

R2023-04-01 - Resolution Authorizing Execution of a Collective Bargaining Agreement with Amalgamated Transit Union Local 382



Proposed Terms of the Collective Bargaining Agreement



Background

- Approximately 1700 (Operators, Maintenance, and Parts) employees at UTA are represented by ATU Local 382 for negotiations of wages, benefits, and working conditions.
- In September 2022, Utah Transit Authority (UTA) and ATU Local 382 entered negotiations on new terms for the Collective Bargaining Agreement, which expired on December 10, 2022.
- UTA's bargaining team consisted of Mike Toronto, Joe Della Cerra, Jon Salazar, and Kim Shanklin.



Bargaining Team Objectives

- Negotiate new terms that:
 - Would help attract and retain a qualified workforce.
 - Ensure all agreements support UTA's ability to provide quality service to customers.
 - Improve operator working conditions.
 - Ensure agreements fit within the parameters of UTA's Long Range Financial Plan.
- A Tentative Agreement (TA) on terms was reached on March 3, 2023.
- The TA is for a three-year period, December 10, 2022, through December 10, 2025.
- The TA was ratified by the ATU membership on March 15, 2023.



Employee Pay

Operator Wage Increases					
	2023		2024		2025
	February	December	June	December	June
Operator	\$ 27.75 <small>(Top Operator wage, 9.081%)</small>	1.0%	2.5%	1.5%	2.0%
Maintenance/Parts	5.0%	1.0%	2.5%	1.5%	2.0%

Lump sum ratification payment: \$1000 full-time employees, \$500 part-time employees.
To be paid within 30 days after UTA Board of Trustees ratification vote.



Insurance/Healthcare

Joint Insurance Trust Fund Contributions			
	May 2023	May 2024	May 2025
Percent Increase	3%	4.5%	4.5%

- Lump Sum deposit of \$150,000 into the JIT on May 1, 2023.
- Lump sum deposit of \$150,000 into the JIT in 2024/2025 if medical renewals are 7% or higher.
- Lump sum deposit of \$200,000 into the JIT in 2024/2025 if medical renewals are 8% or higher.
- Continued participation in UTA's onsite Health Clinics.



Additional Benefits

- Increased annual Maintenance Tool allowances by \$50.00:
 - First Tier from \$325.00 to \$375.00
 - Second Tier from \$285.00 to \$335.00
- Increased Uniform allowance by \$55.00:
 - \$295.00 to \$350.00
- Increased shift differentials:
 - Swing Shift from \$0.65 to \$1.00/hr.
 - Graveyard Shift from \$1.00 to \$1.50/hr.



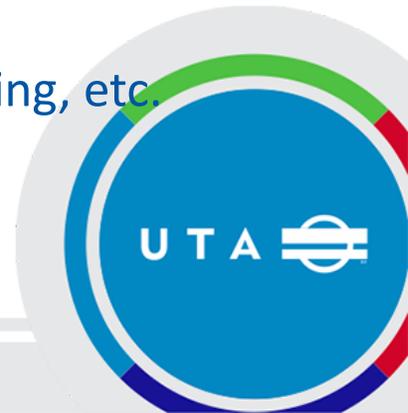
Additional Benefits – (continued)

- Increased Training positions in Operations and Maintenance pay by \$0.50.
- Additional Floating Holiday after 12 years of service.
- Employees who work two consecutive holidays within any 30-day period will be paid two times (2X) regular rate of pay for all hours worked on the second holiday.
- Changes to Operator Overtime on weeks where a Holiday occurs.
- Increased Extra Board Minimum Guarantee from 70 to 80 hours in a pay period.



Employee Working Conditions

- Vacation days language converted to hours.
 - Accrual of 120 hours happens at 5 years instead of at 7 years seniority.
- Opportunities for Operators to contribute to their Serious Illness Account (SIA).
- Bereavement Leave increased from 3 to 5 days for immediate family members and out of state travel for other extended family members.
- Added Martin Luther King Jr. Day as a Holiday.
- Employees on approved Workers Comp time will be paid for the three (3) days waiting period.
- Creation of a tasks team to discuss improvements to implement Operator Safety, wellbeing, etc.



Conclusion

- The terms of this Tentative Agreement meet the objectives given to the bargaining team.
- The costs associated with the terms of this Tentative Agreement are programmed into UTA's Long Range Financial Plan.
- Recommend the Board adopt this resolution authorizing the Executive Director, Treasurer, and Chief People Officer to execute and deliver the new terms of a collective bargaining agreement (CBA) with Amalgamated Transit Local 382.



Recommended Action

(by roll call)

Motion to approve R2023-04-01 - Resolution Authorizing Execution of a Collective Bargaining Agreement with Amalgamated Transit Union Local 382, as presented

