

ADDENDUM TO THE COLLECTIVE BARGAINING AGREEMENT
RESULTING FROM REOPENER BETWEEN
BOARD OF COUNTY COMMISSIONERS OF BROWARD COUNTY, FLORIDA
AND
AMALGAMATED TRANSIT UNION, LOCAL 1267

EFFECTIVE FY 2021/2022

This Addendum is entered into by and between Broward County and Amalgamated Transit Union, Local 1267. For good and valuable consideration, the parties hereto agree and acknowledge as follows:

1. The parties have entered into a Collective Bargaining Agreement covering the period of October 1, 2020 through September 30, 2023 (the "CBA"). Under the CBA, for Fiscal Year 2021/2022, the parties have the right to reopen Article 26, Wages.
2. As a result of the reopening, Article 17, Section 1, and Article 26 – Wages, Section 6, shall be modified as follows effective within 30 days after Board approval, and Article 26 – Wages, Section 6, is retroactive to October 1, 2021:

ARTICLE 17 - PROBATIONARY PERIOD

The probationary period as herein established is to provide a trial period during which the Employer may judge the new employee's ability, competency, fitness, and other qualifications to perform the work for which s/he is employed.

Section 1: For all unit employees the probationary period shall be for six (6) calendar months from the established "date and hour of employment."

ARTICLE 26 - WAGES

Section 6:

B. FY 2021/2022

1. Current employees in steps shall receive only the applicable step increase.
2. Effective October 1, 2021, all Steps shall be adjusted upward two percent (2%), including the "Thereafter Step."
3. Effective the first pay period in October 2021 (October 3, 2021), all current unit employees and employees 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%).

			<u>FY 21/22</u>
I. Full Time Operators			
1 st 12 months (including training)			\$16.32
Next 12 months			\$16.81
Next 12 months			\$17.31
Next 12 months			\$17.83
Next 12 months			\$18.36
Next 12 months			\$18.91
II. Part Time Operators			
1 st year (including training)			\$16.32
Next 24 months			\$16.81
Next 24 months			\$17.31
Next 24 months			\$17.83
Next 24 months			\$18.36
Next 24 months			\$18.91
III. Thereafter Rates – All Operators			
“Thereafter Step”			\$28.13
IV. Crew Vehicle			\$25.48

Operators employed prior to October 1, 1994, will receive an additional 10¢ per hour increase after completion of 5, 10, and 15, years of continuous service. Effective October 1, 1994, Operators employed prior to October 1, 1994, will receive an additional 10¢ per hour increase after completion of 20 years of continuous service and will continue to receive the 5 year increase as described above.

Operators hired on or after October 1, 1994, will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

Operators moving from part-time to full-time or full-time to part-time will be given credit for months of service in terms of full-time or part-time equivalents, regardless of probationary status. This determination is based on the number of months worked since the operator's hire date, appointment date or last scheduled wage rate change.

Maintenance

	<u>FY 21/22</u>
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I. Storekeepers	
1st Year	\$15.81
2nd Year	\$16.29
3rd Year	\$16.78
4th Year	\$17.28
5th Year	\$17.80
6th Year	\$18.33
Thereafter Step	\$28.27

Storekeepers will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

	<u>FY 21/22</u>
Coach Service Attendants	
1st Year	<u>\$14.02</u>
2nd Year	<u>\$14.43</u>
3rd Year	<u>\$14.72</u>
4th Year	<u>\$15.16</u>
5th Year	<u>\$15.61</u>
6th Year	<u>\$16.07</u>
Thereafter Step	\$24.76

If the Living Wage rate, as established by Broward County's Living Wage Ordinance, is adjusted higher than the first step of the Coach Service Attendant job classification, the first step will be adjusted upward to the Living Wage rate, and all other steps for the Coach Service Attendant job classification will be adjusted upwards by the same percentage, with the exception of the thereafter step.

