

R2025-10-03

**Resolution Authorizing Execution of a
Collective Bargaining Agreement with
International Brotherhood of Teamsters Local
Union No. 222**



CBA Highlights

■ Compensation & Benefits:

- Includes a 3% merit increase effective upon ratification of the Tentative Agreement.
- Future merit increases follow UTA's Administrative Employee Compensation Plan.
- Boot and Tool Allowance: Maintains pre-unionization allowance of \$150 for safety footwear that meets UTA standards.
- Vacation & Sick Leave: No changes to accruals or usage. Remains aligned with current UTA Policy 05.02 Paid Time Off - Administrative Employees.
- Retirement Benefits: Continues participation in UTA's Defined Benefit Pension Plan and 457(b) Deferred Compensation Plan with employer matching.



CBA Highlights

▪ Healthcare Transition:

- Employees to transition to the Teamsters Teton Health Plan under the Utah-Idaho Teamsters Security Fund.
- UTA contributes \$1,500/month per enrolled employee (lesser employee premium share amounts).
- UTA covers up to 1.5% annually of future premium increases. Any amount above 1.5% annually is employee paid via payroll deduction.



CBA Highlights

▪ Other Key Points:

- UTA retains full management rights for operations, staffing, policies, and performance standards. Core operational controls are retained.
- Seniority rights defined for shift bidding, overtime assignments, layoffs, recalls, vacation bidding, and internal transfers.
- Employees are now covered by a formal grievance and arbitration process.
- Policies and procedures for discipline, timekeeping, overtime, and paid time off remain consistent with existing UTA policies.

