

CONTRACT HIGHLIGHTS SUMMARY
ATU LOCAL 282
RTS ACCESS BARGAINING UNIT

- I. Duration: Three (3) year agreement, effective between January 1, 2025 and December 31, 2027.

Note: If ratified, wage increases will likely be implemented early on October 28, 2023, prior to the expiration of our current CBA.

- II. Operator Wages:

Time In Service	1/1/2025*	1/1/2026	1/1/2027
0-12 Months	\$21.16 (+8%)	\$21.85 (+3.25%)	\$22.56 (+3.25%)
13-24 Months	\$22.24 (+13.55%)	\$22.96 (+3.25%)	\$23.71 (+3.25%)
25-36 Months	\$23.49 (+12.82%)	\$24.25 (+3.25%)	\$25.04 (+3.25%)
37-48 Months	\$24.74 (+15.48%)	\$25.54 (+3.25%)	\$26.37 (+3.25%)
Over 48 Months	\$27.50 (+7%)	\$28.39 (+3.25%)	\$29.32 (+3.25%)

- III. Technician Wages:

Time In Service	1/1/2025*	1/1/2026	1/1/2027
0-12 Months	\$21.50 (+12.51%)	\$22.20 (+3.25%)	\$22.92 (+3.25%)
13-24 Months	\$21.94 (+11.07%)	\$22.65 (+3.25%)	\$22.39 (+3.25%)
25-36 Months	\$23.12 (+13.12%)	\$23.87 (+3.25%)	\$24.65 (+3.25%)
37-48 Months	\$24.31 (+12.23%)	\$24.91 (+3.25%)	\$25.72 (+3.25%)
Over 48 Months	\$27.26 (+7.0%)	\$26.56 (+3.25%)	\$27.42 (+3.25%)

- IV. Purchasing Inventory Department Wages

Time In Service	1/1/2025*	1/1/2026	1/1/2027
0-12 Months	\$27.75 (+19.10%)	\$28.65 (+3.25%)	\$29.58 (+3.25%)
13-24 Months	\$28.63 (+18.88%)	\$29.56 (+3.25%)	\$30.52 (+3.25%)
25-36 Months	\$29.50 (+18.62%)	\$30.46 (+3.25%)	\$31.45 (+3.25%)
37-48 Months	\$30.38 (+15.02%)	\$31.37 (+3.25%)	\$32.39 (+3.25%)
Over 48 Months	\$33.24 (+7%)	\$34.32 (+3.25%)	\$35.44 (+3.25%)

- V. Vehicle Service Department Wages: Wage rates will be 10% Operator wage rates.
- VI. Sedan Driver Wages: Wage rates will be 85% of current Operator wage rates.
- VII. Pension Benefits: Increase pension multiplier for each tier by .1%; increase Company's contribution to pension fund by .1%.
- VIII. Paid Time Off: Vacation, Sick and Personal time model converted to Paid Time Off (PTO) model that results in members receiving an additional two (2) days of paid time off per year.

Years of Service	Full Time Annual Accrual	Part Time Annual Accrual
Under 90 Days	0	0
90 Dyas until 1 Year	46	11
1 Year	166	31
2-5 Years	206	31
6-12 Years	246	31
13-24 Years	286	31
25-28 Years	326	31
29 Or More Years	366	31

- Unused PTO carries over to maximum of 752 hours for full-time employees and 24 hours for part-time employees.
 - PTO bank paid out upon retirement up to maximum of 766 hours.
- IX. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day are recognized holidays. Martin Luther King Day, Good Friday and Juneteenth have been incorporated into the PTO schedule. An 8 hour employee paid 8 hours for the holiday; a 10 hour employee is paid 10 hours for the holiday; and a part-time employee will receive 4 hours for the holiday. Full time employees who work the holiday will receive pay for time worked plus eight (8) hours of straight time as holiday pay. With the transition to PTO, banking of holidays is eliminated.
- X. Life Insurance: Coverage benefit increased to \$50,000.00.
- XI. Maintenance Uniform Allowance: Company contribution increased to \$14.00 per week.
- XII. Tool Reimbursement: Tool reimbursement increased to \$79.00 per month.
- XIII. Mentor Pay: Mentor pay increased to \$3.00 per hour.

- XIV. Bereavement: Modify benefit to provide that three (3) bereavement days may be taken within 30 days of death – not within 10 days, as is current rule – and remove rule that days must be taken within five (5) working days of funeral.
- XV. Free Transportation: Free transportation benefit extended to included RTS On-Demand service.
- XVI. Excused From Work: Increase number of Operators permitted to be off to at least eight (8), including Operators who are off due to the December pick.
- XVII. Attendance: Step One will be reached after six (6) occurrences and/or unapproved absences. When this change is implemented, all employees at Step 4 or below will go to zero (0) occurrences/unapproved absences. All employees at Step 5 or above will go to six (6) occurrences, which is the new Step One.