



Motion No. M2020-08

Labor Agreement with Amalgamated Transit Union

Meeting:	Date:	Type of action:	Staff contact:
Rider Experience and Operations Committee	02/06/2020	Recommend to Board	Julie Honeywell, Chief Human Resources Officer
Board	02/27/2020	Final action	Ian Coleman, Senior Human Resources Business Partner

Proposed action

Authorizes the chief executive officer to execute a four year labor agreement with the Amalgamated Transit Union Local 758 covering Tacoma Link Light Rail vehicle operators.

Key features summary

- This labor agreement will cover nine existing Light Rail Vehicle Operators, three new positions for 2020 and any new Light Rail Vehicle Operator positions created in the next four years. Tacoma Link LRV Operators are unique within the agency – they are the only public Transit operators managed directly by Sound Transit.
- Sound Transit and the Amalgamated Transit Union Local 758 Union (ATU) 758 have negotiated the agreement over the past few months. The current contract expired on September 30, 2019.
- This agreement contains changes to the previous labor agreement executed in 2017 including:
 - Removal and modification of language regarding union membership to comply with the 2018 U.S. Supreme case *Janus vs AFSCME*,
 - Updates to the grievance procedure, progressive discipline, and other similar provisions to lessen the contract administrative burden and improve operational efficiency as Tacoma Link expands.
 - A lengthened term of four years to promote labor harmony and operational stability during the Tacoma Link Expansion project and projected 2022 launch.
- The agreement also establishes new salary rates for the four year period with an average 3.5 percent increase per year, and continues to include a provision that union members will participate in the same benefit and cost containment measures implemented during the contract as all other ST employees. The agreement also retains the Retention Award of \$2,000 paid on the contract anniversary date for employees who are at the top step of their salary range negotiated during the previous cycle and increases the lost personal property reimbursement for cell phones and eyeglasses by \$100 dollars respectively.
- On January 13, 2020, the tentative labor agreement was presented to union members and it was accepted. As part of the agreement, Sound Transit agreed to make the contract provisions retroactive to October 1, 2019.

Background

The Amalgamated Transit Union Local 758 represents the Light Rail Vehicle Operators who operate the light rail vehicles for Tacoma Link. Tacoma Link LRV operators are Sound Transit employees, unlike the

operators of Link, ST Express, and Sounder. The operators unionized in 2008 and were recognized by ATU Local 758.

Sound Transit and ATU Local 758 have agreed upon prior contracts that memorialize wages, hours and working conditions. This four year agreement was negotiated in good faith according to generally accepted labor relations principles and includes updates that clarify and standardize language and provisions which enhance operational efficiency. The wage increase was bargained based on sound financial management and the new wage progression is consistent with the agency's goal to attract and retain qualified employees.

Fiscal information

Funding for 2020 under this labor agreement is included in the Salaries and Fringe Benefits categories within the Operations department's annual operating budget. The Salaries and Fringe Benefits category budget for the Operations department is \$17,562,421 and \$12,057,463 respectively. Within these amounts, the Tacoma Link LRV Operators Salaries and Fringe Benefits are \$552,997 and \$361,122 respectively.

After approval of this action, the remaining annual budget amount will be used to fund other department expenditures anticipated in the 2020 annual budget. Funding the additional three years will be included in future annual budget requests.

Disadvantaged and small business participation

Not applicable to this action.

Public involvement

Not applicable to this action.

Time constraints

A delay in approval of this agreement would delay compensation increases included in the agreement for covered employees and would jeopardize the commitment to good faith bargaining with ATU Local 758.

Prior Board/Committee actions

Motion No. M2017-132: Authorized the chief executive officer to execute a two-year labor agreement with the Amalgamated Transit Union Local 758 covering Tacoma Link Light Rail vehicle operators.

Motion No. M2014-72: Authorized the chief executive officer to execute a three-year labor agreement with the Amalgamated Transit Union Local 758 covering Tacoma Link Light Rail Vehicle Operators.

Motion No. M2011-76: Authorized the chief executive officer to execute a three-year labor agreement with the Amalgamated Transit Union Local 758 covering Tacoma Link Light Rail Vehicle Operators.

Motion No. M2008-105: Authorized the chief executive officer to execute a three-year labor agreement with the Amalgamated Transit Union Local 758 covering Tacoma Link Light Rail Vehicle Operators.

Environmental review – KH 01/29/2020

Legal review – RM 01/30/2020



Motion No. M2020-08

A motion of the Board of the Central Puget Sound Regional Transit Authority authorizing the chief executive officer to execute a four year labor agreement with the Amalgamated Transit Union Local 758 covering Tacoma Link Light Rail vehicle operators.

Background

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Sound Transit and ATU Local 758 have agreed upon prior contracts that memorialize wages, hours and working conditions. This four year agreement was negotiated in good faith according to generally accepted labor relations principles and includes updates that clarify and standardize language and provisions which enhance operational efficiency. The wage increase was bargained based on sound financial management and the new wage progression is consistent with the agency's goal to attract and retain qualified employees.

This labor agreement will cover nine existing Light Rail Vehicle Operators, three new positions for 2020 and any new Light Rail Vehicle Operator positions created in the next four years. Tacoma Link LRV Operators are unique within the agency – they are the only public Transit operators managed directly by Sound Transit.

This agreement contains changes to the previous labor agreement executed in 2017 including:

- Removal and modification of language regarding union membership to comply with the 2018 U.S. Supreme case Janus vs AFSCME,
- Updates to the grievance procedure, progressive discipline, and other similar provisions to lessen the contract administrative burden and improve operational efficiency as Tacoma Link expands.
- A lengthened term of four years to promote labor harmony and operational stability during the Tacoma Link Expansion project and projected 2022 launch.

The agreement also establishes new salary rates for the four year period with an average 3.5 percent increase per year, and continues to include a provision that union members will participate in the same benefit and cost containment measures implemented during the contract as all other ST employees. The agreement also retains the Retention Award of \$2,000 paid on the contract anniversary date for employees who are at the top step of their salary range negotiated during the previous cycle and increases the lost personal property reimbursement for cell phones and eyeglasses by \$100 dollars respectively.

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Motion

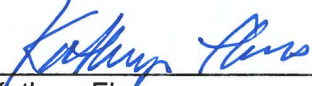
It is hereby moved by the Board of the Central Puget Sound Regional Transit Authority that the chief executive officer is authorized to execute a four year labor agreement with the Amalgamated Transit Union Local 758 covering Tacoma Link Light Rail vehicle operators.

APPROVED by the Board of the Central Puget Sound Regional Transit Authority at a regular meeting thereof held on February 27, 2020.



Paul Roberts
Board Vice Chair

Attest:



Kathryn Flores
Board Administrator