

SUMMARY OF PACE WEST
TENTATIVE AGREEMENT
ATU LOCAL 241

All terms of the 2011-2015 Agreement remain the same, except as explained below:

1. New term: January 1, 2016 to December 31, 2020
2. Section 3.1 (Grievance Procedure): Add provision allowing the filing of grievances with dispatchers, if superintendants are not present.
3. Section 3.3 (Probation): Employees hired after ratification serve 120-day probation.
4. Section 4 (Wages): Wages will increase by the following amounts.

	1/1/2016	1/1/2017	1/1/2018	1/1/2019	1/1/2020
Operators	\$.75	\$.75	\$.80	\$.80	\$.80
Master Mechanic	\$.83	\$.83	\$.88	\$.88	\$.89
Mechanic	\$.80	\$.80	\$.85	\$.85	\$.86
Mech. Helper	\$.75	\$.76	\$.80	\$.81	\$.80
Build. Maintenance	\$.80	\$.80	\$.85	\$.85	\$.86
Paratransit Mechanic	\$.80	\$.80	\$.85	\$.85	\$.86
Bodyman	\$.80	\$.80	\$.85	\$.85	\$.86
Bus Servicer	\$.64	\$.64	\$.68	\$.68	\$.68
Custodian	\$.64	\$.64	\$.68	\$.68	\$.68

- a. Mechanics can advance to Master Mechanic upon satisfaction of criteria.
 - b. Rates for Bus Servicers hired after ratification: \$20.27, \$20.80, \$21.37, \$21.94, \$22.51.
 - c. After current Building Custodians separate employment, Pace will bid the vacancies with Custodians/Servicers, who can do custodial work and servicing work. Temporary vacancies in the Custodian/Servicer position will be offered based on seniority.
 - d. Employees hired after ratification have 5-year progression to full scale.
5. Section 4.10 (Funeral Leave): Employees have up to 7 days to use funeral leave in the event of a delay in the funeral.
 6. Section 4.12 (Tool Allowance):
 - a. Increase to \$390.00 on 1/1/2017 and increase to \$405.00 on 1/1/2019.
 - b. Maintenance may purchase foul weather gear with current \$125.00 allowance.
 7. Section 4.19 (Sickness/Accident Pay): For employees hired after ratification, who are absent due to accident or sickness, Pace will pay their regular wages for the third through fifth working days once per year.

8. Section 5.2 (Part-Timers):

- a. Progression: Part-timers shall progress in wages based on actual months worked and are no longer required to work 173.3 hours to count as a month for purposes of wage progression.
- b. Hours: Part-timers may be scheduled to work no more than 32 hours per week.
- c. Birthday Holiday: Part-timers shall receive 4-hour birthday holiday pay.
- d. Funeral Leave: Part-timers shall receive 12-hours of funeral leave pay for immediate family and 8-hours for extended family (same family members as full-timers).

9. Section 5.3 (Run Pick): Clarify that run picks are conducted Saturday and Sunday.

10. Section 5.15 (Union Leaves):

- a. Guarantees leave of absence and right of return to work for Pace for employees who are elected to Union office and work full-time for the Union.
- b. Guarantees Union representation whenever Pace pulls an employee from service, conducts employee interviews, or gives discipline.
- c. Guarantees some leave for Union representatives and employees on Union committees for negotiations, pension meetings, conferences, caucuses, and seminars.

11. Section 5.19 (Run Blocks): After ratification, Pace may use no more than 20 five-day blocks.

12. Section 7 (Insurance):

- a. Requires bargaining with the Union in the event Pace is subject to a fine or penalty under the Affordable Care Act.
- b. Effective 1/1/2017 employees pay 30% of retail prescription drugs with \$10 minimum and \$100 maximum.
- c. PPO Coverage – increase in employee share per pay period:

	1/1/2016	1/1/2017	1/1/2018	1/1/2019	1/1/2020
Increase Single	\$0	\$22.50	\$7.50	\$7.50	\$7.50
Increase Family	\$0	\$37.50	\$12.50	\$12.50	\$12.50

- d. HMO Coverage – increase in employee share per pay period

	1/1/2016	1/1/2017	1/1/2018	1/1/2019	1/1/2020
Increase Single	\$0	\$0	\$15.00	\$5.00	\$5.00
Increase Family	\$0	\$0	\$30.00	\$10.00	\$10.00

- e. HMO out-patient services co-pay of \$30 effective 1/1/2017.
 - f. No annual limit on well-child and well-adult care.
13. Section 7.4 (Short Term Disability): Increase benefit to \$57.50 per day effective 1/1/2017 and increase to \$60 per day effective 1/1/2019.
14. Section 8 (Pension):
- a. Guarantees Pace pays its share if the law requires additional funding for the Pension fund.
 - b. Guarantees that employees pay no more than 1.5% more than current employee contributions if the law requires additional funding for the Pension fund.
15. Section 9 (Drug & Alcohol Testing): Update to reflect current policy in effect since September 1, 2015.
16. Side Letter on Supervisor Operating Busses: Clarifies that Union supervisors are entitled to extra work on same basis as operators, if required to operate in revenue service. If required to operate in revenues service, supervisors receive supervisor pay. If supervisors volunteer, they receive operator rate.
17. Side Letter on Holiday Scheduling: Operators whose RDO is a Sunday are not required to work holidays. Operators whose RDO is the day of the holiday shall be asked if they want their own Sunday/Holiday work back. If there is still open work, Pace will fill through Extra Board and, if spots remain open, by part-timers according to seniority.
18. Side Letter on Maintenance Overtime: Maintenance employees may sign up for overtime. Pace shall offer overtime to those on the sign-up list based first on seniority then on a rotating basis. Pace shall not offer overtime without following the list or outside the relevant classification. If all employees decline overtime, Pace may cover by least seniority. Pace shall not offer or assign maintenance work to employees in the building maintenance classification without first offering the work to mechanics, including asking mechanics to extend his/her shift or report early for his/her shift.