



Motion No. M2023-77

Labor Agreement with the Amalgamated Transit Union

Meeting:	Date:	Type of action:	Staff contact:
Rider Experience and Operations Committee	09/07/2023	Recommend to Board	Moises Gutierrez, Chief System Quality Officer
Board	09/28/2023	Final action	Chris Elwell, Acting Executive Director Labor Relations John Boufford, Acting Deputy Director Labor Compliance

Proposed action

Authorizes the chief executive officer to execute a three-year labor agreement with the Amalgamated Transit Union Local 758 covering Tacoma Link Light Rail vehicle operators.

Key features summary

- This labor agreement will cover 23 existing Light Rail Vehicle (LRV) Operators, and any new Light Rail Vehicle Operator positions created in the next three years. Tacoma Link LRV Operators are unique within the agency – they are the only public Transit operators managed directly by Sound Transit.
- Sound Transit and the Amalgamated Transit Union Local 758 Union (ATU) 758 have negotiated the agreement over the past few months. The current contract expires on September 30, 2023.
- This agreement contains changes to the previous labor agreement executed in 2020 including:
 - Establishing new salary rates for the three-year period. Beginning in October 2023, LRV Operator wages will align with current market rates followed by a 3 percent increase in 2024 and 2025.
 - Transitioning the LRV Operators from their legacy CBA Vacation/Sick leave to the Sound Transit PTO program and to all other paid and unpaid leave per Sound Transit policy.
 - Retaining the Retention Award of \$2,000 paid on the contract anniversary date for employees who are at the top step of their salary range negotiated during the previous cycle and provides for modest increases in the lost personal property reimbursement for cell phones, watches and eyeglasses.
 - Additionally, ATU members will continue to participate in the same benefit and cost containment measures implemented during the contract as all other ST Employees.
- On August 18, 2023, the tentative labor agreement was presented to union members and it was accepted.

Background

The Amalgamated Transit Union (ATU) Local 758 represents the Light Rail Vehicle Operators who operate the light rail vehicles for Tacoma Link. Tacoma Link LRV operators are Sound Transit

employees, unlike the operators of Link, ST Express, and Sounder. The operators unionized in 2008 and were recognized by ATU Local 758.

Sound Transit and ATU Local 758 have agreed upon prior contracts that memorialize wages, hours and working conditions. This three-year agreement was negotiated in good faith according to generally accepted labor relations principles and includes updates that clarify and standardize language and provisions which enhance operational efficiency. The wage increase was bargained based on sound financial management and the new wage progression is consistent with the agency's goal to attract and retain qualified employees.

Fiscal information

Funding for 2023 under this labor agreement is included in the Salaries and Fringe Benefits categories within the Operations department's annual operating budget. The Salaries and Fringe Benefits category budget for the Operations department is \$28,433,848 and \$19,194,212 respectively. Within these amounts, the Tacoma Link LRV Operators Salaries and Fringe Benefits are \$1,434,742 and \$803,461 respectively.

After approval of this action, the remaining annual budget amount will be used to fund other department expenditures anticipated in the 2023 annual budget. Funding the additional two years will be included in future annual budget requests.

This action does not have an impact on the affordability of the Agency's Finance Plan.

Public involvement

Not applicable to this action.

Time constraints

A delay in approval of this agreement would delay compensation increases included in the agreement for covered employees and would jeopardize the commitment to good faith bargaining with ATU Local 758.

Prior Board/Committee actions

Motion No. M2020-08: Authorized the chief executive officer to execute a four-year labor agreement with the Amalgamated Transit Union Local 758 covering Tacoma Link Light Rail vehicle operators.

Motion No. M2017-132: Authorized the chief executive officer to execute a two-year labor agreement with the Amalgamated Transit Union Local 758 covering Tacoma Link Light Rail vehicle operators.

Motion No. M2014-72: Authorized the chief executive officer to execute a three-year labor agreement with the Amalgamated Transit Union Local 758 covering Tacoma Link Light Rail Vehicle Operators.

Motion No. M2011-76: Authorized the chief executive officer to execute a three-year labor agreement with the Amalgamated Transit Union Local 758 covering Tacoma Link Light Rail Vehicle Operators.

Motion No. M2008-105: Authorized the chief executive officer to execute a three-year labor agreement with the Amalgamated Transit Union Local 758 covering Tacoma Link Light Rail Vehicle Operators.

Environmental review – KH 8/16/23

Legal review – RKM 8/25/2023



Motion No. M2023-77

A motion of the Board of the Central Puget Sound Regional Transit Authority authorizing the chief executive officer to execute a three-year labor agreement with the Amalgamated Transit Union Local 758 covering Tacoma Link Light Rail vehicle operators.

Background

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Sound Transit and ATU Local 758 have agreed upon prior contracts that memorialize wages, hours and working conditions. This three-year agreement was negotiated in good faith according to generally accepted labor relations principles and includes updates that clarify and standardize language and provisions which enhance operational efficiency. The wage increase was bargained based on sound financial management and the new wage progression is consistent with the agency's goal to attract and retain qualified employees.

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Motion

It is hereby moved by the Board of the Central Puget Sound Regional Transit Authority that the chief executive officer is authorized to execute a three-year labor agreement with the Amalgamated Transit Union Local 758 covering Tacoma Link Light Rail vehicle operators.

APPROVED by the Board of the Central Puget Sound Regional Transit Authority at a regular meeting thereof held on September 28, 2023.



Dow Constantine
Board Chair

Attest:



Kathryn Flores
Board Administrator