

Date: August 10, 2022

To: Board of Directors

From: Sam Desue, Jr.

Subject: RESOLUTION NO. 22-08-46 OF THE TRI-COUNTY METROPOLITAN TRANSPORTATION DISTRICT OF OREGON (TRIMET) AUTHORIZING THE BOARD PRESIDENT AND THE GENERAL MANAGER TO EXECUTE AN AGREEMENT EXTENDING THE CURRENT WORKING AND WAGE AGREEMENT WITH DIVISION 757, AMALGAMATED TRANSIT UNION, FOR A PERIOD OF TWO YEARS

1. Purpose of Item

This Resolution requests that the TriMet Board of Directors (Board) authorize the Board President and the General Manager to execute the agreement between TriMet and Division 757 Amalgamated Transit Union (ATU), to extend (“rollover”) the current Working and Wage Agreement (WWA) for a period of two years, including a general wage increase for ATU members for each of those two years.

2. Type of Agenda Item

- Initial Contract
- Contract Modification
- Other: Extension of Current Working and Wage Agreement

3. Reason for Board Action

Board authorization is required for the Board President and the General Manager to execute a two-year extension of the current Working and Wage Agreement (WWA) with the ATU, including wage increases.

4. Type of Action

- Resolution
- Ordinance 1st Reading
- Ordinance 2nd Reading
- Other _____

5. Background

The current collective bargaining agreement between TriMet and the ATU, the Working and Wage Agreement (WWA), expires on November 30, 2022. TriMet management and the ATU leadership have been formally discussing a contract rollover, extending the expiration of the current WWA for a period of two years, and including wage increases for union employees during that rollover period.

On June 24, 2022, the parties achieved a Tentative Agreement which would extend the expiration date of the current WWA by a period of two years, and include a 7.5% wage

increase for ATU members in the first year and a 4.0% wage increase in the second year. The ATU leadership recommended the Tentative Agreement to its membership, which was ratified by the membership on July 22, 2022. A copy of the Tentative Agreement is attached hereto as Exhibit A.

Based on the ATU's ratification, this Resolution seeks the Board's authorization for Board President Linda Simmons and General Manager Sam Desue, Jr. to execute the WWA extension agreement. If Board approval is granted and the agreement is signed, the general wage increase of 7.5% will begin December 1, 2022 and the wage increase of 4.0% will begin December 1, 2023. All other terms of the WWA will remain the same until its new termination date of December 1, 2024.

6. Financial/Budget Impact

The general wage increases for the ATU membership for the two-year period are projected to cost approximately \$47 million. It is likely that TriMet would incur similar general wage increases if the parties were to negotiate any new collective bargaining agreement in the ordinary course, upon the termination of the current WWA.

7. Impact if Not Approved

Failure to approve this Resolution would result in the parties having to negotiate a new WWA during a time when the economic landscape is unstable, employee morale is being challenged, and TriMet is having difficulties hiring and retaining maintenance personnel and bus and rail operators.

This WWA extension agreement is fair and appropriate in light of the current economic conditions and the labor challenges that exist. TriMet staff believe that it achieves an appropriate balance between the needs of our union employees and TriMet's need to operate and maintain a safe, efficient and reliable transit system. The General Manager strongly recommends that the Board adopt this Resolution.

RESOLUTION NO. 22-08-46

RESOLUTION NO. 22-08-46 OF THE TRI-COUNTY METROPOLITAN TRANSPORTATION DISTRICT OF OREGON (TRIMET) AUTHORIZING THE BOARD PRESIDENT AND THE GENERAL MANAGER TO EXECUTE AN AGREEMENT EXTENDING THE CURRENT WORKING AND WAGE AGREEMENT WITH DIVISION 757, AMALGAMATED TRANSIT UNION, FOR A PERIOD OF TWO YEARS

WHEREAS, TriMet has authority under ORS 267.200 to enter into a collective bargaining agreement with its unionized workforce; and

WHEREAS, TriMet and its unionized workforce, represented by Division 757 of the Amalgamated Transit Union (ATU), reached a Tentative Agreement on an extension of the current Working and Wage Agreement (WWA) for a period of two years; and

WHEREAS, on July 22, 2022, the ATU membership ratified the Tentative Agreement to extend the current WWA for a period of two years; and

WHEREAS, a copy of the Tentative Agreement ratified by the ATU membership is attached hereto as Exhibit A;

NOW, THEREFORE, BE IT RESOLVED:

That the TriMet Board of Directors hereby authorizes Board President Linda Simmons and TriMet General Manager Sam Desue, Jr. to execute the Tentative Agreement to the WWA, effective as of December 1, 2022.

Dated: August 10, 2022



Presiding Officer

Attest:



Recording Secretary

Approved as to Legal Sufficiency:

Gregory E. Skillman

Legal Department