

CTA Economic Settlement Counterproposal
April 27, 2009
10:00 PM

1. CTA contributions shall be at the Blue Cross composite rate for all CTA Blue Cross participants plus \$105. CTA contributions for Kaiser participants shall be at the employee plus family rate plus \$105.
2. Eligibility for Retiree Medical Coverage:
 - a. Effective 8-31-2012, eligibility for retiree medical coverage requires twelve (12) continuous, consecutive years of employment and participation in the CTA Health and Welfare Benefits Trust for that same period immediately prior to retirement as a regular employee with CTA and/or another Participating Employer.
3. CTA Employees' Retirement Benefits Trust Fund:
 - a. CTA and each other Participating Employer shall contribute:
 - i. For fiscal year 2009-10, an additional eight percent (8%) of total gross payroll to the CTA Employees' Retirement Benefits Trust Fund increasing the total contribution to twenty-nine and one half percent (29.5%).
 - ii. For fiscal year 2010-11, an additional nine percent (9%) of total gross payroll to the CTA Employees' Retirement Benefits Trust Fund increasing the total contribution to thirty and one half percent (30.5%).
 - iii. For fiscal year 2011-12, an additional ten percent (10%) of total gross payroll to the CTA Employees' Retirement Benefits Trust Fund increasing the total contribution to thirty one and one half percent (31.5%).
 - b. Contribution to the employee 401(k) shall be redirected to the CTA Employees' Retirement Benefits Trust Fund
 - i. For fiscal year 2009-10, 2% of total gross payroll.
 - ii. For fiscal year 2010-11, 1% of total gross payroll.
 - iii. For fiscal year 2011-12, 0% of total gross payroll.
 - c. Changes to the Medical Plan include options 16 and 48. Additionally Medicare reimbursements are for current member premiums and not retroactive.
 - d. Business and vehicle expense amounts will be maintained at the current contract rate.

- e. CSO 15.301 shall be amended as follows:

Allowable expenses for meals shall not exceed the actual amounts paid. Reimbursement for meals shall be limited to seventy dollars (\$70.00) for any one day, including tax and tip. The employee shall furnish receipts for all meals submitted for reimbursement ~~costing thirty five dollars (\$35.00) or more~~. Employees assigned to CTA conferences may expense meals even if group meals are provided.

CAS Article 7. OVERTIME WORK AND BUSINESS EXPENSES shall be amended as follows: Allowable expenses for meals shall not exceed the actual amounts paid. Reimbursement for meals for the duration of this Agreement shall be limited to seventy dollars (\$70.00) for any one day, including tax and tip, ~~and fifty dollars (\$50.00) for any one meal, including tax and tip~~. The employee shall furnish receipts for all meals submitted for reimbursement ~~single meals of thirty five dollars (\$35.00) or more~~.

- f. CAS and CSO shall be credited two percent (2%) of total gross payroll derived from savings generated from Item #1 and Item # 3.c., 3.d. and 3.e. This credit will be redirected to the CTA Employees' Retirement Benefits Trust Fund increasing the total contribution for all participants to thirty-three and one half percent (33.5%).
- g. Contribution increases to the Health & Welfare Trust for aggregate medical insurance will not exceed ten percent (10%) of the preceding year's cost for the same plans.
4. Three (3) year agreement effective September 1, 2009 through August 31, 2012. Salary increase for year three will be 1%.