

Summary of Changes to
ATU Local #519 Collective Bargaining Agreement
For January 1, 2014 - December 31, 2014

1. Layoff and Recall
 - a. Change hire date for lay-off provisions to January 1, 2008.
2. Seniority
 - a. Add category of Transit Service Representative
3. Job Bid
 - a. Add category of Clerical Division
 - b. Add testing language for Clerical Division including typing accuracy test of 45 words per minute, passing score of 70% or higher on state certified written exam, and testing for computer software proficiency. Testing limited to one try per bid.
4. Shift Differential and Lead Mechanic Assignment
 - a. Provide Service Workers a \$1.00 /hour shift differential for hours actually worked beginning at 12:00 midnights. Such differential is not available for Operators currently or in the future.
 - b. Delete Safe Ride premium for Service Workers
 - c. Allow management to assign a Mechanic to the position of Lead Mechanic, at sole discretion of management. Employee assigned to Lead Mechanic shall receive \$1.00/hour for all hour worked in the assignment.
5. Workweek/Pay Days
 - a. Add Clerical Division – works same pay cycle as management.
6. Medical Benefit Plan
 - a. Increase emergency room co-pay to \$75.00 effective February 1, 2014.
 - b. Retiree health insurance not available for employees hired after January 1, 2014.
 - c. Eliminate all statements of eligibility referring to age 65 (discriminatory)
 - d. Employees hired after January 1, 2014 – COBRA provisions apply
 - e. Dependent Coverage – Amend to comply with the law. State that eligible dependents shall be covered subject to eligibility and enrollment timeframes as defined by the Master Plan Document. Dependent eligibility shall be consistent with applicable State or Federal law.
7. Employee Sick Leave
 - a. Employees hired after January 1, 2014 shall receive payout of sick leave, upon retirement, at 100% of accrued, but unused sick leave if employee has met 20 years of full time continuous service with the City and meets the definition of retirement.

8. Bereavement Leave – Amend to “Paid bereavement leave shall be used from the day of death up to and including the day after the funeral.”
 9. Wages
 - a. Effective January 3, 2014, establish new wage schedule for Mechanics.
 - b. Effective January 3, 2014, provide general wage adjustment of 3% to Operators, Service Workers and Transit Service Representative.
 - c. Effective July 4, 2014, provide general wage adjustment of 2% to all positions.
 10. Residency Requirement
 - a. Maintain current residency requirement, however clarify that the language applies “unless prohibited by law”.
 11. Part-time Employees
 - a. Modify wages to reflect 3% general wage adjustment effective January 3, 2014
 - b. Modify wages to reflect 2% general wage adjustment effective July 4, 2014
 12. Terms of Agreement - one year term. January 1, 2014 through December 31, 2014.
 13. Schedule of Benefits – DELETE
 14. Memorandum of Understanding #4 – Future Transit Services to College Campus Area
DELETE
 15. Memorandum of Understanding #5 – Management Flexibility DELETE
 16. NEW Memorandum of Understanding #4 – Transit Service Representative
 - a. Transit Service Representative transitions from SEIU Local #180 to ATU Local #519, therefore, longevity premium remains status quo, and agreement that probationary period has already been met.
 17. NEW Memorandum of Understanding #5 – Transit Service Representative – Pay and Classification Study
 - a. Honor pay and class study results (for Transit Service Representative) subject to determination and guidelines established by Common Council. Implementation would include incumbent’s longevity.
 - b. For 2015, honor results of reconsideration request submitted by December 1, 2013, subject to determination and guidelines established by Common Council.
 - c. Honor 2% wage adjustment for July 4, 2014 if pay and class study is not approved by Common Council.
 18. NEW Memorandum of Understanding #6 – Mechanic Wage Study
 - a. Parties agree to meet to discuss the possibility of a wage study for the position of mechanic. Meeting to occur no later than July 1, 2014.
- Housekeeping – date changes, names, etc.