

MEMORANDUM OF AGREEMENT  
BETWEEN  
CHICAGO AND NORTH WESTERN TRANSPORTATION COMPANY  
AND THE  
UNITED TRANSPORTATION UNION  
WITH RESPECT TO UNIFORMS FOR PASSENGER SERVICE EMPLOYEES

1. CNW shall prescribe uniforms that will be worn by employees engaged in commuter passenger service. Such uniforms shall be subject to change from time to time as directed by CNW.
2. CNW will furnish employees, free of charge, insignia which they are required to wear, as well as stars and bars indicating years of service. The employee is responsible for their safekeeping.
3. The complete uniform furnished by CNW shall consist of one cap, one coat, one vest (or sweater in lieu thereof), and two pair trousers.  
  
CNW will furnish six (6) authorized shirts and three (3) neckties annually. CNW will furnish one (1) topcoat or parka every second year of service if unserviceable.
4. CNW will pay fifty (50) percent of the first complete uniform purchased for passenger service. CNW will also pay fifty (50) percent of the second complete uniform purchased within the first twelve (12) month period dating from the purchase of the first complete uniform. Thereafter CNW will furnish without charge to the employee, two uniforms annually. If additional uniforms are required during the year, CNW will assume no cost in connection therewith.
5. When it becomes necessary for an employee to procure a new uniform, the employee must obtain an order therefore from the Director Commuter Operations-Administration. That order must then be presented to a clothier designated by CNW. Each employee engaged in commuter passenger service will order at least one complete uniform annually. CNW will furnish a second complete uniform annually. However, if an employee desires, certain elements of the second uniform may be substituted for other elements as determined by CNW.
6. As a principle of this Rule, it is recognized that it is undesirable to have a uniform consist of part new and part old apparel, and, therefore, a single garment will not be purchased to be combined with old garments.
7. Employees will keep their uniforms properly cleaned and neatly pressed, will keep their shoes shined, and will wear a freshly laundered shirt with such frequency as to at all times maintain a presentable appearance.
8. When a uniform or any of the articles set forth in paragraph 2 are lost, stolen, damaged or destroyed as the result of carelessness on the part of the employee, the employee will assume the entire expense of repairs or replacement.

9. It is understood that uniforms will only be worn when performing passenger service or during layover at away-from-home terminal, except they may be worn in going to and from work and are not to be used for other occasions when it can be avoided.
10. This Memorandum of Agreement is effective June 15, 1993 and will supersede and replace the Memorandum Agreement on this subject dated October 15, 1948.

FOR THE UNITED TRANSPORTATION UNION

FOR THE CHICAGO AND NORTH WESTERN  
TRANSPORTATION COMPANY

*David R. Haddock*  
General Chairman

*John M. Raaz*  
J. M. Raaz  
Assistant Vice President  
Labor Relations (Operating)

Date *June 15, 1993*

Date *June 15, 1993*



May 4, 1993

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One NorthWestern Center  
Chicago, Illinois 60606

Labor Relations Department

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Mr. D. R. Haack  
General Chairman  
7420 West State Street  
Wauwatosa, WI 53213

Subject: Suburban Uniform Agreement  
C&NWT File No: 36½-63  
Side Letter No. 1

Dear Sir:

This letter is in reference to our Memorandum of Agreement concerning uniforms for passenger service employees effective May 4, 1993.

This is to further clarify our understanding that should the rules currently in effect on other properties owned by METRA, be amended to provide additional benefits, the existing C&NW Memorandum of Agreement will be amended to mirror those changes.

Sincerely,

A handwritten signature in cursive script, appearing to read "J. M. Raaz".

