all times during work shift.
- Must not have a fear of heights or electricity.

EQUIPMENT, TOOLS, AND MATERIALS UTILIZED

- CTA Cellular Telephone, Two-way Radio, Portable Track Trip, Lantern, Flag, electronic wayside warning device.

Attachment D

Count	Name	Badge No.	Hiring Date
1	Estrada, Enrique Jr.	7 (1) (b)	01/22/07
2	Henao, Carlos		01/29/07
3	Leung, Jacky		01/29/07
4	Bridges, Erica		02/05/07
5	Flowers, Nikal		02/05/07
6	Johnson, Willie Jr.		02/12/07
7	Washington, Jeremiah		02/19/07
8	Mix, Donald		02/26/07
9	Floyd, Daniel Stanton		05/29/07
10	Kurita, Bryan Yutaka		05/29/07
11	Lee, Anthony Donnel		05/29/07
12	Banks, Anthony		05/29/07
13	Lauderdale, Joseph		06/04/07
14	Herrera, Henry Marcelo		06/04/07
15	Mootry, Benjamin Stratton		06/04/07
16	Evans, Seneca M		06/11/07
17	Brent, David Lenard Jr.		06/11/07
18	Jones, Alex		06/11/07
19	Orange, Javar Brandon		06/11/07
20	Funnye, Aaron Manassah		06/18/07
21	Jackson, Jovonnie Martinell		06/18/07
22	Price, Darren Lavon		06/18/07
23	Prewitt, Ryan Gueno		06/18/07
24	Bonds, Yasminnyrell		06/18/07
25	McGowan, Brendan		06/18/07
26	Sardin, Crystal		06/25/07
27	Santana, Ruben		06/25/07
28	Divers, Lawrence A		06/25/07
29	Jones, Latara		06/25/07
30	Terry, Brandy Nicole		06/25/07
31	Stewart, Carlos		07/02/07
32	Smith, Tony		07/02/07
33	Black, Shaondell		07/02/07
34	Anderson, Marcine		07/09/07
35	Caballero, Steve		07/09/07
36	Boyd, Gregory Lewis		07/09/07
37	Collins, Latonya Rochelle		07/09/07

Count	Name	Badge No.	Hiring Date
38	Townsend, Christopher Jr	7 (1) (b)	07/09/07
39	Castillo, Joaquin Antonio		07/09/07
40	Allen, Dantrell Layont		07/16/07
41	Pelmer, William Jr		07/16/07
42	Beach, Taurean Chavell		07/16/07
43	Martinez, Ramon		07/16/07
44	Martin, Shondale		07/16/07
45	King, Kenneth Ellis		10/01/07
46	Rocquemore, Terrell		10/01/07
47	Ludington, Korevia A		10/01/07
48	Williams, Shavondra		10/01/07
49	Preston, Larry G Jr		10/01/07
50	Hubbard, Gina Yvette		10/01/07
51	Jasper, Joseph Stanley		10/01/07
52	Glenn, James		10/01/07
53	Valentine, Winston		10/01/07
54	Sims, Tonya Lenise		10/08/07
55	Mack-Crenshaw, Natasha		10/08/07
56	Ingram, Roger		10/08/07
57	McClinton, Jason		10/08/07
58	Hardney, Joshua		10/08/07
59	Martin, Terrence Jacob		10/08/07
60	Hill, Beverly		10/08/07
61	Brigham, Rishonda		10/08/07
62	Marbury, Julius		10/08/07
63	Delgado, Alecmar		10/08/07
64	Hunter, Norrell Matisé		10/15/07
65	Mathews, LaChandra		10/15/07
66	Harris, Veronica		10/15/07
67	Enriquez, Alejandro		10/15/07
68	Jefferson, Rhonda		10/15/07
69	Overstreet, Michael		10/15/07
70	Negron, David		10/15/07
71	Snipes, Martel		10/15/07
72	Maclin, James Ladon		10/15/07
73	Davis, Eric B		10/22/07
74	Maddox, Cynthia		10/22/07
75	Anthony, Ernise S		10/22/07

