

Summary of WWA Provision Changes

Contract Provision	Description	Implementation	Cost Impact
Art 9, Sec 1, Par 1	Wages General (12/1/2019 - 3.00%, 12/1/2020 - 2.50%, 12/1/21 - 2.25%)	Retro	Yes
Art 9, Sec 3, Pay Schedule	Selective Wage Increases for Certain Journey Worker Positions (451, 551, 557, 577, 578, 888, 928, 929, 931, and 968) - \$1.00/hour increase.	12/1/2021	Yes
Art 2, Sec 1, Par 2	Operator Sign-in +5 minutes	6/6/2021	Yes
Art 2, Sec 1, Par 2.g & Art 2, Sec 9, Par 10	Road Relief Stipend Increases	9/5/2021	Yes
Art 2, Sec 1, Par 2.g	Road Relief Stipend New Escalator 2%	12/1/2022	Yes
Art 1, Sec 9, Par 4	Short Term Disability from \$150/week to \$300/week	6/1/2021	Yes
Art 1, Sec 19	Recreation Committee - continued	Status Quo	Yes
Art 3, Sec 1, Par 5 & Art 3, Sec 2, Par 10	Removal of Hiring Restrictions	12/1/2019	Savings
Art 3, Sec 7	New Bus Apprenticeship Program	4/29/2021	Savings
Art 3, Sec 11	Change to a Trainee Program in REM replacing apprentices	4/29/2021	Savings
Art 3, Sec 15	Change to a Trainee Program in MOW replacing apprentices	4/29/2021	Savings
Art 4, Sec 3	End Plant Mechanic apprenticeship program	4/29/2021	Savings
Art 9, Sec 3, Pay Schedule	New Job Classification - Facilities Maintenance Worker	4/29/2021	Savings
Art 3, Sec 5	Mechanic Premium when training increased from \$0.25 to \$3.00/hour	5/1/2021	Minimal
Art 3, Sec 19	Training Assistants increase from \$1.75 to \$5.00/hour	5/1/2021	Minimal
Art 3, Sec TBD	Tuition Program	9/1/2021	Minimal
Implementation MOA	Service Workers hired between 1/1/14 and 11/30/19, no offered apprenticeship receive \$4,000 one-time payment	by 6/30/2021	Yes
Art 9, Sec 3, Pay Schedule	Operations Coordinators (\$36.00/hour)	10/9/2020	Minimal
Art 9, Sec 3, Pay Schedule	Operations Coordinators	12/1/2019	Yes
Art 1, Sec 9, Par 4	Healthcare Status Quo	Retro	Yes
Art 1, Sec 7, Par 3.m	Vacation accrual from date of hire as mini-run operator - applied to non-operators	4/1/2022	Yes
Art 2, Sec 4, new Par 10	Night Shift Differential - Instructors \$1.00/hour	4/29/2021	Minimal
Art 2, Sec 6, Par 4	Night Shift Differential - Fare Inspectors \$1.00/hour	4/29/2021	Minimal
Art 2, Sec 1, Par 10.a	Customer Service Night Shift Differential	4/29/2021	Minimal
Art 2, Sec 1, Par 10.a	Night Shift Differential - Field Outreach and Community Relations \$1.00/hour	4/29/2021	Minimal
Art 2, Sec 8, Par 4	Boot allowance for bus and field operations inspectors	4/29/2021	Minimal
Art 1, Sec 2, Par 4 b	Sick leave buy back for union officers	4/29/2021	Minimal
Art 2, Sec 7, Par 7.b	One less Operator sign up per year	1/1/2022	Savings
Art 2, Sec 5, Par 1.k	Vacation caps on Dispatchers	4/29/2021	Savings
Art 1, Sec 1	Duration	4/29/2021	No
Art 1, Sec 1, Par 4	Signing of agreements - incorporating MOA 41	4/29/2021	No
Art. 1 Sec 4, Par 2,3,4	Discipline	4/29/2021	No
Art 1, Sec 9, Par 3	Employee Assistance Program – status quo	4/29/2021	No
Art 1, Sec 19, Par 11	Service Improvement Program	4/29/2021	No
Art 1, Sec 2, Par 2 & 3	HB 2016 Implementation	4/29/2021	No
Art 1, Sec 3	Grievance procedure/expedited arbitration clean up	4/29/2021	No
Art 1, Sec 15, Par 3	Hour of Service table - safety	4/29/2021	No
Art 2, Sec 1, Par 1m	Limits on Operator Shift Trades	4/29/2021	No
Art 2, Sec 1, Par 1n	Create Labor Management Scheduling Committee	4/29/2021	No
Art 2, Sec 1, Par 2.b	Operators can be reassigned if work cancelled	4/29/2021	No
Art 2, Sec 1, Par 9.i	Providing for managers to recertify CDL	4/29/2021	No
Art 2, Sec 2, Par 4 g & h	Operator Sign up with 10 hours off between runs	4/29/2021	No
Art 2, Sec 10	Extra board and trade language updates	4/29/2021	No
Art 2, Sec 2, Par 7	Mini Run probationary standards when promoted to Full time	4/29/2021	No
Art 2, Sec 4, new Par 6-9	Instructors vacation caps/signups schedule	4/29/2021	No
Art 2, Sec 5, Par 2	Vacation caps Lead Road/Rail Supervisor	4/29/2021	No
Art 2, Sec 7, Par 7	Vacation cap Bus and Rail operations coordinators	4/29/2021	No
Art 2, Sec 9, Par 1 & 3	Light Rail Operator probation/return to bus	4/29/2021	No
Art 2, Sec 10, Par 2	Vacation caps Lead Rail Supervisor	4/29/2021	No
Art 3, Sec 1, Par 7	Striking Stenographer language	4/29/2021	No
Art 3, Sec 1, Par 2 & 3	Maintenance Seniority	4/29/2021	No
Art 3, Sec 1, Par 9	Hiring preference for internal candidates for promotions	4/29/2021	No
Art 3, Sec 2, Par 8	Assistant Supervisors/ mechanics paid upgrade when assigned a Supervisor	4/29/2021	No
Art 3, Sec 9, Par 1	MAF – RFP review	4/29/2021	No
Art 3, Sec 2, Par 8e	Assistant Supervisors can continue to perform JW work when acting as Supervisor	4/29/2021	Efficiency
Art 3, Sec 16			
Art 3, Sec 2, Par 9	Service workers sign up every two years	4/29/2021	Efficiency
Art 3, Sec 22	MOW Overtime/Callback	4/29/2021	Efficiency
Art 4, Sec 4	Striking Janitor language	4/29/2021	No
Art 4, Sec 4	Facilities Overtime/Callback	4/29/2021	Efficiency
Art 6, Sec 1, Par 10	Field Outreach and Community Relations Representative	4/29/2021	No
Art 6, Sec 2, Par 1	Striking Transit Advertising language requiring ATU recognition	4/29/2021	No
Art 10, Sec 1, Par 9	Defined Contribution Pension inclusion – status quo	4/29/2021	No
Art 10, Sec 1, Par 17	Pension Joint Survivorship Annuity – Incorporate MOA 26	4/29/2021	No
N/A	Streetcar MOA	4/29/2021	No