J. M. Raaz  
Assistant Vice President-  
Labor Relations (Operating)

cc: P. A. Pagano



May 4, 1993

Mr. D. R. Haack  
General Chairman  
7420 West State Street  
Wauwatosa, WI 53213

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One NorthWestern Center  
Chicago, Illinois 60606

Labor Relations Department

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Subject: Suburban Uniform Agreement  
C&NWT File No: 36½-63  
Side Letter No. 2

Dear Sir:

This letter is in reference to our Memorandum of Agreement concerning uniforms for passenger service employees effective May 4, 1993.

This is to clarify our understanding that all current ground service employees employed as of the date of this Agreement who are employed in or subject to Suburban Service will be furnished passenger service uniforms as provided in our Agreement of May 4, 1993 without charge to the employee.

Additionally, for employees in Seniority Districts protecting passenger service, having a seniority date preceding the date of this Agreement and who have never previously worked in Suburban service, the provisions of Item 4 of the May 4, 1993 Agreement will be applicable with the further understanding that those individuals who after the effective date of this Agreement are required to obtain a passenger uniform, the 50% cost required of the employee will be reimbursed after those employees have been subject to Suburban service for six (6) months. For those employees establishing seniority after the date of this Agreement, who are required to have a passenger uniform, the conditions established in our May 4, 1993 Agreement will be applicable.

The General Chairman and the undersigned have agreed to review on an individual basis, any situations where a pre-Agreement employee is unable to qualify for the 50% reimbursement for reasons beyond the employee's control.

Sincerely,

A handwritten signature in dark ink, appearing to read "J. M. Raaz", is written over a circular stamp.

J. M. Raaz  
Assistant Vice President-  
Labor Relations (Operating)

cc: P. A. Pagano



May 4, 1993

Mr. D. R. Haack  
General Chairman  
7420 West State Street  
Wauwatosa, WI 53213

Chicago and North Western  
Operating Employees' Association  
Labor Relations Department

Reference: Suburban Claims Regarding Wearing Neckties with Summer Uniforms

C&NWT File No: 2-84-1721  
UTU Case No: N1721-528-78

Dear Sir:

This is in reference to our recent discussions concerning METRA's willingness to absorb the additional expense of amending the Suburban Uniform Agreement which provides for changes which ultimately require METRA to pay for uniforms as described in our Agreement reached this date.

In connection with that Agreement, the parties have agreed to settle the existing claims, specifically identified as CNWT File 2-84-1721 (UTU Case No. N1721-528-78) and other cases not specifically identified but concerning the same subject matter described by the Organization as:

requiring Suburban operating employees to wear a necktie with their Summer uniforms

with the allowance of one (1) hour for each eight (8) hour claim.

You may indicate your concurrence in the settlement of these cases to allow a one (1) hour payment at the straight time rate with the remainder of the claims withdrawn in full settlement of these cases and to resolve this matter in the future. This is with the further understanding that the Uniform Agreement as amended this date will be controlling from this point forward.

You may indicate your concurrence by signing in the appropriate box below.

Sincerely,

J. M. Raaz  
Assistant Vice President-  
Labor Relations (Operating)

I CONCUR:

  
General Chairman

Date June 15, 1993



May 4, 1993

Mr. D. R. Haack  
General Chairman  
7420 West State Street  
Wauwatosa, WI 53213

Chicago and NorthWestern Center  
Chicago, Illinois 60606  
Labor Relations Department

Subject: Suburban Uniform Negotiations  
C&NWT File No: 36½-63

Dear Sir:

This letter is in further reference to our on-going discussions concerning various subject matters related to the Commuter Operations Department and specifically to our Agreement dated this date resolving the purchase of the uniforms for employees working in Suburban service.

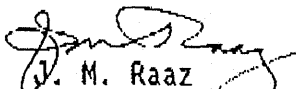
An additional issue which these discussions have resolved has to do with the compensation allocated to Suburban conductors and collectors when attending various meetings while already on duty or on lay-over and under compensation. Included in this subject matter specifically are safety meetings, quality meetings and other general meetings scheduled by the management of the Commuter Operations Department.