Coach Service Attendants will receive an additional 10¢ per hour increase after completion of 10 and 15 years of continuous service. Effective October 1, 1994, Coach Service Attendants employees will receive an additional 10¢ per hour increase after completion of 20 years of continuous service.

		<u>FY 21/22</u>
II. Mechanics		
1st Year		\$23.65
2nd Year		\$24.38
3rd Year		\$25.13
4th Year		\$25.91

5th Year		\$26.71
Thereafter Step		\$35.71

	<u>FY 21/22</u>
Mechanic Apprentice**	
Starting Rate	\$18.55
1st Section Completion	\$19.71
2nd Section Completion	\$20.87
3rd Section Completion	\$22.03

Upon successful completion of Mechanic Apprentice program the employee moves to the 1st Year Mechanic rate.

*Rates based on 80%, 85%, 90% and 95% of Mechanic 1st Step Rate. If a current County employee becomes a Mechanic Apprentice and has a higher pay rate than the Starting Rate, that employee's salary is redlined until such time as his/her pay rate is in the salary range for Mechanic Apprentice.

Mechanics will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

** Completion of the specified number of years worked in a grade will qualify a storekeeper or coach/service attendant for promotion to the next grade. For a Mechanic, completion of one (1) year in a step will qualify a Mechanic for promotion to the next step. Increases in wage rates will become effective at the first pay period following completion of the years worked in grade. Unexcused absences will not be counted in computing time in grade.

		<u>FY 21/22</u>
III. Paint and Body Technicians		
1st Year		\$24.67
2nd Year		\$25.42
3rd Year		\$26.18
4th Year		\$26.97
5th Year		\$27.77
Thereafter Step		\$36.77

Paint and Body Technicians will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

C. FY 2022/2023

1. Current employees in steps shall receive only the applicable step increase.
2. Effective October 1, 2022, the "Thereafter Step" shall be adjusted upward two percent (2.0%).
3. Effective the first pay period in October 2022 (October 2, 2022), all current unit employees at the "Thereafter Step" as of October 1, 2022, 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%).

			<u>FY 22/23</u>
1 st 12 months (including training)			\$16.32
Next 12 months			\$16.81
Next 12 months			\$17.31
Next 12 months			\$17.83
Next 12 months			\$18.36
Next 12 months			\$18.91
II. Part Time Operators			
1 st year (including training)			\$16.32
Next 24 months			\$16.81
Next 24 months			\$17.31
Next 24 months			\$17.83
Next 24 months			\$18.36
Next 24 months			\$18.91
III. Thereafter Rates – All Operators			
"Thereafter Step"			\$28.69
IV. Crew Vehicle			
			\$25.99

Operators employed prior to October 1, 1994, will receive an additional 10¢ per hour increase after completion of 5, 10, and 15, years of continuous service. Effective October 1, 1994, Operators employed prior to October 1, 1994, will receive an additional 10¢ per hour increase after completion of 20 years of continuous service and will continue to receive the 5 year increase as described above.

Operators hired on or after October 1, 1994, will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

Operators moving from part-time to full-time or full-time to part-time will be given credit for

months of service in terms of full-time or part-time equivalents, regardless of probationary status. This determination is based on the number of months worked since the operator's hire date, appointment date or last scheduled wage rate change.

Maintenance

	<u>FY 22/23</u>
I. Storekeepers	
1st Year	\$15.81
2nd Year	\$16.29
3rd Year	\$16.78
4th Year	\$17.28
5th Year	\$17.80
6th Year	\$18.33
Thereafter Step	\$28.84

Storekeepers will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

	<u>FY 22/23</u>
Coach Service Attendants	
1st Year	\$14.02
2nd Year	\$14.43
3rd Year	\$14.72
4th Year	\$15.16
5th Year	\$15.61
6th Year	\$16.07
Thereafter Step	\$25.26

If the Living Wage rate, as established by Broward County's Living Wage Ordinance, is adjusted higher than the first step of the Coach Service Attendant job classification, the first step will be adjusted upward to the Living Wage rate, and all other steps for the Coach Service Attendant job classification will be adjusted upwards by the same percentage, with the exception of the thereafter step.

