



# ATU Local 758 and Pierce Transit Tentative Agreement Summary

**ATU Local #758 Made NO concessions in the new Collective Bargaining Agreement.**

**If an article is not listed there were no substantive changes and are current contract language**

## **ARTICLE 2 - Union Dues**

- Change of mailing address for COPE

## **ARTICLE 3 - Union Activities**

- Change to reimbursement process for Union Officer pensionable hours. Union will no longer have to request hours for 6-month blocks for officer hours. They will be invoiced monthly for actual hours used by Union Officers.

## **ARTICLE 8 – Probationary Employment**

- Elimination of “Relief Operator Language”

## **ARTICLE 9 – Discipline**

- Change to article name and minor language change from discharge to termination.

## **ARTICLE 10 – Seniority**

- Language change to consolidate and make less confusing.

## **ARTICLE 12 – Insurance and Other Benefits**

- Minor language changes to reflect changes in other articles and clean up from previous contract.
- No Increases to current medical insurance premium cost sharing.

## **ARTICLE 13 – Wages and Overtime Compensation**

- January 1, 2024 – Market Wage Adjustment (Please See wage chart attached)
- January 1, 2025 – 4% Wage Increase
- January 1, 2026 – 4% Wage Increase
- Wages will be retroactive to January 1, 2024
- Apprenticeship language moved to its own article in the CBA.
- Longevity pay removed from CBA and MOA was signed to identify the remaining employee it still applies to.

- Certification Pay language moved to this article to consolidate it from multiple other articles. Certification Pay for Warehouse Technician Is and Warehouse Technician IIs will now be capped at \$1.00hr instead of \$0.50hr.
- Service Supervisors, Communications Controller, Dispatch Supervisor, and Instructor classifications will be eligible for shift differential pay for the shift they sign if it is identified as a swing or graveyard shift.
- Shift differential increased to \$1.50hr for swing shift and \$3.00 for graveyard shift for all classifications eligible for shift differential pay.
- Service Supervisors, Communication Controllers, Dispatch Supervisors and Instructors who bid an Extra Board shift are NOT eligible for shift differential but will receive an additional \$0.50hr for ALL hours worked.
- Language changes to the definition of swing and graveyard shift and how those shifts will be identified.
- Transit Operators, Paratransit Driver, Micro transit Driver, Service Supervisor, Transit System Maintenance Worker, Transit Facilities Specialist, Administrative Specialist I & II, Customer Service Representatives (Fixed Route and SHUTTLE), Lead Customer Service Representative, and Travel Trainer classifications will now be eligible for Multi-lingual pay of \$250.00 a year if they successfully pass a test.

## **ARTICLE 14 – Holidays**

- Change to language added regarding being in a paid status to qualify for holiday pay.
- Removed requirement for Maintenance employees to take an unpaid day off in lieu of the holiday.
- Holiday pay language added to calculate pay for part time employees.
- **Two additional Personal Holidays will be added as “Wellness Days” if the employee participates in a documented activity which counted toward the AWC Well City Award and participates in the annual wellness survey.**

## **ARTICLE 15 – Vacation**

- Removed language new employees were not eligible for vacation leave until they completed probation.
- Added language for part time employee vacation leave accrual calculations.
- Language change for vacation pay for employees on temporary assignment.

## **ARTICLE 16 – Sick Leave, With and Without Pay**

- Deadline for WPSL carry-over changed to November 30<sup>th</sup>
- Language change for sick leave pay for employees on temporary assignment more than 30 days will be paid at the higher rate.
- Language change for sick leave use for part time employees.

## **ARTICLE 18 – Jury Duty and Witness Leave**

- Language change that employees will be paid if they are subpoenaed to serve as a witness or make a deposition at Pierce Transit’s request or are part of their job duties.
- Language change for employees on day shift regarding requirements to return to work after jury duty.

## **ARTICLE 19 – Other Standard Working Conditions**

- Removed the safety meeting attendance requirement for Transit Operators to receive the annual safety award.
- Personal Property Loss increased to \$400.00 for cell phone and \$400.00 Eye Glasses from \$300.00. Eye glasses will be provided reimbursed after the employee has provided documentation the annual allotment has been exhausted under the current vision plan.

## **ARTICLE 20 – Hours and Working Conditions- Operators**

- At least 75% of 4/10s will have 3 consecutive days off.
- Effective with the March 2026 shakeup at least 50% of 4/10s will have 3 consecutive days off unless the Union provides a written objection to the employer by September 1, 2025.
- The number of 4/10 assignments will not exceed 15% for 2024 and will not exceed 25% beginning January 1, 2025. This is an increase from the current cap of 5%
- Spread Pay increased to \$3.00hr from \$2.00hr.
- Route Training Pay will now be paid for route training ALL operators not just new operators.
- Language added about guaranteed time/pay.

