Why we are here

• Discuss negotiations and tentative agreement reached with ATU Local 758 (Tacoma Link LRV Operators)
• Discuss Bargaining Objectives and Outcomes
• Today we are here seeking committee approval of Motion No. M2023-77 and recommendation to the full Board
Key Objectives going into Negotiations

• Maintaining Collaborative Labor Relations
• Updating Contract Language
• Alignment to current Sound Transit Leave Plans
• Wages
Proposed Wage Progression

- 3% Annual increase and ~3.5% for each Wage progression.
- Eliminated 6th & 7th year wage progression and added six-month step.
- Raised training pay from $2.00/H to $3.50/H.
- ATU Workers are eligible for overtime, consistent with ST policies, except that they will now get OT if they pick up an unscheduled shift to support operational needs.

**Highlights**

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<th>Months of Service</th>
<th>Current</th>
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Wage Cost Analysis

- For the 23 LRV Operators, there is an average wage increase of $3.36/hour
- Cost of wage increases
  - 2023 increase of $160,688
  - 2024 Increase of $116,700
  - 2025 Increase of $189,114
- The total wages for LRV Operators will sit at $1.53M/year for 2023
- This does not reflect the changes in the benefits for the LRV Operators, only the wage increases
Bargaining Highlights

• Maintained Labor-Management relationships with ATU Local 758
• Converted Tacoma Link operators from legacy Vacation/Sick Time to Sound Transit’s approved PTO Plan, in line with One ST.
• Adjusted wage rates to current market rate.
• Removed gender-specific language from agreement.
• Three-year agreement.
• Agreement was ratified by workers on 8-25-23. Approved 18-3
• Contract implementation will take effect following Sound Transit Board of Director's approval, but no sooner than October 1, 2023.
Thank you.