Coach Service Attendants will receive an additional 10¢ per hour increase after completion of 10 and 15 years of continuous service. Effective October 1, 1994, Coach Service Attendants employees will receive an additional 10¢ per hour increase after completion of 20 years of continuous service.

		<u>FY 22/23</u>
II. Mechanics		

1st Year		\$23.65
2nd Year		\$24.38
3rd Year		\$25.13
4th Year		\$25.91
5th Year		\$26.71
Thereafter Step		\$36.42

	<u>FY 22/23</u>
Mechanic Apprentice**	
Starting Rate	\$18.55
1st Section Completion	\$19.71
2nd Section Completion	\$20.87
3rd Section Completion	\$22.03

Upon successful completion of Mechanic Apprentice program the employee moves to the 1st Year Mechanic rate.

*Rates based on 80%, 85%, 90% and 95% of Mechanic 1st Step Rate. If a current County employee becomes a Mechanic Apprentice and has a higher pay rate than the Starting Rate, that employee's salary is redlined until such time as his/her pay rate is in the salary range for Mechanic Apprentice.

Mechanics will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

** Completion of the specified number of years worked in a grade will qualify a storekeeper or coach/service attendant for promotion to the next grade. For a Mechanic, completion of one (1) year in a step will qualify a Mechanic for promotion to the next step. Increases in wage rates will become effective at the first pay period following completion of the years worked in grade. Unexcused absences will not be counted in computing time in grade.

		<u>FY 22/23</u>
III. Paint and Body Technicians		
1st Year		\$24.67
2nd Year		\$25.42
3rd Year		\$26.18
4th Year		\$26.97
5th Year		\$27.77
Thereafter Step		\$37.51

Paint and Body Technicians will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

3. Article 47 – Letters of Understanding is amended as follows:

ARTICLE 47 - LETTERS OF UNDERSTANDING

21. Added Letter of Understanding for Paint and Body Technician Classification Update to January 29, 2020, Letter of Understanding.

22. Added Letter of Understanding for the Creation and Implementation of Bus Operator New Hire Sign-On Bonus Program.

SIGNATURE PAGE

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed and signed by their duly authorized representatives, as of this ____ day of _____, 2022.

AMALGAMATED TRANSIT UNION,
LOCAL 1267

BROWARD COUNTY, FLORIDA
BY ITS BOARD OF COUNTY
COMMISSIONERS

By _____
William Howard, President

By _____
Mayor Michael Udine,
Broward County

By _____
Erik Campbell, Vice-President

By _____
Monica Cepero, County
Administrator

By _____
Bargaining Team Member

By _____
Tim Garling Deputy Director,
Transportation

By _____
Bargaining Team Member

By _____
David Kahn Director,
Human Resources

By _____
Bargaining Team Member

By _____
Allen Wilson
Senior Labor Relations
Manager

ARTICLE 17

PROBATIONARY PERIOD

The probationary period as herein established is to provide a trial period during which the Employer may judge the new employee's ability, competency, fitness, and other qualifications to perform the work for which s/he is employed.

Section 1: For all unit employees the probationary period shall be for six (6) calendar months from the established "date and hour of employment."

ARTICLE 26

WAGES

Section 1: The wage rate for all unit employees employed at date of execution of this contract will be adjusted as shown on wage rate schedule in Section 6.

Section 2: Pay day will be on a bi-weekly basis.

Section 3: When an error occurs in an employee's regular pay which causes it to be short and said error occurred on the part of the Employer of Ten Dollars (\$10.00) or more, a check correcting the error will be issued within three (3) working days of the time the error is brought to the attention of the Employer. If overpaid, the pay back will be agreed to by the employee/employer and the Union.

Section 4: The Employer agrees not to hold any employee's pay for the purpose of requiring the employee to meet with supervision.

Section 5: Employees performing specialized work as machinist or electronics/fare box technicians will have that title added to their pay classification and their work specialty will be bid as separate classification.

