

MOTION NO. M2014-72
Labor Agreement for Tacoma Link Light Rail Vehicle Operators

MEETING:	DATE:	TYPE OF ACTION:	STAFF CONTACT:
Operations and Administration Committee Board	10/02/14	Recommendation to Board	Mike Harbour, Acting CEO
	10/23/14	Final Action	Valentina Zackrone, Chief HR Officer

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 SUMMARY

- 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 few months. The current contract expired on September 30, 2014.
- The new labor agreement includes clarification of previous language regarding to seniority, grievance procedures, progressive discipline and other similar provisions.
- The agreement also establishes new salary rates for the three-year period with 1% increase per year (3% over the course of the contract) 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 Sound Transit employees.
- The agreement establishes a Retention Award of \$2,500 paid on their anniversary dates only for the employees at the top step of the scale.
- On September 15, 2014, Sound Transit was notified by the Union that the union members had approved the agreement. As part of the agreement, Sound Transit agreed to make the contract provisions effective October 1, 2014.

BACKGROUND

This labor agreement will cover seven Tacoma Link LRV operator positions 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 September 30, 2014. Sound Transit has been in negotiations with union leadership for the past few months. The focus of these negotiations was to achieve a result that gave members competitive wages while continuing to recognize 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 August 2014, Sound Transit reached an agreement and was notified by the union on September 15, 2014 that it was approved by union members. As part of the agreement, Sound Transit agreed to make the contract provisions effective October 1, 2014.

FISCAL INFORMATION

Tacoma Link LRV operator wages and benefits are covered in the Service Delivery operations budget. The 2014 budget for Service Delivery wages and benefits is \$5,029,925. The spending through July 31, 2014 was \$2,840,210, or 97.3% of the year-to-date budget. The estimated impacts of this action are affordable within the existing 2014 budget.

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

SMALL BUSINESS/DBE PARTICIPATION AND APPRENTICESHIP UTILIZATION

Not applicable to this action.

PUBLIC INVOLVEMENT

Not applicable to this action.

TIME CONSTRAINTS

A delay would delay the receipt of additional compensation by the employees covered by the contract and might jeopardize the commitment to good faith bargaining with ATU Local 758.

PRIOR BOARD/COMMITTEE ACTIONS

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 COMPLIANCE

JI 9/12/2014

LEGAL REVIEW

RM 9/25/2014

MOTION NO. M2014-72

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:

This labor agreement will cover seven Tacoma Link Light Rail Vehicle (LRV) operator positions 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 September 30, 2014. Sound Transit has been in negotiations with union leadership for the past few months. The focus of these negotiations was to achieve a result that gave members competitive wages while continuing to recognize 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 establishes new salary rates for the three-year period with 1% increase per year (3% over the course of the contract) 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 Sound Transit employees. The agreement establishes a Retention Award of \$2,500 paid on their anniversary dates only for the employees at the top step of the scale.

In early August 2014, Sound Transit reached an agreement and was notified by the union on September 15, 2014 that it was approved by union members. As part of the agreement, Sound Transit agreed to make the contract provisions effective October 1, 2014.

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 23, 2014.



Paul Roberts
Board Vice Chair

ATTEST:



Marcia Walker
Board Administrator