This is to clarify our understanding that the United Transportation Union is willing to withdraw its claims for additional compensation for attending such meetings when the employees involved are already on duty or on lay-over and under compensation and to confirm that the Suburban Uniform Agreement resolves this matter in its entirety.

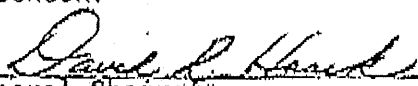
Specifically, C&NWT Case No. 2-90-1236 (as well as other cases not specifically identified but concerning this same subject matter) will be withdrawn by the Organization in consideration of the overall discussions concerning matters related to the Commuter Operations Department.

You may indicate your concurrence by signing in the appropriate box below and returning one copy to this office.

Sincerely,

  
J. M. Raaz  
Assistant Vice President-  
Labor Relations (Operating)

I CONCUR:

  
General Chairman

Date: June 15, 1993

June 15, 1993

Mr. D. R. Haack  
General Chairman  
7420 West State Street  
Wauwatosa, WI. 53213

Subject: Sale of Round Trip Tickets and  
Special Event Tickets

Dear Mr. Haack:

This letter is in reference to your organization's current dispute regarding the sale of one-way (cash fare) tickets for future use and special event and weekend tickets also for future use by suburban collectors and conductors.

In conjunction with our discussions concerning the purchase of suburban uniforms and to resolve this specific matter, Metra is willing to commit to the United Transportation Union that it is not the intention of Metra to expand this practice in the future to require the suburban collectors and conductors to sell weekly and monthly passes on trains.

This is with the understanding that the current claims being progressed by the UTU concerning this matter will be withdrawn at this time and that the organization acknowledges Metra's right to require collectors and conductors to sell both the one-way (cash fare) and special event and weekend tickets currently being sold.

Sincerely,



Philip A. Pagano  
Executive Director

mlf

GENERAL COMMITTEE OF ADJUSTMENT

***united transportation union***

Chicago and North Western Transportation Company

7420 W. STATE STREET  
WAUWATOSA, WI 53213  
414-778-3740  
FAX 414-778-3743

June 17, 1993

Mr. A. Bertolani, IC-577  
1032 E. Madison Street  
Lombard, IL 60148

Mr. M. Kinney, IC-528  
Box 1417  
Lombard, IL 60148

Mr. R. Alba, IC-322  
6610 S. 122nd Street  
Franklin, WI 53132

Mr. R. McKinney, IC-1253  
R. R. No. 1  
Manito, IL 61546

Mr. T. Herzog, IC-443  
2601 S. Webster Street  
Green Bay, WI 54301

Mr. G. Harris, IC-315  
8989 0.5 Lane  
Gladstone, MI 49837

Mr. D. Koszuta, IC-312  
320 Newport Court  
Nekoosa, WI 54457

Dear Sirs and Brothers:

Attached hereto for your reference and file in a copy of the Memorandum of Agreement between the Chicago and North Western Transportation Company and the United Transportation Union with respect to Uniform for Suburban Passenger Service employees. This Agreement became effective June 15, 1993.

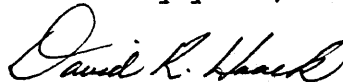
The tabulation of ballots "For" or "Against" the Agreement are as follows:

LOCAL 577 - FOR	LOCAL 443 - FOR
LOCAL 528 - FOR	LOCAL 315 - FOR
LOCAL 322 - FOR	LOCAL 312 - FOR
Local 1253 did not return a ballot.	

We wish to extend our appreciation to Messrs. A. Bertolani, M. Kinney and R. Alba who were directly involved in the negotiations concerning this Uniform Agreement for the betterment of our Membership protecting and working in the Suburban Commuter Service.

With best personal wishes, I remain

Fraternally yours,



David R. Haack  
General Chairman, G.C.A.

cc: G. T. DuBose, President - UTU  
L. W. Swert, Asst. Pres., - UTU  
D. Olson, Sec., - G.C.A.