Section 6:

A. FY 2020/2021

1. Current employees in steps shall receive only the applicable step increase.
2. Effective October 1, 2020, the "Thereafter Step" shall be adjusted upward two percent (2.0%).
3. Effective the first pay period in October 2020 (October 4, 2020), all current unit employees at the "Thereafter Step" as of October 1, 2020, 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%).

			<u>FY 20/21</u>
I. 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
II. Part Time Operators			
1 st year after training			\$16.00
Next 24 months			\$16.48
Next 24 months			\$16.97
Next 24 months			\$17.48
Next 24 months			\$18.00
Next 24 months			\$18.54
III. Thereafter Rates – All Operators			
“Thereafter Step”			\$27.04

IV. Crew Vehicle

\$24.49

Operators employed prior to October 1, 1994, will receive an additional 10¢ per hour increase after completion of 5, 10, and 15, years of continuous service. Effective October 1, 1994, Operators employed prior to October 1, 1994, will receive an additional 10¢ per hour increase after completion of 20 years of continuous service and will continue to receive the 5 year increase as described above.

Operators hired on or after October 1, 1994, will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

Operators moving from part-time to full-time or full-time to part-time will be given credit for months of service in terms of full-time or part-time equivalents, regardless of probationary status. This determination is based on the number of months worked since the operator's hire date, appointment date or last scheduled wage rate change.

Maintenance

	<u>FY 20/21</u>
I. Storekeepers	
1 st Year	\$15.50
2 nd Year	\$15.97
3 rd Year	\$16.45
4 th Year	\$16.94

5th Year	\$17.45
6th Year	\$17.97
	\$27.18
Thereafter Step	

Storekeepers will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

	<u>FY 20/21</u>
Coach Service Attendants	
1st Year	\$13.47
2nd Year	\$13.87
3rd Year	\$14.29
4th Year	\$14.72
5th Year	\$15.16
6th Year	\$15.61
	\$23.79
Thereafter Step	

Coach Service Attendants will receive an additional 10¢ per hour increase after completion of 10 and 15 years of continuous service. Effective October 1, 1994, Coach Service Attendants employees will receive an additional 10¢ per hour increase after completion of 20 years of continuous service.

		<u>FY 20/21</u>
II. Mechanics		
1st Year		\$23.19
2nd Year		\$23.90
3rd Year		\$24.64
4th Year		\$25.40
5th Year		\$26.19
Thereafter Step		\$34.32

	<u>FY 20/21</u>
Mechanic Apprentice**	
Starting Rate	\$18.55
1st Section Completion	\$19.71
2nd Section Completion	\$20.87
3rd Section Completion	\$22.03

Upon successful completion of Mechanic Apprentice program the employee moves to the 1st Year Mechanic rate.

*Rates based on 80%, 85%, 90% and 95% of Mechanic 1st Step Rate. If a current County employee becomes a Mechanic Apprentice and has a higher pay rate than the Starting Rate, that employee's salary is redlined until such time as his/her pay rate is in the salary range for Mechanic Apprentice.

Mechanics will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

** Completion of the specified number of years worked in a grade will qualify a storekeeper or coach/service attendant for promotion to the next grade. For a Mechanic, completion of one (1) year in a step will qualify a Mechanic for promotion to the next step. Increases in wage rates will become effective at the first pay period following completion of the years worked in grade. Unexcused absences will not be counted in computing time in grade.

		<u>FY 20/21</u>
III. Paint and Body Technicians		
1st Year		\$24.19
2nd Year		\$24.92
3rd Year		\$25.67
4th Year		\$26.44
5th Year		\$27.23
Thereafter Step		\$35.34

B. FY 2021/2022

1. Current employees in steps shall receive only the applicable step increase.
2. Effective October 1, 2021, all Steps shall be adjusted upward two percent (2%), including the "Thereafter Step."
3. Effective the first pay period in October 2021 (October 3, 2021), all current unit employees and employees 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%).

