

## ATU

December 19, 2019

### MECHANIC APPRENTICESHIP PROPOSAL

1. **Current helpers and service workers: receive an opportunity to enter apprenticeship programs as status quo with current programs**
  - a. Every helper/service worker (employed as of the date the agreement is signed) shall be provided an opportunity to enter an apprenticeship program after passing the Bennett test
  - b. If they decline the opportunity, they will receive a one-time \$5,000 bonus
  - c. Prior to selecting an apprenticeship, every helper/service worker shall have an opportunity to shadow current employees performing the work
  - d. Any employee who leaves the program (either voluntarily or failure to pass), shall have the right to return to helper/service worker position, but will move down in seniority based on time served in the program
  - e. If any employee develops a personal hardship (as determined by the JATC) during the first ½ time period of the program, they will have the opportunity to leave the program and return to the same position in the program and will not lose any seniority rights
  
2. **Apprenticeship Programs: After Opportunity Provided to Current Employees: Moving Forward**
  - a. Once all current helpers/service workers (employed as of the date the agreement is signed) have had the opportunity to enter a program, TriMet can establish minimum qualifications and can hire from the outside
  - b. If internal and external candidates are equally qualified, preference shall be given to internal (e.g. then-current employees) candidates
  - c. All Journey Worker classifications shall have a trainee program, including bus mechanic
  - d. Retain JATC and BOLI standards to govern training program & employees receive certification on completion of training
  - e. The hiring panel for outside hires shall include representation from union members of the JATC
  - f. The training programs shall include new product training in order to maintain in-house ability to perform maintenance work
  
3. **Outside Hires**
  - a. TriMet shall have the right to hire from the outside for Journey Worker positions. Any such employees shall receive at least 12 months on-the-job training, unless the JATC agrees to an exception.
  - b. TriMet cannot hire from the outside into any Journey Worker position unless it is maintaining the apprenticeship/training program in that position equal to the same number of outside hires
  - c. Outside hired Journey Workers into any rail position will be paid based on the trainee/journey worker classification scale equivalent to the number of hours they qualify for

- d. Outside hired Journey workers into the bus shall receive pay equivalent to 7<sup>th</sup> 6 months for apprentice mechanics (currently \$30.11) for 6 months, then move up to 8<sup>th</sup> 6<sup>th</sup> months (currently \$31.17) for 6 months. After 12 months, they shall receive Journey Worker mechanic pay.
- e. Any outside hired Journey Worker shall receive seniority behind any apprentice in the program at the time they were hired if any current helpers/service workers (as of the date of the agreement is signed) are in an apprentice program. Any outside hired Journey Workers hired with no current employees in the program at the time of their hire, shall receive seniority 12 months from the date of hire.

#### **4. Seniority**

- ATU assigns seniority in the event of a dispute
- All outside hired Journeyworkers prior to the date of the signing of this agreement, will go behind any apprentices in the program at the time they were hired

#### **5. Current Journey Workers**

- Current Journey Workers, regardless of seniority, shall not be required to remain in their current discipline. They can apply for any new position at any time.
- Art. 3, Section 5, Par. 5: Journeyworkers who is assigned to train Apprentice Mechanics will receive pay equivalent to Assistant Supervisor (pay code 930) during the time in which they are training an apprentice.
- Art. 3, Section 19: the Maintenance Department shall appoint journey level mechanics as Training Assistants on a temporary basis. Training position opportunities will be posted, and a selection process will be used to select employees for these temporary positions. Appointment to the position of Training Assistant will be for a 12-month period. Training Assistants will receive 125% of the Journey Worker rate, except that ..... (the remainder of Section 19 section a and b remains the same).
- Bring all JW classification pay rate up to highest such rate (currently \$36.60)