

# *2023 ATU Labor Agreement*

*Rider Experience & Operations Committee*

*09/07/23*



# *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

Months of Service	Current	10/1/2023	10/1/2024	10/1/2025
0	\$26.57	\$28.70	\$29.56	\$30.45
6		\$29.56	\$30.45	\$31.36
12	\$28.49	\$30.77	\$31.69	\$32.64
24	\$29.61	\$31.98	\$32.94	\$33.93
36	\$30.81	\$38.91	\$40.08	\$41.28
48	\$32.03	\$40.27	\$41.28	\$42.72
60	\$33.33	\$41.68	\$42.93	\$44.22
72	\$34.52			
84	\$36.03			

## Highlights

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

# 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.*



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