			<u>FY 21/22</u>
I. Full Time Operators			
1st 12 months (including training)			\$16.32
Next 12 months			\$16.81
Next 12 months			\$17.31

Next 12 months			\$17.83
Next 12 months			\$18.36
Next 12 months			\$18.91
II. Part Time Operators			
1 st year (including training)			\$16.32
Next 24 months			\$16.81
Next 24 months			\$17.31
Next 24 months			\$17.83
Next 24 months			\$18.36
Next 24 months			\$18.91
III. Thereafter Rates – All Operators “Thereafter Step”			\$28.13
IV. Crew Vehicle			\$25.48

Operators employed prior to October 1, 1994, will receive an additional 10¢ per hour increase after completion of 5, 10, and 15, years of continuous service. Effective October 1, 1994, Operators employed prior to October 1, 1994, will receive an additional 10¢ per hour increase after completion of 20 years of continuous service and will continue to receive the 5 year increase as described above.

Operators hired on or after October 1, 1994, will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

Operators moving from part-time to full-time or full-time to part-time will be given credit for months of service in terms of full-time or part-time equivalents, regardless of probationary status. This determination is based on the number of months worked since the operator's hire date, appointment date or last scheduled wage rate change.

Maintenance

	<u>FY 21/22</u>
I. Storekeepers	
1 st Year	\$15.81
2 nd Year	\$16.29
3 rd Year	\$16.78
4 th Year	\$17.28
5 th Year	\$17.80
6 th Year	\$18.33

Thereafter Step	\$28.27

Storekeepers will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

	<u>FY 21/22</u>
Coach Service Attendants	
1st Year	<u>\$14.02</u>
2nd Year	<u>\$14.43</u>
3rd Year	<u>\$14.72</u>
4th Year	<u>\$15.16</u>
5th Year	<u>\$15.61</u>
6th Year	<u>\$16.07</u>
Thereafter Step	\$24.76

If the Living Wage rate, as established by Broward County's Living Wage Ordinance, is adjusted higher than the first step of the Coach Service Attendant job classification, the first step will be adjusted upward to the Living Wage rate, and all other steps for the Coach Service Attendant job classification will be adjusted upwards by the same percentage, with the exception of the thereafter step.

Coach Service Attendants will receive an additional 10¢ per hour increase after completion of 10 and 15 years of continuous service. Effective October 1, 1994, Coach Service Attendants employees will receive an additional 10¢ per hour increase after completion of 20 years of continuous service.

		<u>FY 21/22</u>
II. Mechanics		
1st Year		\$23.65
2nd Year		\$24.38
3rd Year		\$25.13
4th Year		\$25.91
5th Year		\$26.71
Thereafter Step		\$35.71

	<u>FY 21/22</u>
Mechanic Apprentice**	
Starting Rate	\$18.55

1st Section Completion	\$19.71
2nd Section Completion	\$20.87
3rd Section Completion	\$22.03

Upon successful completion of Mechanic Apprentice program the employee moves to the 1st Year Mechanic rate.

*Rates based on 80%, 85%, 90% and 95% of Mechanic 1st Step Rate. If a current County employee becomes a Mechanic Apprentice and has a higher pay rate than the Starting Rate, that employee's salary is redlined until such time as his/her pay rate is in the salary range for Mechanic Apprentice.

Mechanics will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

** Completion of the specified number of years worked in a grade will qualify a storekeeper or coach/service attendant for promotion to the next grade. For a Mechanic, completion of one (1) year in a step will qualify a Mechanic for promotion to the next step. Increases in wage rates will become effective at the first pay period following completion of the years worked in grade. Unexcused absences will not be counted in computing time in grade.

