

1 **Jefferson Transit Authority**
2 **Resolution No. 22-03**
3 **Ratification of the 2022 to 2024 Collective Bargaining Agreement**

4
5 **A RESOLUTION** of the Board of Directors of the Jefferson County Public
6 *Transportation Benefit Area, hereinafter called the "Authority," authorizing the*
7 *ratification of the Collective Bargaining Agreement with Amalgamated Transit Union*
8 *Local 587 for the period of January 1, 2022 to December 31, 2024 and further*
9 *authorizing the Board Chair to sign and Execute said Agreement*
10

11 **WHEREAS**, non-supervisory employees of the Operations and Maintenance
12 departments have long been members of Amalgamated Transit Union (ATU); and
13

14 **WHEREAS**, the Collective Bargaining Agreement (CBA) between Jefferson Transit
15 Authority (JTA) and ATU is valid for a period of three (3) years; and
16

17 **WHEREAS**, the current CBA between JTA and ATU expired December 31, 2021; and
18

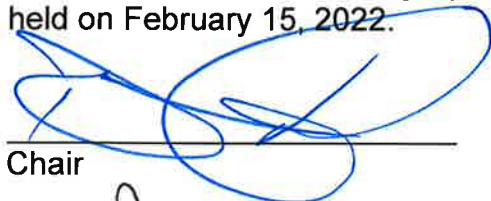
19 **WHEREAS**, an Agreement for the next three (3) years was negotiated by a team
20 comprised of JTA employees and ATU members; and
21

22 **WHEREAS**, the proposed CBA was approved by a majority of the JTA Union
23 membership.
24

25 **NOW, THEREFORE, BE IT RESOLVED;** the Authority does hereby ratify the
26 proposed CBA with ATU Local 587 for the period of January 1, 2022, to December 31, 2024,
27 and does authorize the Chair of the Authority to sign and execute the CBA upon receipt of
28 its execution by ATU 587.
29

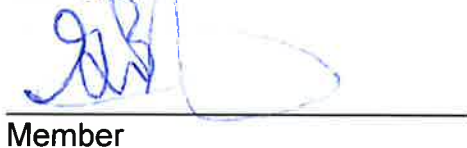
30 **CERTIFICATION**

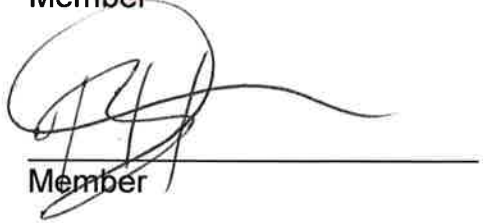
31 The undersigned duly qualified Clerk of the Board, acting on behalf of the Jefferson County
32 Public Transportation Benefit Area, certifies that the foregoing is a true and correct copy of
33 a resolution adopted at a legally convened meeting of the Jefferson Transit Authority Board
34 held on February 15, 2022.


Chair


Vice Chair


Member


Member


Member

Attest:

Clerk of the Board

JEFFERSON TRANSIT AUTHORITY

AGENDA ITEM NO. 4A

MEETING DATE: February 15, 2022

For: Jefferson Transit Authority (JTA)
From: Tammi Rubert, General Manager
Subject: Ratification of Collective Bargaining Agreement (CBA)

1. Statement of Issue:

Jefferson Transit's CBA expired December 31, 2021. JTA entered into negotiations with ATU 587 September 21, 2021 and completed negotiations on December 15, 2021.

2. Analysis:

As a result of negotiations with ATU 587, the agreement was ratified by employees represented by ATU 587.

3. Alternatives:

A. Ratify the Contract

B. Deny Ratification

Should the Jefferson Transit Authority Board not approve the negotiated CBA, staff will return to negotiations.

4. Fiscal Impact:

- 6% wage adjustment beginning January 1, 2022.
- 3% wage adjustment beginning January 1, 2023.
- 1% wage adjustment beginning January 1, 2024.
- Maintenance Cleaner wage adjustment of \$1.00 per hour in 2022.
- Maintenance Clerk wage adjustment of \$2.00 per hour in 2022.
- \$1,500 one-time payment for hazard/retention pay.
- JTA will pay 100% of premiums for all employees covered by the CBA and 70% for their dependents.
- 2 guaranteed days off each week.
- Adjusted language in extra board rules and working assignments.
- Juneteenth now a working holiday.
- General Leave usage clarification.
- New date for All Staff Training Day will now be Presidents Day.
- Retro pay to all employees from January 1, 2022 to the date the parties mutually ratify the contract.

5. Recommended Action:

Approve and sign the Collective Bargaining Agreement.

6. References: 2022 Budget and Budget Amendment