

Resolution No. 24-09-49

Requesting Authorization to
Execute TriMet and ATU 757
Working and Wage Agreement.

Department of Labor Relations

Nate Holton, Director



Working and Wage **AGREEMENT**

Between
Amalgamated Transit Union
Division 757 & TriMet



TRIMET

December 1, 2024 – November 30, 2028

Background

- Amalgamated Transit Union Local 757
- Over 2,600 unionized employees
- Bargaining Process established by Oregon Public Employee Collective Bargaining Act (PECBA)

Timeline

- December 18, 2023 Start of Bargaining
- June 25, 2024 Tentative Agreement Announced
- July 1, 2024 New ATU Leadership Takes Office
- August 14, 2024 ATU Members Ratify Contract

Bargaining Goals

- Employee Retention
- Management Agility
- Sustainable TriMet/ATU Relations
- Long-Term Stability

Major Economic Items

- **13.64% Across-The-Board Increase Over 4 Years**
 - December 1, 2024: 4%
 - December 1, 2025: 3%
 - December 1, 2026: 3%
 - December 1, 2027: 3%
- **Additional Increases for Certain Journey Worker Positions**
- **\$0.70/Hour Longevity Premium for Transportation Employees**
- **Tool Allowance Increase**
 - From \$0.45 to \$0.65/hour in 2024
 - To \$1.00/hour in 2026
- **Defined Contribution Increase**
 - From 8% to 9% after contract execution
 - To 10% after December 1, 2027

Employee Retention

- AM/PM Board for Operators
- Annual \$5,250 Tuition Reimbursement
- \$150/Month Child Care Subsidy
- 2 Additional Floating Holidays
- One Additional Week of Vacation for Senior Employees
- Increased 4x10 Shifts
- Increased Paid Military Leave

Management Agility

- Reformed Attendance Policy
- Utility Service Aide and Utility Parts Person
- Designing Operator Runs for Forward Together
- Flexibility in Maintenance Training Programs

Sustainable TriMet/ATU Relations

- Grievance Timelines
- AM/PM Board Implementation Committee
- Health and Welfare Committee
- Increase in Recreation Fund
- Facilitate ATU provision of voluntary long-term disability insurance to employees
- Managers encouraged to work with ATU to assist employees at risk of failing probation

Long-Term Stability

- New Public Safety Article
- Clean Up Outdated Language
- Formalizing Facilities Mandatory Overtime Program
- 4 Year Contract

Questions?