

Highlights of negotiated changes In 2020-2023 TWU Local 291 Collective Bargaining Agreement

- **WAGES:** 2020-2021 2% bonus on BASE WAGES, 2021-2022 3% C.O.L.A. 2022-2023 3% C.O.L.A.
- **STEWARDS:** Increased Stewards from seven (7) to nine (9), and added "Rail".
- **LINE-UPS AND RUNS:** Increased line-ups from two (2) per year to three (3). General in November, additional line-ups will be in March and July (divisional unless General needed).
- **PART-TIME BUS OPERATORS:** Added language acknowledging that HIRING Part-Time Operators no longer works for the Department, BUT if done, they shall follow all provisions contained within section (c)(2). Section (c) states that before ANY APPLICANT is offered a Full-Time position, all Part-Time Operators shall be offered Full-Time status FIRST.
- **LONG SERVICE PAY PREMIUMS:** Five (5) years added to Longevity Pay (years 31 to 35).
- **NIGHT DIFFERENTIAL:** All bargaining unit employees get increase from 7% to 8%.
- **ALLOWANCES-SHOP & GARAGE EMPLOYEES:** Tool Allowance increased to \$650 net annually. CNG certification pay supplement of 5% will be paid retroactively (when individual obtained their certification) to all Bus Maintenance and Bus Body Shop Technicians.
- **ALLOWANCES-ALL BARGAINING UNIT EMPLOYEES:** COVID bonus of \$250 (ONE-TIME) for any employee NOT ALLOWED to work from home and that did not receive any COVID-related bonus (Bus Operators received the 1% pay supplement from the County Commission so do not qualify).
- **HOLIDAYS:** Added Juneteenth holiday, doubled bankable holidays from thirteen (13) to twenty-six (26), and cleaned up language reinforcing ONLY twenty-six (26) holidays to be banked. Added language that the OBSERVANCE day of the Juneteenth holiday, if on a weekend, shall be the NEXT BUSINESS DAY and shall be automatically adjusted if the County Commission changes the observance day.
- **BEREAVMENT LEAVE:** Added Mother In-Law, Father In-Law, Grandmother In-Law, and Grandfather In-Law.
- **ALLOWANCE-BUS OPERATOR-TRAIN OPERATOR-GUIDEWAY INSPECTION SPECIALIST:** Increase allowance from 1.5% to 4% immediately upon ratification, then allowance increased to 5% on April 3, 2023.
- **OPERATIONS SUPPORT ALLOWANCE:** Employees in classifications of Track Equipment Operator, Rail Structural Repairer, Track Repairer, Maintenance Worker, DTPW Welder, and those designated as Technicians, shall receive a one and one-half percent (1.5%) operations support pay allowance.
- **CLERK ALLOWANCES:** Control Clerks, Stock Clerks, Maintenance Clerks, Service Clerks, and Procurement Clerks will receive a forty dollar (\$40) biweekly pay allowance.
- **UNIFORM ALLOWANCES:** Parking Enforcement Officers and Transit Revenue Collectors Allowance increased from \$500 to \$600 annually, Train Operators Increased from \$500 to \$600 annually, and Bus Operators allowance increased to \$600 per year (\$300 in December and \$300 in June).