

MOTION NO. M2017-132

**Labor Agreement for Tacoma Link Light Rail Vehicle Operators**

MEETING:	DATE:	TYPE OF ACTION:	STAFF CONTACT:
Operations and Administration Committee	11/02/2017	Recommend to Board	Peter Rogoff, Chief Executive Officer
Board	11/16/2017	Final Action	<b>Julie Honeywell, Chief Human Resources Officer</b>

**PROPOSED ACTION**

Authorizes 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.

**KEY FEATURES SUMMARY**

- This labor agreement will cover eight Light Rail Vehicle (LRV) Operators for Tacoma Link and any new operator positions created in the next two 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 (ATU) 758 have negotiated the agreement over the course of the past few weeks. The current contract expired on September 30, 2017.
- The agreement also establishes new salary rates for the two-year period with a 3 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 Sound Transit employees.
- The agreement establishes a Retention Award of \$2,000 paid on the contract anniversary date for employees who are at the top step of their salary range.
- On October 20, 2017, the tentative labor agreement was accepted by union members. As part of the agreement, Sound Transit agreed to make the contract provisions effective October 1, 2017.
- The Union agreed to a two-year contract to accommodate the Tacoma Link Expansion project schedule. In 2019 the agency will have a better idea of what issues will need to be added to the contract and negotiated prior to the 2022 launch.

**BACKGROUND**

This labor agreement will cover eight Tacoma Link LRV operator positions and any new operator positions which may be created in the next two years. Tacoma Link LRV operators are Sound Transit employees, unlike the operators of Link, ST Express, and Sounder.

The current three-year labor contract with the ATU Local 758 covering eight Tacoma Link LRV operators expired on September 30, 2017. Sound Transit has been in negotiations with union leadership for a few weeks. The focus of these negotiations was to achieve a result that gave members competitive wages with the understanding that the next negotiation cycle in 2019 will deal with operating issues related to the Tacoma Expansion Light Rail. 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 Sound Transit employees.

The agreement establishes new salary rates for the two year period with a 3 percent increase per year and includes Retention Pay for operators at the top step of the pay range. Both the pay raise and the Retention Pay are paid annually on the contract anniversary date. In mid-October 2017, Sound Transit reached an agreement that was approved by union members on October 20, 2017. As part of the agreement, Sound Transit agreed to make the contract provisions effective October 1, 2017.

#### FISCAL INFORMATION

The 2017 budget for wages and benefits is \$16,014,543. Spending through September 30, 2017 was \$10,650,513 or 93.5% of the year-to-date budget. The estimated impacts of this action are affordable within the existing 2017 budget.

The 2018 proposed wages and benefits budget for the Operations department is \$21,265,221. The estimated impacts of this action are affordable within the 2018 proposed budget.

#### SMALL BUSINESS/DBE PARTICIPATION AND APPRENTICESHIP UTILIZATION

Not applicable to this action.

#### PUBLIC INVOLVEMENT

Not applicable to this action.

#### TIME CONSTRAINTS

A one-month 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. 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 10/26/17

#### LEGAL REVIEW

RM 10/27/17

**MOTION NO. M2017-132**

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

**BACKGROUND:**

This labor agreement will cover eight Tacoma Link LRV operator positions and any new operator positions which may be created in the next two years. Tacoma Link LRV operators are Sound Transit employees, unlike the operators of Link, ST Express, and Sounder.

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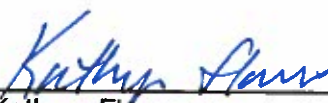
**MOTION:**

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 two-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 November 16, 2017.

  
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Dave Somers  
Board Chair

ATTEST:

  
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Kathryn Flores  
Board Administrator