



Utility Workers Union of America, Local 132

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CTA Retroactive Pay

4/4/25

Good morning,

The Leadership has been receiving questions regarding the back pay and or retroactive pay due to the ratification of the new CBA. As quoted from the agreement:

- **Wages:** Base wages will be increased by **5.50%** effective January 1, 2025; **5.25%** effective January 1, 2026; **4.75%** effective January 1, 2027; and **4.5%** effective January 1, 2028. All premium rates listed in Section 4.3 of the most recent CBA shall be increased by the same percentages on the referenced effective dates, provided that the 2025 premium increases shall be implemented 90 days after a successful ratification vote and will not be retroactive. There will be no changes to currently assigned Grade Levels.

We as a Leadership have reached out to The Company to confirm they are working diligently in making the necessary changes internally to all payroll programs to reflect these changes that will in turn pay out the retroactive Wages; please note that the agreement says no retroactive pay for premiums which includes the ETRs Premium because that premium has not changed and will continue to be \$1.50 per that agreement. Per this agreement on wages, it sets a time limit of 90 days, not saying at 90 days but up to 90 days. We have notified the company of this, and they have agreed to provide a date when available the retroactive pay takes effect so others may make the changes to their finances as needed. The Company has stated it will happen all at once and not in spurts.

If our members believe this is not clear enough of an explanation then please reach out so we can communicate to everyone, were only Human.

Thank you!

William Gilbertson
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