

**Summary of Agreement Provision between
BOARD OF COUNTY COMMISSIONERS OF BROWARD COUNTY, FLORIDA
AND
AMALGAMATED TRANSIT UNION, LOCAL 1267
For Fiscal Years 2017/2018, 2018/2019, & 2019/2020**

Three-Year Agreement (Fiscal Years 2017/2018, 2018/2019, & 2019/2020)

ARTICLE 26 – WAGES

Section 6:

A. FY 2017/2018

1. Current employees in steps shall receive only the applicable step increase.
2. Effective October 1, 2017, the “Thereafter Step” shall be adjusted upward two percent (2.0%).
3. Effective the first pay period in October 2017 (October 8, 2017), all current unit employees at the “Thereafter Step” as of October 1, 2017, and employed in a bargaining unit position as of the date of the ratification of the Agreement by the Union, shall have their base hourly rate increased two percent (2.0%).

B. FY 2018/2019

1. Current employees in steps shall receive only the applicable step increase.
2. Effective October 1, 2018, the “Thereafter Step” shall be adjusted upward two percent (2.0%).
3. Effective the first pay period in October 2018 (October 7, 2018), all current unit employees at the “Thereafter Step” as of October 1, 2018, and employed in a bargaining unit position as of the date of the ratification of the Agreement by the Union, shall have their base hourly rate increased two percent (2.0%).

C. FY 2019/2020

1. Current employees in steps shall receive only the applicable step increase.
2. Effective October 1, 2019, the “Thereafter Step” shall be adjusted upward two percent (2.0%).
3. Effective the first pay period in October 2019 (October 6, 2019), all current unit employees at the “Thereafter Step” as of October 1, 2019, and employed in a bargaining unit position as of the date of the ratification of the Agreement by the Union, shall have their base hourly rate increased two percent (2.0%).

4. Effective within sixty (60) days after Union ratification and Commission approval, the wages for Operator Trainees and the step plans for Operators, Storekeepers and Coach Service Attendants, and the new classification of Paint and Body Technician, will be adjusted to the following:

<u>Bus Operators</u>	<u>FY 19/20</u>
Operator Trainee	\$13.47
1 st 12 months after training	\$16.00
Next 12 months	\$16.48
Next 12 months	\$16.97
Next 12 months	\$17.48
Next 12 months	\$18.00
Next 12 months	\$18.54
Thereafter Step	\$26.51

<u>Storekeepers</u>	<u>FY 19/20</u>
1 st Year	\$15.50
2 nd Year	\$15.97
3 rd Year	\$16.45
4 th Year	\$16.94
5 th Year	\$17.45
6 th Year	\$17.97
Thereafter Step	\$26.65

<u>Coach Service Attendants</u>	<u>FY 19/20</u>
1 st Year	\$13.47
2 nd Year	\$13.87
3 rd Year	\$14.29
4 th Year	\$14.72
5 th Year	\$15.16
6 th Year	\$15.61
Thereafter Step	\$23.32

<u>Paint and Body Technicians</u>	<u>FY 19/20</u>
1 st Year	\$24.19
2 nd Year	\$24.92
3 rd Year	\$25.67
4 th Year	\$26.44
5 th Year	\$27.23
Thereafter Step	\$34.65

ARTICLE 8 – REDUCTION IN PERSONNEL - REEMPLOYMENT

Section 1:

Revised section to include statutory requirements for veteran's preference during a reduction in force.

ARTICLE 13 – BEREAVEMENT OR JURY DUTY

Section 2:

Revised section by adding Son-in-law, Daughter-in-law, Brother-in-law, Sister-in-law as qualifying family members for Bereavement Leave usage. This provision is consistent with the provisions for the County's unrepresented and other applicable bargaining unit employees.

ARTICLE 16 – VACATIONS

Section 6:

Added language to specify that employees with three (3) or more weeks of vacation who have utilized at least 80 hours of his or her vacation, will have any remaining hours of his/her unused vacation cashed out at the end of each payroll calendar year, to be paid in January of the following year. This provision is consistent with the payout timing provisions for the County's unrepresented and other applicable bargaining unit employees.

Section 9:

Added language to specify that unused floating days and vacation days shall be paid during the first full pay period in January of the following year.

ARTICLE 18 – HOLIDAYS

Section 7:

Added the list of designated Holiday days and dates for Fiscal Years 2017/2018, 2018/2019, and 2019/2020.

ARTICLE 23 – EXTRA BOARD OPERATORS

Section 9: FLEX Extra Board

A. & F. Revised section to increase the number of full-time positions can be on the "FLEX" Extra Board from each facility from three to nine.

D. Revised section to reflect the days off for "FLEX" Extra Board positions shall be Saturday and Sunday.

ARTICLE 24 – SELECTION AND ASSIGNMENT OF RUNS

Section 10:

Deleted section regarding the assignment of runs and bus numbers.

ARTICLE 27 – UNIFORMS

Section 2:

Increased the amount of the uniform voucher from \$175 to \$225.

ARTICLE 28 – EMERGENCY WORKING CONDITIONS

Section 1:

C. Added language regarding compensation for eligible employees who work during declared emergency conditions consistent with the letter of understanding dated January 15, 2020.

Letter of Understanding (In Article 49) regarding clarification of the manner employees are compensated during declared emergency working conditions.

ARTICLE 29 – MAINTENANCE ASSIGNMENT OF WORK

Section 2:

Removed reference to “Body Shop” as a locked shop.

Section 4: LOCK SHOPS

Removed reference to “Body Shop” as a locked shop.

Section 8:

Removed eligibility of Mechanics to receive certification pay if assigned to the “Body Shop.”

ARTICLE 32 – SPECIAL TOOLS AND GEAR

Section 3:

Revised the section to change from a safety shoe allowance system to a safety shoe voucher system for providing employees safety shoes.

Section 5:

Increased the amount of the tool allowance from \$200 to \$250.

ARTICLE 36 – GENERAL CONDITIONS

Section 4:

Revised section to reflect the change in the name of the Educational Reimbursement Program Employee Education Benefits Program.

ARTICLE 47 – PARENTAL LEAVE (NEW ARTICLE)

Effective within sixty (60) days of the Union ratification and Commission approval of this Agreement, full-time benefit eligible bargaining unit employees shall be eligible for the

Broward County parental leave policy on the same terms and conditions applied to the County's unrepresented employees.

ARTICLE 48 – DURATION OF AGREEMENT

Revised to reflect duration of Agreement through September 30, 2020.

ARTICLE 49 - LETTERS OF UNDERSTANDING

Added Letter of Understanding regarding Pay for Future Declared Emergency Working Conditions.

Added Letter of Understanding regarding Implementation of Paint and Body Technician Classification.