Count	Name	Badge No.	Hiring Date
76	Webb, Delores Nicole	7 (1) (b)	10/22/07
77	White, Darnell		10/22/07
78	Ferguson, Arnetra		10/22/07
79	Cunningham, William		10/29/07
80	London, Susie		10/29/07
81	Thomas, Gerry Rex		10/29/07
82	Jones, April Miranda		10/29/07
83	Jefferson, Tiara Chane		10/29/07
84	Fernandez, Daniel Peter		10/29/07
85	Wilder, Derek Eugene		10/29/07
86	Simmons, Angela		10/29/07
87	Goins, Katashia Maudine		10/29/07
88	Carson, Milous III		11/05/07
89	Marshall, Ashley Darwin		11/05/07
90	Balan, Max Eduardo Jr		11/05/07
91	Smoot, Rafael Mariano		11/05/07
92	Sawyer, Alfred Enin		11/05/07
93	Brown, Christopher		7/21/2008
94	Castillo, Jeannie		7/21/2008
95	Cox, Shetonja		7/21/2008
96	Hobbs, Chivon		7/21/2008
97	Johnson, Alexander		7/21/2008
98	King, Vincent		7/21/2008
99	Lyons, Johnathan		7/21/2008
100	Marquez, Antonio		7/21/2008
101	McDonald, Prentice		7/21/2008
102	Miller, Grant		7/21/2008
103	Montgomery, Mario		7/21/2008
104	Nunn, Antoinette		7/21/2008
105	Phillips, Bryant		7/21/2008
106	Trevion, Maria		7/21/2008
107	Westmoreland, Michael		7/21/2008
108	Alaribe, Sixtus		8/4/2008
109	Brown, Sean		8/4/2008
110	Clarke, Aaron		8/4/2008
111	Garcia, Randy		8/4/2008
112	Guy, Martina		8/4/2008
113	Hall Jr., Raymond		8/4/2008
114	Hill, Alexis		8/4/2008

Letter of Understanding Pertaining to Flagmen
Page 14 of 15

Count	Name	Badge No.	Hiring Date
115	Houston, Ivory	7 (1) (b)	8/4/2008
116	Johnson, Corey		8/4/2008
117	Johnson, Dewayne		8/4/2008
118	Johnson, Dwayne		8/4/2008
119	Johnson, Ryan		8/4/2008
120	Jones, Dominique		8/4/2008
121	Keys, Tosha		8/4/2008
122	Lipscomb, Rapunzel		8/4/2008
123	Lockett, Shaquida		8/4/2008
124	Miller, Dwayne		8/4/2008
125	Thomas, Erma		8/4/2008
126	Tillar III, John		8/4/2008
127	Wallace, Kinley		8/4/2008
128	Ward II, Flash		8/4/2008
129	Barlow, Takia		8/18/2008
130	Begay, Vivan		8/18/2008
131	Campbell, Tannie		8/18/2008
132	Collins, Anthony		8/18/2008
133	DelaRosa, Rafael		8/18/2008
134	Ferguson, Loria		8/18/2008
135	Goss, Myrna		8/18/2008
136	Hynes, Richard		8/18/2008
137	Irvin, David		8/18/2008
138	Luttery, Teisha		8/18/2008
139	McPhee, Liedell		8/18/2008
140	Morris, Jaleah		8/18/2008
141	Morris, Layna		8/18/2008
142	Nelson, Romel		8/18/2008
143	Reese, LaVance		8/18/2008
144	Rivera, Richard		8/18/2008
145	Sanders Jr., John		8/18/2008
146	Shelby, Richard		8/18/2008
147	Torres, Edwin		8/18/2008
148	Ward, Dedrick		8/18/2008
149	Williams III, Charles		8/18/2008
150	Williams, Terrance		8/18/2008
151	Yaworski, Bryan		8/18/2008
152	Alfaro, Jose		9/2/2008
153	Bradfield, Tiffany		9/2/2008
154	Code, Ronald		9/2/2008

Letter of Understanding Pertaining to Flagmen
Page 15 of 15

Count	Name	Badge No.	Hiring Date
155	Crawford, Andrew	7 (1) (b)	9/2/2008
156	Hall, Chante		9/2/2008
157	Jefferson, Atera		9/2/2008
158	Johnson Jr., Lorenzo		9/2/2008
159	Kaspar, Matthew		9/2/2008
160	McCray, Karlene		9/2/2008
161	McFields, Donald		9/2/2008
162	Montgomery, Porschia		9/2/2008
163	Nelson, Derrick		9/2/2008
164	Nelson, Jeannette		9/2/2008
165	Paraiso, Roi		9/2/2008
166	Pennington, Ahmad		9/2/2008
167	Rogers, Quincy		9/2/2008
168	Suazo, Ellis		9/2/2008
169	Williams, Dante		9/2/2008
170	Woods, Ray		9/2/2008
171	Atwater, Thomas		9/15/2008
172	Bailey, Deandre		9/15/2008
173	Baldwin, Murrell		9/15/2008
174	Biggs, Gregory		9/15/2008
175	Bobo Jr., Jeffery		9/15/2008
176	Curington, Meshia		9/15/2008
177	Davis, Catrina		9/15/2008
178	Gaines, Stanley		9/15/2008
179	Gerena, Joel		9/15/2008
180	Jackson, Rosemary		9/15/2008
181	Jones, Jerome		9/15/2008
182	McLeod III, Mareece		9/15/2008
183	Munoz Sr, James		9/15/2008
184	Pittman, Leslie		9/15/2008
185	Redmond, Laquita		9/15/2008
186	Turner, Daryl		9/15/2008
187	White, Tenisha		9/15/2008
188	Wilbourn, Sheila		9/15/2008
189	Winkel Jr., Joseph		9/15/2008
190	Yates Jr., Kevin		9/15/2008