

Summary of Changes to
ATU Local #519 Collective Bargaining Agreement
For January 1, 2017 - December 31, 2018

All changes are effective January 1, 2017, unless noted otherwise.

1. Terms of Agreement - January 1, 2017 through December 31, 2018.
2. Wages
 - a. Effective January 9, 2017: 2% across the board increase.
 - b. Effective July 10, 2017: .5% across the board increase
 - c. Effective January 8, 2018: 2% across the board increase
 - d. Effective July 9, 2018: .5% across the board increase
 - e. Effective January 9, 2017, change the pay scale/step structure for Bus Operators and Service Workers from 7 steps (max pay rate after 6+ years of service) to 5 steps (max pay rate after 4+ years of service).
 - f. Effective January 9, 2017, Bus Technician pay rate shall be a base rate only. A \$1.00 premium pay added to the base rate shall be applied following 1 year of continuous service as Bus Technician; A \$2.00 premium pay to the base rate shall be applied following 2 years of continuous service as Bus Technician; and a \$3.00 premium pay to the base rate shall be applied following 3 years of continuous service as Bus Technician. Premium is not subject to across the board increases.
3. Title Change for Bus Mechanic to Bus Technician.
4. Layoff and Recall
 - a. Change hire date for lay-off provisions to January 1, 2013.
5. Shift Differential and Lead Mechanic Assignment
 - a. Increase Lead Mechanic premium from \$1.25 per hour to \$1.50 per hour.
 - b. Change tool allowance from \$500 to \$600
6. Amend overtime provision in regards to holidays. Holidays shall be considered as "hours worked" for overtime purposes when an employee works additional hours beyond their normal schedule – based on actual hours worked.
7. Part-time Employees
 - a. Modify wages to reflect same wage adjustment and effective dates as that provided to full time employees. (Noted above in number 2).
8. Delete Section 36 – Exact Fare.
9. Delete Memorandum of Understanding #6 – Medical Benefit Plan – Review Plan Design for 2016.
10. NEW Memorandum of Understanding #6 – On-Board Camera Recordings. MOU provides procedure and details regarding review of electronic documentation from on-board camera recordings
11. Housekeeping – date changes, names, etc.