

Summary of Changes to
ATU Local #519 Collective Bargaining Agreement
For January 1, 2015 - December 31, 2016

All changes are effective January 1, 2015, unless noted otherwise.

1. Terms of Agreement - January 1, 2015 through December 31, 2016.
2. Wages
 - a. Effective January 12, 2015: 2% across the board increase, excluding Transit Service Representative. For position of Transit Service Representative: Establish new 7 step wage scale, with 2015 pay range of \$16.36 (new hire) to \$21.54 (72 months Incumbent to be placed at step 7. Change job description to include duties currently being done by management.
 - b. Effective January 11, 2016: 2% across the board increase to all position classifications.
3. Layoff and Recall
 - a. Change hire date for lay-off provisions to January 1, 2011.
4. Shift Differential and Lead Mechanic Assignment
 - a. Increase Lead Mechanic premium from \$1.00 per hour to \$1.25 per hour. Assignment is optional and is management decision.
 - b. Change tool allowance from \$475 to \$500
5. Medical Benefit Plan
 - a. 2015 – Maintain current plan design.
 - i. Maintain premiums at 2014 rates for January 1, 2015 – March 31, 2015.
 - ii. Effective April 1, 2015: premiums if participating in Health Risk Assessment:

Single	\$115.48
Limited Family	\$238.84
Family	\$290.78
 - iii. Effective April 1, 2015: premiums if not participating in Health Risk Assessment:

Single	\$146.64
Limited Family	\$303.28
Family	\$369.20
 - b. 2016 – Monthly premium equivalent rates established for 2016 and subsequent years based on the expected costs of the all City plan design utilizing the period from July 1, through June 30 prior to the effective date, plus an actuarial value reflecting, if any, the product differential between the all City plan design and the ATU plan design. 12.6% monthly premium equivalent rate if participating in health risk assessment and 16% monthly premium equivalent rate if not participating in health risk assessment.
 - c. Effective April 1, 2015:
 - i. Delete coverage for private duty nursing
 - ii. Modify requirements for surgery for Morbid Obesity

- iii. Remove office visit co-pay for convenience clinics
 - iv. Change urgent care office visit co-pay (for out of state visits only) from \$25 to \$75, and treat as in-network subject to in-network deductible.
 - v. Medicare Part B - Change cost to retiree on disability from \$0 retiree contribution to that which is equal to that of active employees. Retirees receiving the \$0 contribution rate as of December 31, 2014 shall be grandfathered.
6. Vacation – Change accrued vacation of 4 weeks after thirteen years of service (previously earned after fourteen years).
 7. Consider holidays and vacation as hours worked for overtime calculation purposes.
 8. Holidays – Change “Spring Holiday” to “floating Holiday” to be used anytime during the year. Delete all reference to Spring Holiday.
 9. Bereavement Leave – Delete Domestic Partner.
 10. Provide paid time to Union President and one designated union board member to attend health care cost containment meetings – if scheduled during their normal work day.
 11. Part-time Employees
 - a. Modify wages to reflect 2% general wage adjustment effective January 12, 2015
 - b. Modify wages to reflect 2% general wage adjustment effective January 11, 2016
 12. Memorandum of Understanding #2 – Impact of Year Round Part-Time Operations
 - a. Define number of meetings to mandatory 3 per year.
 13. Memorandum of Understanding #5 – Pay and Class Study - Transit Service Representative.
 - a. Change title to Transit Service Representative – Step Placement. MOU confirms placement at step 7, inclusive of longevity. Any new Transit Service Representative shall earn longevity.
 14. Memorandum of Understanding #6 – Mechanic Wage Study – DELETE
 15. NEW Memorandum of Understanding #6 – Review Plan Design for 2016. Allows the parties to meet in the fall of 2015 for the purpose of discussing medical benefit plan design and premiums. ATU, as a whole, would be allowed to elect the 2016 medical benefit plan design of the all City plan.
 16. Housekeeping – date changes, names, etc.