

TO: Board of Trustees
THROUGH: Mary DeLoretto, Interim Executive Director
FROM: Kim Shanklin, Chief People Officer
PRESENTER(S): Kim Shanklin, Chief People Officer
Rich Murray, Director HR Service and Labor Relations

TITLE:

Action Regarding Collective Bargaining

AGENDA ITEM TYPE:

Non-Procurement Agreement

RECOMMENDATION:

Recommend the Board of Trustees ratify and authorize the Interim Executive Director to execute the two memoranda of understanding with the Amalgamated Transit Union Local 382)

BACKGROUND:

UTA's Operators, Maintenance, and Parts employees are represented by the Amalgamated Transit Union (ATU) Local 382. UTA has recently negotiated two agreements with the ATU to change working conditions for time periods specified within each agreement. These agreements help UTA continue to provide service to the customer.

DISCUSSION:

The first agreement provides for UTA to pay Operators double-time for any overtime hours between November 1, 2021 and February 20, 2022 while UTA staffs up for service. This agreement assists UTA with getting unfilled work covered. The second agreement establishes Martin Luther King Day (MLK) as a holiday for 2022 and acknowledges the desire by both parties to address this ongoing in the successor Collective Bargaining Agreement.

ALTERNATIVES:

Find alternative means of staffing unfilled work, or potentially miss trips.

Continue with the current holiday schedule for bargaining unit employees in 2022, not to include Martin Luther King Day.

FISCAL IMPACT:

Overtime (OT) Incentives Agreement: Total cost approximately \$850,000. 2021 cost funded from underruns in current 2021 budget (\$590,000). 2022 cost included in Final 2022 budget (\$260,000).

Martin Luther King Agreement: approximately \$400,000, included in Operating Contingency of Final 2022 budget.

ATTACHMENTS:

Memorandum of Understanding - OT Incentives

Memorandum of Understanding - Martin Luther King Day

10/29/2021

Memorandum of Understanding (MOU)
December 2021 Change Day OT Incentives

The Amalgamated Transit Union Local 382 ("Union") and Utah Transit Authority (UTA) enter this memorandum of understanding on temporary incentives.

- The terms of this agreement are 11/01/2021 through February 20, 2021, which is the effective date of the "mid-change day."
- Operator OT increases from 1.5 to 2 x's.
- Operators can sell back vacation and elect to pick up work during that bidden time off under extra-board conditions.

This MOU shall continue to be in effect thru 03/31/2021

ATU

Name: Rod DunesSignature: R DunesDate: 10/29/21

UTA

Name: Richard T. MurraySignature: RTMDate: 10/29/2021

UTA Proposal for Memorandum of Understanding (MOU)
Martin Luther King Day (MLK) Holiday

The Amalgamated Transit Union Local 382 ("Union") and Utah Transit Authority (UTA) enter this memorandum of understanding on the MLK holiday for BU members.

- MLK will be a paid holiday for bargaining unit members in 2022.
- MLK will be observed on Monday, 01/17/2022.
- The current double overtime agreement applies to this holiday.
- Both parties are committed to ensure service levels are met on the MLK holiday. Both parties agree that problems staffing MLK is unlikely. If, by 01/05/2022 all runs are not filled for MLK, parties will meet and ways to provide adequate staffing.
- Both parties commit to finalizing changes to Article 22: Holidays, regarding the MLK holiday and ongoing work going forward as part of the successor contract.

ATU

Name: Rod Dunn
Title: PRESIDENT /BA
Signature: R Dunn
Date: 12-10-21

UTA

Name: Kim Shanklin
Title: Chief People Officer
Signature: Kim Shanklin
Date: 12-10-21