

MOTION NO. M2011-76
Labor Agreement for Tacoma Link Light Rail Vehicle Operators

MEETING:	DATE:	TYPE OF ACTION:	STAFF CONTACT:	PHONE:
Operations and Administration Committee	10/27/11	Recommendation to Board	Joni Earl, CEO	206-398-5450
Board	10/27/11	Final Action	Valentina Zackrone, HR Director	206-398-5077

PROPOSED ACTION

Authorizes 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.

KEY FEATURES

- This labor agreement will cover seven Light Rail Vehicle (LRV) Operators of Tacoma Link and any new operator positions created in the next three 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 ATU 758 have negotiated the agreement over the course of the past several months after the current labor contract expired on October 6, 2011.
- The new labor agreement includes clarification of previous language regarding to seniority, grievance procedure, and progressive discipline and other provisions similar. The agreement also establishes new salary rates for the three year period and a provision that union members will participate in the same benefit and cost containment measures implemented during the contract as all other ST employees.
- On October 23, 2011, 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, 2011.

PROJECT DESCRIPTION

Tacoma Link is a 1.6-mile line running between the Tacoma Dome Station and downtown Tacoma. It opened for service in August 2003, and serves the University of Washington's Tacoma campus, the Washington State History Museum, the Tacoma Art Museum, the Museum of Glass, the Convention Center, downtown offices and the Broadway Theater District. Tacoma Link is operated by Sound Transit employees represented by the ATU 758.

FISCAL INFORMATION

Tacoma Link LRV operator wages and benefits are covered in the Tacoma Link operations budget.

The 2011 budget for Tacoma link wages and benefits is \$1,739,290. The spending through September was \$1,234,828, or 95% of the year-to-date budget. The estimated impacts of this action are affordable within the existing 2011 budget.

The 2012 proposed budget for wages and benefits is \$1,774,122. The budget assumes a 3% increase for operators to anticipate the impacts of this labor agreement when it was developed and is affordable in the financial plan.

Future years will be funded through the Service Delivery operations budget in accordance with the terms of the contract and current economic assumptions.

SMALL BUSINESS PARTICIPATION

There is no Small Business goal or commitment related to this labor agreement.

EQUAL EMPLOYMENT WORKFORCE PROFILE

6 employees; 16% women; 33% minorities.

BACKGROUND

This labor agreement will cover seven Tacoma Link LRV operator positions (including one vacant position) and any new operator positions which may be created in the next three years. Tacoma Link LRV operators are Sound Transit employees unlike the operators of Central Link, ST Express and Sounder.

The current three-year labor contract with the Amalgamated Transit Union Local 758 covering seven Tacoma Link LRV operators expired on October 6, 2011. Sound Transit has been in negotiations with union leadership for the past several months. The focus of these negotiations was to achieve a result that gave members competitive wages while recognizing the significant changes in the economy which required cost containment language related to benefits and compensation. The agreement continues to cover seniority procedures, a grievance procedure and progressive discipline, and sets salary rates. The agreement also includes a provision that union members will participate in the same benefit and cost containment measures implemented during the course of the contract as all other ST employees.

In early October 2011, Sound Transit reached an agreement that was presented and approved by union members on October 23, 2011. As part of the agreement, Sound Transit agreed to make the contract provisions retroactive to October 1, 2011.

ENVIRONMENTAL COMPLIANCE

JI 10/19/2010

PRIOR BOARD/COMMITTEE ACTIONS

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.

TIME CONSTRAINTS

A delay would require that the employees covered by the contract would be delayed in receiving any additional compensation related to this agreement and would jeopardize the commitment to good faith bargaining with ATU Local 758.

PUBLIC INVOLVEMENT

Not applicable to this action.

LEGAL REVIEW

RM 10/20/11

MOTION NO. M2011-76

A motion of the Board of the Central Puget Sound Regional Transit Authority authorizing 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.

BACKGROUND:

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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 three-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 October 27, 2011.



Fred Butler
Board Vice Chair

ATTEST:



Marcia Walker
Board Administrator