		<u>FY 21/22</u>
III. Paint and Body Technicians		
1st Year		\$24.67
2nd Year		\$25.42
3rd Year		\$26.18
4th Year		\$26.97
5th Year		\$27.77
Thereafter Step		\$36.77

Paint and Body Technicians will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

C. FY 2022/2023

2. Current employees in steps shall receive only the applicable step increase.
2. Effective October 1, 2022, the "Thereafter Step" shall be adjusted upward two percent (2.0%).
3. Effective the first pay period in October 2022 (October 2, 2022), all current unit employees at the "Thereafter Step" as of October 1, 2022, 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%).

			<u>FY 22/23</u>
1st 12 months (including training)			\$16.32
Next 12 months			\$16.81
Next 12 months			\$17.31
Next 12 months			\$17.83
Next 12 months			\$18.36
Next 12 months			\$18.91
II. Part Time Operators			
1st year (including training)			\$16.32
Next 24 months			\$16.81
Next 24 months			\$17.31
Next 24 months			\$17.83
Next 24 months			\$18.36
Next 24 months			\$18.91
III. Thereafter Rates – All Operators			
“Thereafter Step”			\$28.69
IV. Crew Vehicle			\$25.99

Operators employed prior to October 1, 1994, will receive an additional 10¢ per hour increase after completion of 5, 10, and 15, years of continuous service. Effective October 1, 1994, Operators employed prior to October 1, 1994, will receive an additional 10¢ per hour increase after completion of 20 years of continuous service and will continue to receive the 5 year increase as described above.

Operators hired on or after October 1, 1994, will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

Operators moving from part-time to full-time or full-time to part-time will be given credit for months of service in terms of full-time or part-time equivalents, regardless of probationary status. This determination is based on the number of months worked since the operator's hire date, appointment date or last scheduled wage rate change.

Maintenance

	<u>FY 22/23</u>
I. Storekeepers	

1st Year	\$15.81
2nd Year	\$16.29
3rd Year	\$16.78
4th Year	\$17.28
5th Year	\$17.80
6th Year	\$18.33
Thereafter Step	\$28.84

Storekeepers will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

	<u>FY 22/23</u>
Coach Service Attendants	
1st Year	\$14.02
2nd Year	\$14.43
3rd Year	\$14.72
4th Year	\$15.16
5th Year	\$15.61
6th Year	\$16.07
Thereafter Step	\$25.26

If the Living Wage rate, as established by Broward County's Living Wage Ordinance, is adjusted higher than the first step of the Coach Service Attendant job classification, the first step will be adjusted upward to the Living Wage rate, and all other steps for the Coach Service Attendant job classification will be adjusted upwards by the same percentage, with the exception of the thereafter step.

Coach Service Attendants will receive an additional 10¢ per hour increase after completion of 10 and 15 years of continuous service. Effective October 1, 1994, Coach Service Attendants employees will receive an additional 10¢ per hour increase after completion of 20 years of continuous service.

		<u>FY 22/23</u>
II. Mechanics		
1st Year		\$23.65
2nd Year		\$24.38
3rd Year		\$25.13
4th Year		\$25.91
5th Year		\$26.71
Thereafter Step		\$36.42

	<u>FY 22/23</u>
Mechanic Apprentice**	
Starting Rate	\$18.55
1st Section Completion	\$19.71
2nd Section Completion	\$20.87
3rd Section Completion	\$22.03

Upon successful completion of Mechanic Apprentice program the employee moves to the 1st Year Mechanic rate.

*Rates based on 80%, 85%, 90% and 95% of Mechanic 1st Step Rate. If a current County employee becomes a Mechanic Apprentice and has a higher pay rate than the Starting Rate, that employee's salary is redlined until such time as his/her pay rate is in the salary range for Mechanic Apprentice.

Mechanics will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

** Completion of the specified number of years worked in a grade will qualify a storekeeper or coach/service attendant for promotion to the next grade. For a Mechanic, completion of one (1) year in a step will qualify a Mechanic for promotion to the next step. Increases in wage rates will become effective at the first pay period following completion of the years worked in grade. Unexcused absences will not be counted in computing time in grade.

