

Notable Improvements to Contract

Tentative Agreement Employee Quick Reference Sheet

This provides notable improvements to the contract and is for informational purposes only.

Any errors will default to actual Tentative Agreement Language. Please see Tentative Agreement for full details and changes.

Section 5 Wages

In addition to \$2,050 lump sum payment, employees receive wage increases totaling more than 13% over the term of the Agreement.

When	Active Employees Receive
<i>Ratification of Contract</i>	\$2,050
<i>July 7, 2024</i>	4% Wage Increase
<i>July 6, 2025</i>	5% Wage Increase
<i>July 5, 2026</i>	4% Wage Increase

\$2,050 Lump Sum equates to an Average of 6.84% of the Average Gross Wages (including overtime) from January through June.

\$2,050 Lump Sum Percentage of Average Gross Wages (Including Overtime)		
Position	6 month Average Gross Wages (Including Overtime)	\$2,050 Lump Sum Payment as Percentage of 6 Month Gross Wages (Including Overtime)
Clerk	\$39,984.00	5.13%
Vehicle Maintenance	\$36,690.00	5.59%
Building Maintenance	\$33,186.00	6.18%
Storeroom	\$29,472.00	6.96%
Part Time Operator	\$16,591.86	12.36%
Progression Operator	\$29,626.20	6.92%
Top Rate Operator	\$43,324.56	4.73%
	Average	6.84%

Section 6 Vacation

Employees can receive vacation sooner than the previous contract. Days for eligibility were slightly increased.

Amount of Vacation	Old Contract Requirement	New Contract Requirement	Change
1 Week	1 Year	6 months	Improved
2 Weeks	2 Years	2 Years	Same
3 Weeks	5 Years	5 Years	Same
4 Weeks	15 Years	13 Years	Improved
5 Weeks	22 Years	21 Years	Improved
6 Weeks	28 Years	28 Years	Same

Section 20 Misses

- The clearing period was reduced from 95 days to 75 days.
- The possibility of termination for 3 Misses in 30 Days was removed.
- Most Operators will be returned to 0 Misses.

Subject	Old Contract	New Contract
Misses	13	10
Clearing Period	95 Days	75 Days
Termination for 3 Misses in 30 Days?	Yes	No
Current Miss Balance	Remains	Most Operators will Return to 0

Section 22 and Appendix B Maintenance Training

- The Union and Metro partnered to create a Joint Maintenance Training Committee to identify training needs and adopt training programs.
- The current Maintenance Training Agreement is being removed from the contract so the Joint Maintenance Training Committee can make changes.
 - However, it will still exist and be followed until the Joint Maintenance Training Committee decides to change it.

Section 23 Uniforms and Tool Allowance

- Uniforms
 - Operators and Maintenance will see an increase to their Uniform Allowance.
 - Maintenance employees receive new uniforms, their uniform allowance and potentially increases to Uniform Allowance if Management implements a new Maintenance Uniform
- Tool Allowance
 - Tool Allowance has been increased.
 - Tool Allowance will procedurally be paid as it was previously (receipts required).

Section 31 and Appendix F

- Now, Full Time Operators have the opportunity to transfer to Part Time. Previously, they could not.
- Those transferring between Part Time and Full Time will now retain their seniority.

Section 32 Term of Agreement

3 Year contract beginning November 1, 2023 through October 31, 2026

Additional Changes*

- Section 7
- Section 16
- Section 22
- Board Rules (Including Fatigue Rule and Hold Down Board)

*See Tentative Agreements