

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 2020/2021

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 2020/2021, the parties have the right to reopen Article 26, Wages.
2. The parties agree that the wage adjustment for Operator Trainee and Coach Service Attendant is not a precedent for future changes that may be requested by the County or Union for wage adjustments.
3. As a result of the reopening, **Article 26 – Wages, Section 6**, shall be modified as follows effective within 60 days after Board approval:

**Article 26 – Wages**

**A. Fiscal Year 2020/2021:**

	<b><u>FY 20/21</u></b>
I. Operator Trainee	\$13.61
1 <sup>st</sup> 12 months after training	\$16.00
Next 12 months	\$16.48
Next 12 months	\$16.97
Next 12 months	\$17.48
Next 12 months	\$18.01
Next 12 months	\$18.55
Coach Service Attendants	<b><u>FY 20/21</u></b>
1 <sup>st</sup> Year	\$13.61
2 <sup>nd</sup> Year	\$14.01
3 <sup>rd</sup> Year	\$14.43
4 <sup>th</sup> Year	\$14.86
5 <sup>th</sup> Year	\$15.30
6 <sup>th</sup> Year	\$15.75
Thereafter Step	\$23.79

**B. Fiscal Year 2021/2022:**

	<b><u>FY 21/22</u></b>
I. Operator Trainee	\$13.61
1 <sup>st</sup> 12 months after training	\$16.00
Next 12 months	\$16.48
Next 12 months	\$16.97
Next 12 months	\$17.48
Next 12 months	\$18.01
Next 12 months	\$18.55
	<b><u>FY 21/22</u></b>
Coach Service Attendants	
1 <sup>st</sup> Year	\$13.61
2 <sup>nd</sup> Year	\$14.01
3 <sup>rd</sup> Year	\$14.43
4 <sup>th</sup> Year	\$14.86
5 <sup>th</sup> Year	\$15.30
6 <sup>th</sup> Year	\$15.75
Thereafter Step	\$24.27

**C. Fiscal Year 2022/2023:**

	<b><u>FY 22/23</u></b>
I. Operator Trainee	\$13.61
1 <sup>st</sup> 12 months after training	\$16.00
Next 12 months	\$16.48
Next 12 months	\$16.97
Next 12 months	\$17.48
Next 12 months	\$18.01
Next 12 months	\$18.55
	<b><u>FY 22/23</u></b>
Coach Service Attendants	
1 <sup>st</sup> Year	\$13.61
2 <sup>nd</sup> Year	\$14.01
3 <sup>rd</sup> Year	\$14.43
4 <sup>th</sup> Year	\$14.86
5 <sup>th</sup> Year	\$15.30
6 <sup>th</sup> Year	\$15.75
Thereafter Step	\$24.76

3. The actual amended language of the CBA reflecting the above-stated changes is attached hereto.
4. Except as expressly modified by this Addendum, all terms and conditions of the CBA remain in full force and effect.

**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 \_\_\_\_\_, 2021.

AMALGAMATED TRANSIT UNION,  
LOCAL 1267

BROWARD COUNTY, FLORIDA  
BY ITS BOARD OF COUNTY  
COMMISSIONERS

By \_\_\_\_\_  
William Howard, President

By \_\_\_\_\_  
Mayor Steve Geller, Broward  
County

By \_\_\_\_\_  
Erik Campbell, Vice-President

By \_\_\_\_\_  
Bertha Henry, County  
Administrator

By \_\_\_\_\_  
Bargaining Team Member

By \_\_\_\_\_  
Christopher Walton  
Director, Transportation

By \_\_\_\_\_  
Bargaining Team Member

By \_\_\_\_\_  
David Kahn Director,  
Human Resources

By \_\_\_\_\_  
Bargaining Team Member

By \_\_\_\_\_  
Allen Wilson  
Senior Labor Relations  
Manager

## 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><b>FY 20/21</b></u>
I. Operator Trainee	\$13.61
1 <sup>st</sup> 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 <sup>st</sup> 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**

I. Storekeepers	<u>FY 20/21</u>
1 <sup>st</sup> Year	\$15.50
2 <sup>nd</sup> Year	\$15.97
3 <sup>rd</sup> Year	\$16.45
4 <sup>th</sup> Year	\$16.94
5 <sup>th</sup> Year	\$17.45
6 <sup>th</sup> Year	\$17.97
Thereafter Step	\$27.18

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

Coach Service Attendants	<u>FY 20/21</u>
1 <sup>st</sup> Year	\$13.61
2 <sup>nd</sup> Year	\$14.01
3 <sup>rd</sup> Year	\$14.43
4 <sup>th</sup> Year	\$14.86
5 <sup>th</sup> Year	\$15.30
6 <sup>th</sup> Year	\$15.75
Thereafter Step	\$23.79

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.