		<u>FY 22/23</u>
III. Paint and Body Technicians		
1st Year		\$24.67
2nd Year		\$25.42
3rd Year		\$26.18
4th Year		\$26.97
5th Year		\$27.77
Thereafter Step		\$37.51

Paint and Body Technicians will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

ARTICLE 49
LETTERS OF UNDERSTANDING

The attached letters of understanding described below are to continue in effect throughout the term of this Agreement.

- 1) September 23, 1991, re: vendor items
- 2) June 27, 1995, re: Applicability of Federal Transit Administration Regulations to contractual Drug or Alcohol Testing.
- 3) October 5, 1999, re: Promotional Policy
- 4) December 19, 1995 re: Probation Period
- 5) Light Duty Policy Maintenance
- 6) October 8, 1999, re: Run Relief
- 7) October 8, 1999, re: Restroom Facilities
- 8) October 8, 1999, re: Labor Management Committee - Performance Bonus
- 9) October 8, 1999, re: Development of Guidelines - Diabetic Bus Operators
- 10) October 8, 1999, re: Clarification of Medical Arbitration and Light Duty
- 11) December 21, 2001, re: Shuttle Bus – Route 1
- 12) November 7, 2001, re: DROP/Bonus Days/Benefits While on Leave of Absence
- 13) February 2, 2007, re: Implementation of Full-Time Bus Operators Selecting Part-Time Runs
- 14) February 2, 2007, re: Letter of Understanding – Maintenance Assignment of Work
- 15) July 2, 2013, re: Letter of Understanding for Union participation for EasyPay (Time and Attendance, PayCard Program and Enterprise Resource Project).
- 16) July 2, 2013, re: Letter of Understanding regarding Health Insurance for Calendar Year 2013.
- 17) July 2, 2013, re: Letter of Understanding to review and discuss the current Accident Review Board Process.
- 18) November 15, 2016, re: Letter of Understanding – Accidents
- 19) January 29, 2020, re: Letter of Understanding – Pay for Future Declared Emergency Working Conditions
- 20) April 26, 2022, re: Letter of Understanding – Paint and Body Technician Classification

- 21) April 26, 2022, re: Letter of Understanding – Creation and Implementation of Bus Operator New Hire Sign-On Bonus Program
- 22) May 5, 2022, re: Letter of Understanding – Configuration of HCM system for Step Increase Processing



Finance and Administrative Services Department

HUMAN RESOURCES DIVISION

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April 25, 2022

William Howard, President
Amalgamated Transit Union, Local 1267
6000 N. University Drive
Tamarac, FL 33321

Tamarac, FL 33321

RE: Letter of Understanding – Amalgamated Transit Union, Local 1267
Paint and Body Technician Classification

Dear Mr. Howard:

The County and Union previously entered into a January 29, 2020, Letter of Understanding regarding the creation and implementation of the Paint and Body Shop Technician. The purpose of this letter is to document and update our mutual understanding of the agreement between the County and the Union regarding the Paint and Body Technician classification and the applicable contractual provisions.

Currently, Body Shop work, which includes painting, is being performed by the Paint and Body Shop Technician classification within the Maintenance Department. Employees in this classification perform the tasks set forth in Article 31, Section 6.

Accordingly, the parties agree to modify the January 29, 2020, Letter of Understanding as follows:

A. Paint and Body Technician classification.

1. The Paint and Body Technician job classification will not require possession of the ASE certifications as a minimum job requirement.
2. Mechanics who have elected to opt in to the Paint and Body Technician classification shall be placed in the identical wage step they previously occupied. For example, if an employee is at Step 3 of the Mechanic step plan, the employee will be placed in Step 3 of the Paint and Body Technician step plan. The new pay rates shall be effective the beginning of the next full pay period after Board approval of the addendum to the Collective Bargaining Agreement.
3. The Employer agrees to pay for the first test of each of the four (4) ASE certifications which include:

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B2 - Painting and Refinishing
B3 - Non-Structural Analysis and Damage Repair
B4 - Structural Analysis and Damage Repair
B5 - Mechanical /Electrical Components

Any re-testing is paid by the employee.

