

CONTRACT RATIFICATION

"ALL BARGAINING UNIT MEMBERS"

1. Wages

- a) During the 2017-2018 Fiscal Year, the cost of living had just met zero (0).
- b) During the 2018-2019 Fiscal Year, effective and retroactive to the first pay period in October 2018. (Cost of Living adjustment of 1%) compound.
- c) During the 2019-2020 Fiscal Year, effective and retroactive to the first pay period in October 2018. (Cost of Living adjustment of 1%) compound.

2. Stewards- President and Vice-President

The Union President and Vice President will be released from duty full-time to administer this agreement.

3. Long Service Pay Premiums

- a) All Bargaining Unit Members in longevity steps will have an additional longevity step "L3", there will be a five percent (5%) increase.

b. Pay Grade (Open Ranges):

All Bargaining Unit Members in a pay range after achieving maximum rate for one (1) year will be eligible to receive a five percent (5 %) increase.

4. Night Differential Allowances

All Bargaining Unit Members will receive a two percent (2%) night differential allowance increase “from five percent (5%) to seven percent (7%).”

5. Tool Allowances-Shop & Garage Employees

All Bargaining Unit Members who receive a tool allowance will get an extra (\$100) dollars. “From four hundred and fifty (\$450) to five hundred and fifty (\$550)” each fiscal year.

6. Bi-Weekly Supplemental Pay -All Bargaining Unit Members Employees

All Bargaining Unit Members will receive an additional twenty (20) dollars bi-weekly supplemental pay. “From fifty dollars (\$50) to seventy dollars (\$70)” bi-weekly. This raises your hourly rate by eighty-seven (.87) cents.

7. Work Week – Transit Operating Employees

All Bargaining Unit Members workweek will change from starting on Sunday and ending on Saturday to starting on Monday and ending on Sunday.

8. Holiday

All full-time Bargaining Unit Members will receive two (2) floating holidays. “from thirteen (13) holidays to fifteen (15) holidays”.

9. Sick Leave- “Payout”

All Bargaining Unit Members with a minimum of two hundred (200) hours in their sick-leave bank and have not used any sick leave during the employees' leave year may receive a payout up to forty (40) hours.

10. Group Insurance & Health Maintenance Organization

Was- JMH Now- First Choice Advantage

11. Annual Leave Accrual

All Bargaining Unit Members may accrue an additional two hundred and fifty (250) hours in their annual leave bank. “From five hundred (500) to seven hundred and fifty (750)”

12. Allowance- Bus Operators-Train Operators- Guide Way Inspection

One and one-half percent (1.5%) pay allowance.

13. Uniform Allowance

All Bargaining Unit Members who receive uniform allowance will get an extra one hundred (\$100) dollars. “From four hundred (\$400) to five hundred (\$500) dollars each fiscal year.