

2017-2021 Union Contract Tentative Agreement Summary Gold Coast Transit District

One-time \$500 bonus plus steady increases in medical, dental and vision insurance and so much more in new Tentative Agreement.

We're pleased to announce a strong Tentative Agreement for SEIU 721 members at Gold Coast Transit District – *and your Bargaining Team recommends a "YES" vote!* This new contract offers all members steady wage hikes over the next three years plus significant increases to medical, dental and vision insurance – and much more. Mechanical Unit members will enjoy equity salary adjustments plus tool reimbursement improvements. Bus Operator's Unit members will enjoy additional vacation slots plus improved meal and rest period rules. During times like these – when labor is under attack by greedy, so-called "Right to Work" forces – it's thanks to our power as a union that we're delivering significant salary improvements and better working conditions for our members. Together, we win!



Tentative Agreement Overview

For All Three Units

Term

November 1, 2017 to June 30, 2021

Wages

A one-time supplemental bonus of \$500 upon ratification and approval. (The bonus will be paid no later than 1/12/2018.)

2.75% wage increase effective July 1, 2018

2.75% wage increase effective June 30, 2019

3.00% wage increase effective July 12, 2020

Medical, Dental and Vision Insurance

January 1, 2018 – Increase 7.00%

January 1, 2019 – Increase 3.00%

January 1, 2020 – Increase 3.00%

January 1, 2021 – Increase 3.00%

Compensatory Time-Off

Compensatory Time-Off maximum balance increased from 40 hours to 60 hours.

Release for Bargaining

Increase from two (2) operators to three (3) operators.

Life Insurance

GCTD agrees to provide term life insurance benefits in the amount of not to exceed \$100,000.

Vacation

Add a new tier for employees with 15 or more years of service. New tier will accrue 14 hours per month.

Textbook and Tuition Reimbursement

Increase from \$700 to \$800.

Union Rights

Straightening maintenance of membership provision and the agency shop article.

Minor Adjustments in Language

Improvements and adjustments in "Generic Clause", "Retirement" and "Out-of-Class Pay" articles.

For Bus Operator's Unit Only

GCTD Daily Bus Inspection & Defect Report

Improvements in language and in process (new form).

Meal and Rest Periods

Additional language:

Operators may eat/drink while in the driver's seat at layover points. Operators may not leave a layover/time point late due to eating. Operators are responsible for cleaning up after.

Operators may drink from a water bottle or thermos that will remain closed while not in use, while in revenue service but only when the bus is at a complete stop.

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For Bus Operator's Unit Only

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Vacation Bidding

Additional slot per tier:

Less than 108 Operators7 vacation slots

108 - 123 Operators.....8 vacation slots

124 - 138 Operators.....9 vacation slots

139 - 153 Operators.....10 vacation slots

154 - 169 Operators.....11 vacation slots

170 - 184 Operators.....12 vacation slots

185 - 199 Operators.....13 vacation slots

200 - 215 Operators.....14 vacation slots

More than 215 Operators 15 vacation slots plus one additional slot for every 15 additional operators.

Route Bidding

Additional language:

Operators who have been bumped and had previously bid, and had approved vacation will be accommodated for their vacation bid as long as they meet normal criteria such as enough hours in their bank.

Late Report Rule

An operator must report for assignment no later than one hundred and twenty (120) seconds after the scheduled report time.

For Mechanical Unit Only

Equity Salary Adjustment

Equity Salary Adjustment: Mechanical Unit will receive an adjustment as follows, effective on the first day of the first pay period that begins following union ratification and approval by the GCTD Board of Directors.

Position	A	B	C	D	E	F
Mechanic I	\$18.58	\$19.03	\$20.53	\$21.57	\$22.63	\$23.75
Mechanic II	\$24.29	\$25.48	\$26.77	\$28.14	\$29.52	\$31.02
Mechanic III	\$25.23	\$27.55	\$27.84	\$29.23	\$30.66	\$32.57
Service Worker I	\$16.73	\$17.58	\$18.41	\$19.32	\$20.31	\$21.29
Service Worker II	\$17.17	\$18.01	\$18.87	\$19.79	\$20.79	\$22.55
Facil. and Equip. Mec. I	\$18.58	\$19.03	\$20.53	\$21.57	\$22.63	\$23.75
Facil. and Equip. Mec. II	\$24.29	\$25.48	\$26.77	\$28.14	\$29.52	\$31.02
Build. Maint. Worker	\$16.73	\$17.58	\$18.41	\$19.32	\$20.31	\$21.29

Vacation Bidding and Shift Bidding

Improved language

Tool Reimbursement Allowance

GCT's mechanic tool reimbursement allowance shall apply to each regular Mechanic (I, II and III) and Facility and Equipment Mechanic (I and II), who have successfully completed their probationary period. Reimbursement will be up to \$ 700 per fiscal year in FY

2017-2018 (July through June), \$750 per fiscal year in FY 2018-2019 (July 2018 through June 2019). Beginning in 2019-2020, increases to the tool allowance will be based on Los Angeles area CPI for the period of the preceding calendar year. (Example: Increases for FY 2019-2020, increase will be the 2018-2019 amount, \$750, increased by the calendar year Los Angeles area CPI.)