B. Opt-out of Paint and Body Technician classification

1. Paint and Body Technicians who elect to opt out from the Paint and Body Technician classification must notify management by November 1, 2022, of their intent to leave the Paint and Body Shop. The employee will participate in the December 2022 Mechanic "Pick," shall retain their Mechanic seniority and shall exercise their seniority during the December 2022 Mechanic "Pick."
2. All other employees in a Paint and Body Technician position who leave the Paint and Body Technician classification after the December 2022 Mechanic "Pick" may apply for a vacant Mechanic classification and, if selected, shall leave with no Mechanic seniority.

C. There shall be no layoffs in the Mechanic classification as a result of Paint and Body Technicians leaving the Paint and Body Technician classification and exercising their seniority in a job assignment pick pursuant to 1. and 2. above.

Unless otherwise modified by this letter of understanding the January 29, 2020, shall remain in effect as applicable.

Should the content of this letter accurately reflect our mutual understanding regarding the implementation of the Paint and Body Technician, please indicate your concurrence by signing below and returning to my attention.

Sincerely,

David Kahn, Director
Human Resources Division

William Howard, President
Amalgamated Transit Union, Local 1267

DK/aw



Finance and Administrative Services Department

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April 25, 2022

William Howard, President
Amalgamated Transit Union, Local 1267
6000 N. University Drive
Tamarac, FL 33321

RE: Letter of Understanding – Amalgamated Transit Union, Local 1267
Creation and Implementation of Bus Operator New Hire Sign-On Bonus Program

Dear Mr. Howard:

The purpose of this letter is to document our mutual understanding of an agreement between the County and the Union regarding the creation and implementation of a Bus Operator New Hire Sign-On Bonus Program "Sign-On Bonus Program". As you are aware, the Transportation Department has experienced difficulties hiring Bus Operators.

To promote, enhance, and attract a greater number of Bus Operator applicants, a flat sign-on bonus of \$1,000, less applicable taxes and withholdings, will be paid to new hire Bus Operator employees after they successfully complete their six (6) month Bus Operator probationary period.

The following condition applies: Any employee who voluntarily terminates employment with the County with an effective date within the twelve (12) months following the date the bonus was received; shall be required to reimburse the County the sign-on bonus in full. The amount due shall be, at the County's option, deducted from the employee's remaining paycheck(s), reimbursed directly by the employee, or a combination thereof.

The Sign-On Bonus Program is effective from the date of the execution of this Letter of Understanding through September 30, 2023, unless mutually extended by the County and the Union. Current County Bus Operators are not eligible for the Sign-On Bonus Program.

Should the content of this letter accurately reflect our mutual understanding regarding the implementation of the Sign-On Bonus Program, please indicate your concurrence by signing below and returning to my attention.

Sincerely,

David Kahn, Director
Human Resources Division

William Howard, President
Amalgamated Transit Union, Local 1267

DK/aw

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May 5, 2022

William Howard, President
Amalgamated Transit Union, Local 1267
6000 N. University Drive
Tamarac, FL 33321

RE: Letter of Understanding – Amalgamated Transit Union, Local 1267
Configuration of HCM system for Step Increase Processing

Dear Mr. Howard:

The purpose of this letter is to document our mutual understanding of an agreement between the County and the Union regarding the configuration of the County's Human Capital Management system for the automation of the step movements for Bus Operators.

Specifically, with the removal of the Bus Operator Trainee classification, new Bus Operator employees will receive their first step increase 12 months from their hire date. Consistent with this approach, current Bus Operators' step effective dates will be changed to their hire date or the date they joined an ATU 1267 covered job classification, instead of the adjusted seniority date.

Should the content of this letter accurately reflect our mutual understanding regarding the implementation of the step increases based on hire date, please indicate your concurrence by signing below and returning to my attention.

Sincerely,

David Kahn, Director
Human Resources Division

William Howard, President
Amalgamated Transit Union, Local 1267

DK/aw

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