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

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

3<sup>rd</sup> 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.

III. Paint and Body Technicians

**FY 20/21**

1 <sup>st</sup> Year	\$24.19
2 <sup>nd</sup> Year	\$24.92
3 <sup>rd</sup> Year	\$25.67
4 <sup>th</sup> Year	\$26.44
5 <sup>th</sup> 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, the "Thereafter Step" shall be adjusted upward two percent (2.0%).
3. Effective the first pay period in October 2021 (October 3, 2021), all current unit employees at the "Thereafter Step" as of October 1, 2021, 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%).

I. Operator Trainee

**FY 21/22**

	\$13.61
1 <sup>st</sup> 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 <sup>st</sup> 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”	\$27.58
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IV. Crew Vehicle \$24.98

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**

I. Storekeepers	<b><u>FY 21/22</u></b>
1 <sup>st</sup> Year	\$15.50
2 <sup>nd</sup> Year	\$15.97
3 <sup>rd</sup> Year	\$16.45
4 <sup>th</sup> Year	\$16.94
5 <sup>th</sup> Year	\$17.45
6 <sup>th</sup> Year	\$17.97
Thereafter Step	\$27.72

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

Coach Service Attendants	<u>FY 21/22</u>
1 <sup>st</sup> Year	\$13.61
2 <sup>nd</sup> Year	\$14.01
3 <sup>rd</sup> Year	\$14.43
4 <sup>th</sup> Year	\$14.86
5 <sup>th</sup> Year	\$15.30
6 <sup>th</sup> Year	\$15.75
Thereafter Step	\$24.27

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.

II. Mechanics	<u>FY 21/22</u>
1 <sup>st</sup> Year	\$23.19
2 <sup>nd</sup> Year	\$23.90
3 <sup>rd</sup> Year	\$24.64
4 <sup>th</sup> Year	\$25.40
5 <sup>th</sup> Year	\$26.19
Thereafter Step	\$35.01

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

Upon successful completion of Mechanic Apprentices 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.

III. Paint and Body Technicians	<u><b>FY 21/22</b></u>
1 <sup>st</sup> Year	\$24.19
2 <sup>nd</sup> Year	\$24.92
3 <sup>rd</sup> Year	\$25.67
4 <sup>th</sup> Year	\$26.44
5 <sup>th</sup> Year	\$27.23
Thereafter Step	\$36.05

**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%).
2. 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><b>FY 22/23</b></u>
I. Operator Trainee	\$ 13.61
1 <sup>st</sup> 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 <sup>st</sup> 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”	\$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**

I. Storekeepers	<b><u>FY 22/23</u></b>
1 <sup>st</sup> Year	\$15.50
2 <sup>nd</sup> Year	\$15.97
3 <sup>rd</sup> Year	\$16.45
4 <sup>th</sup> Year	\$16.94
5 <sup>th</sup> Year	\$17.45
6 <sup>th</sup> Year	\$17.97
Thereafter Step	\$28.27

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

Coach Service Attendants	<b><u>FY 22/23</u></b>
1 <sup>st</sup> Year	\$13.61
2 <sup>nd</sup> Year	\$14.01
3 <sup>rd</sup> Year	\$14.43
4 <sup>th</sup> Year	\$14.86
5 <sup>th</sup> Year	\$15.30
6 <sup>th</sup> Year	\$15.75
Thereafter Step	\$23.32

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.

II. Mechanics	<b><u>FY 22/23</u></b>
1 <sup>st</sup> Year	\$23.19
2 <sup>nd</sup> Year	\$23.90
3 <sup>rd</sup> Year	\$24.64
4 <sup>th</sup> Year	\$25.40
5 <sup>th</sup> Year	\$26.19
Thereafter Step	\$35.71

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

III. Paint and Body Technicians	<b><u>FY 22/23</u></b>
1 <sup>st</sup> Year	\$24.19
2 <sup>nd</sup> Year	\$24.92
3 <sup>rd</sup> Year	\$25.67
4 <sup>th</sup> Year	\$26.44

5 <sup>th</sup> Year	\$27.23
Thereafter Step	\$36.77