## **ARTICLE 21 – Scheduling – Operators**

- Clarified language about vacating runs.
- Language added about signing “double backs”
- Language added about Federal Regulations regarding the maximum hour operators can work.
- Removed line shake up language to match the current practice.
- Removed all relief operator language.
- Added language about how much vacation would need to be signed.
- Changed guarantee language to 40 hours a week from 80 hours a pay period.
- Added language to match current practice on how new employees are assigned days off.
- Added language that Management must notify the Union 60 days prior notice if they ever intend to return to using the Relief Transit Operator classification to allow time to negotiate terms and provisions of the relief operator position.
- Part Time Transit Operator Position created and will average between 20-29 hours.
- Part Time positions will not exceed 10 in 2024 and not exceed 15 in 2025.

Management proposed to implement rostering in the CBA no agreement could be reached with the Union so it will not be implemented in this CBA. A MOA was signed agreeing to further education on what rostering would look like at Pierce Transit. The MOA agrees to form a committee that will be comprised of 2 Union officers and 4 operators of varying seniority to learn more about rostering and make a recommendation to Management and the Union if rostering should be negotiated in a future CBA. THIS MOA DOES NOT ALLOW FOR IMPLEMENTATION ONLY FURTHER EDUCATION AND DISCUSSION.

## **ARTICLE 22 – Working Conditions – Specialized Transportation (Paratransit and Microtransit)**

- September 2024 shakeup Operators will have a one-time opportunity to bid into Paratransit Operator classification.
- Pierce Transit reserves the right to subcontract the work with 60 days notice.
- Mini Shakeups for shuttle CSR/Dispatcher/Service Supervisor will happen if shift is modified more than 60 minutes and 60 days or more remain on master shake-up. Changed from 30 minutes and 30 days.
- Part-time employees will be paid sick leave on a prorated basis determined by their part time schedule.
- Relief Dispatcher Language removed.

*MOA was signed that will supersede the CBA Article. September 2024 shakeup Transit Operators will have a final opportunity to bid to the Paratransit classification formerly known as SHUTTLE. The number of SHUTTLE positions will be reduced from fifteen (15) to ten (10). Paratransit Operators will receive any general wage increases in the 2024-2026 CBA. The 10 Positions will not be subcontracted prior to December 31, 2026, unless vacated.*

*This was done to avoid the complete elimination of SHUTTLE positions which was agreed upon in a previous agreement. That agreement was supposed to go into effect at the September 2024 Shake-up.*

## **ARTICLE 23 – Working Conditions- Service Support**

- Service Supervisor mini shakeups will happen if shift is modified more than 60 minutes and 60 days or more remain on master shake-up. Changed from 30 minutes and 30 days.
- Language clarification regarding seniority and promotions.
- Extra Board Supervisors will be guaranteed 40 hours a week instead of 80 hours a pay period.
- Removed Relief Service Supervisor language.

## **ARTICLE 24 – Working Conditions Instructors**

- Removed Relief Instructor language

## **ARTICLE 25 – Working Conditions Communications Controllers**

- Removed language about implementation of classification from the previous CBA including the Internal and External hiring sub articles.
- Communications Controllers who bid Extra Board will be guaranteed 40 hours a week instead of 80 hours a pay period.
- Removed Language on how open work will be assigned

## **ARTICLE 26 – Working Conditions Fleet Maintenance**

- Added language the employees who are out on leave will not be called in for overtime opportunities.
- Body Repair Technician, Mechanic I, Journey Level Mechanic, and Automotive Technician will receive an annual tool allowance of \$500.00
- Lead Mechanic, Preventative Maintenance Service Technician, and Upholsterer will receive an annual tool allowance of \$275.00.
- Language added for 2 Master shake ups a year (March/September) except for Component Rebuild which will occur on the odd ending years in March.
- Removed Mini Shake up language.
- Apprenticeship moved to its own separate article.
- Certification Pay moved to Article 13 (Wages)

## **ARTICLE 27 – Working Conditions Facilities Maintenance**

- Employees who are out on leave will not be called in for overtime opportunities.
- Lead Maintenance Mechanic and Transit Facilities Specialist will receive an annual tool allowance of \$275.00.
- Language added for 2 master shake ups a year (March/September)
- Removed Mini Shake up language.
- Shift Differential language moved to Article 13 (Wages)
- Certification Pay moved to Article 13 (Wages)

## **ARTICLE 28 – Working Conditions – Fixed Route Customer Service**

- Removed language about moving to second step when probation completed.
- Language change mini shakeups will happen if shift is modified more than 60 minutes and 60 days or more remain on master shake-up. Changed from 30 minutes and 30 days.

## **ARTICLE 29 – Working Conditions – Warehouse**

- Language added for mandatory overtime and overtime call in process.

- Language clarification on language for work apparel
- Shift Differential Pay moved to Article 13 (Wages)
- Language added for 2 master shake ups a year (March/September) and procedures for signing.
- Removed Mini Shake up language.

### **NEW ARTICLE – Apprenticeships**

- Apprenticeships language consolidated to this article.
- Language changed to hours worked and not years.