

If ratified, this five-year agreement will provide industry leading job protections and pay scale for our membership. It will also provide better mandatory overtime rules and create a better quality of life for our members.

Better Work/Life Balance

- Improved vacation language
- CS&S - Trade approval enhancements
- Enhanced FTO, DAT parameters
- Shorter time to reach top of scale (TOS)
- Improved mandatory overtime language

More Money On Your Paychecks

- Top of Scale - 13.1% wage increase from current wage on date of ratification (DOR), (25.1% total over 4 years)
- Step 1 of the scale - 5.5% wage increase over Failed Tentative Agreement (T/A) wage on DOR. (17.5% total over 4 years)
- Steps 2 through 4 of the scale - 4% wage increase over Failed T/A wage on DOR. (16% total over 4 years)
- Steps 5 through 10 of the scale - 8.5% wage increase from current wage on DOR. (20.5% total over 4 years)
- 3% increase DOR +12 months
- 3% increase DOR +24 months
- 3% increase DOR +36 months
- 3% increase DOR +48 months
- Pickup of a mandatory assignment from another agent will be paid at the mandatory overtime rate
- Part Time employees will now be paid 1½ times rate for all VOT up to 12 hours, and then double time (2X) for all hours after 12.
- Part Time employees will now be paid double time (2X) rate for any shift extensions/mandatory overtime.
- 'Me Too' for Top of Scale wage rate
- 'Me Too' for Signing Bonus / Retro Pay
- 'Me Too' for Paid Parking

Bonus

- \$1,000 minimum - 5 years and under based on company seniority.
- For those with more than 5 years company seniority, such employees will receive \$200.00 for each year of service with no maximum. (10 years \$2000, 20 years \$4000, 30 years, \$6000, 40 years, \$8000, 50 years, \$10000)
- \$400 Productivity Bonus based on a 1%-point reduction paid leave improvement, using 2020 sick usage data

Mandatory Overtime Protections

- Enhanced protection for day-of rest regarding Mandatory Overtime
- True 10-hour Rest Period will now be measured after you work 4 or more hours of mandatory overtime. Once this takes place you will be allowed a 10-hour rest period from the end of the mandatory assignment.

- If the 10-hour rest period runs into your regular assigned shift you can stay at home and rest and receive straight time rate of pay for any hours at home during the 10-hour rest period, or you can waive the rest period and work the regular shift and be paid double time (2X) for all hours worked as part of the 10-hour rest period.
- If the 10-hour rest period runs into any Mandatory overtime assignment you can stay home and rest and receive no pay during the 10-hour rest period, or you can waive the rest period and work the mandatory assignment and be paid double time (2X) for all hours worked.
- If the 10-hour rest period runs into any Voluntary overtime assignment you can stay home and rest and receive no pay during the 10-hour rest period, or you can waive the rest period and work the voluntary overtime assignment and be paid double time (2X) for all hours worked as part of the 10-hour rest period.
- If the 10-hour rest period runs into a scheduled Shift Trade, you can stay home and rest and receive no pay during the 10-hour rest period, or you can waive the rest period and work the scheduled Shift Swap and be paid double time (2X) for all hours worked as part of the 10-hour rest period.
- 32-hour monthly cap on Mandatory Overtime
- If an employee has 32 hours or more of voluntary overtime worked in a calendar quarter, the employee will have the option to refuse a mandatory assignment in a subsequent quarter, and have the ability to accrue up to three (3) refusals with no penalty. The only exceptions are: Monday through Sunday of Thanksgiving week, and December 16th through January 3rd.
- Union clarified existing language - employees are not required to work more than 8 hours MOT on their day off unless the company follows the terms and processes of the CBA in regards to assigning mandatory overtime and exhausts other possibilities before requiring someone to work more than 8 hours of mandatory overtime.
- Union clarified existing language - employees will not be required to work MOT during hours traded off.

Other Improvements

- Training per diem increased
- CS&S – Percentage adjustments on DATs
- CCSL – Job Protection for Station Closures
- SOS – Improved PTO Language
- Uniform Allowance Increase
- Relief Agent Schedule Adherence
- CSA – Scope and job protection
- CSA – Curb Side & Off Site, STK Language
- CS&S – Shorter duration between breaks
- Enhanced P/T Language
- SOS – Job protections
- Upon notification, either party can open negotiations 18 months earlier than the amendable date of the agreement

