

Amalgamated Transit Union Local 1005

TOTAL TENTATIVE AGREEMENT SUMMARY

CONTRACT TERM: August 1, 2026 – July 31, 2029 • Tentative Agreement Reached August 14, 2026

WAGES

YEAR	AGREED WAGE TERMS
2026	3.0% wage increase retroactively effective August 1, 2026
2027	3.5% wage increase effective August 1, 2027
2028	4.0% wage increase effective August 1, 2028.

MEDICAL INSURANCE

Article 35. Group Insurance – Active Employees / Long-Term Disability

The Employer will provide long-term disability coverage at no monthly premium cost to employees.

Article 35. Group Insurance – Active Employees / Plan C – HRA/VEBA

In return for allowing flexibility to adjust the plan design, the employer agrees to keep the total value of the optional HRA plan the same for the entire agreement. Any changes to that value can only happen if both the employer and the union negotiate and agree to them.

Article 35.5 Group Insurance – Retirees / Medicare Eligible Retirees

At age 65, retirees must enroll in the employer-sponsored Medicare plan, with no change to benefit eligibility or employer contributions. The employer will maintain the plan’s total value for the duration of the agreement, except when required by federal Medicare rules or mutually negotiated.

OTHER CORE ECONOMIC ITEMS

Free Transit for Dependents

Employees’ eligible dependents will receive transit passes, supporting families and ridership

Article 32. Job Classification and Wage Rates / Longevity Program

Beginning in 2027, employees with 10+ years of service will receive annual longevity payments based on the prior year’s compensation:

- 10–14 years: 1.5% up to \$1,500
- 15–19 years: 2.0% up to \$2,000
- 20+ years: 2.5% up to \$2,500

Article 17. Vacation, Section 2 / Accruals

Vacation accrual schedules are updated at key service milestones to give employees earlier increases and to align with other agreements.

Number of Years of Continuous Active Service	Maximum Number of Weeks of Vacation	Maximum Number of Hours of Vacation Pay
1	1	40
2	2	80
6 5	3	120
11 10	4	160
16 16	5	200
25	6	240

Article 16 Sick Leave / Maximum Sick Leave Accruals

Effective December 31, 2028, the maximum unused sick leave an employee may retain at the date of qualification will be reduced from 2,800 hours to 1,700 hours. Any hours exceeding the 1,700-hour maximum at the end of the calendar year will be converted to the employee's Health Care Savings Plan.

Article 35. Group Insurance – Active Employees, Section 11 / Safety Glasses Reimbursement

Reimbursement increased from \$80 or \$100 to up to \$150 annually, plus an additional \$50 for qualifying indoor/outdoor prescription lenses.

Article 43. Light Rail Maintenance, Section 16 / Uniform Allowance

Annual allowance increases from \$350 to \$450 and adjusts automatically based on vendor pricing.

Article 3. Recognition and Maintenance of Membership, Section 4 / Fitness for Duty

Employees required by the Employer to undergo medical evaluations and then are cleared to return to work will be paid for days they were off work, provided the employee does not delay the process.

Article 32. Job Classification and Wage Rates / New Wage Classes for Dispatcher Job Classifications

To improve recruitment and acknowledge skill levels:

- Pick & Markup Dispatchers: 62 → 68
- General Dispatchers: 58 → 64
- Relief Markup Dispatchers: 61 → 66

OTHER LANGUAGE ITEMS

Article 23.5 Mechanical Department / Maintenance Seniority Revisions

Simplified and clarified maintenance seniority rules.

Article 42. Light Rail Operators / Part-Time Train Operators

Clarifies new opportunities for part-time train operators, transfer order, CDL requirements, reassignment rules, and seniority impacts.

Article 20. Transportation Department: Full-Time Bus Operators / New Operator Onramp Pilot

Dedicated runs for new operators will support skill development and stability before rotation to the extraboard. Joint reviews will occur regularly

Article 3. Recognition and Maintenance of Membership / Rest & Meal Breaks

The parties mutually agree to maintain existing practices regarding break structures, allow combining breaks where appropriate, and confirm the ability to establish non-statutory break schedules.

MEMORANDA OF UNDERSTANDING / LETTERS OF AGREEMENT

Memorandum of Understanding, Commitment to Sustainable Benefit Programs

A commitment to expanding health care access and improving affordability for employees and retirees across the bargaining unit.

Letter of Agreement, Retiree Health Insurance Premium Review

A collaborative process for exploring retiree cost offset solutions while preserving existing benefits.

Memorandum of Understanding, Uniform Vendor Meet and Confer

Meet-and-confer sessions will occur before to solicit feed and after vendor selection.

Letter of Agreement, Relief Car Program

The successful pilot will continue for the duration of the agreement, with annual reviews.

Memorandum of Understanding, Commitment to Classification Review

A collaborative process will ensure administrative and clerical classifications remain accurate and equitable.

Letter of Agreement, Recognition of the Associated Communication Specialist Classification

The Associated Communication Specialist job classification will be recognized as part of the ATU bargaining unit and will be covered by all ATU rights, protections, and contract benefits once the state issues a certification order

Memorandum of Understanding, Work Exchange Pilot

A pilot to allow bus and light rail operators to exchange work.