

**ARTICLE 9 – PAY SCHEDULES AND CLASSIFICATION**

**Section 1 – WAGE RATE ADJUSTMENT**

**Par. 1** For the term of this agreement, wages for all classifications, except Student Operators, covered by this Agreement will be increased 1.8% on December 1, 2019; with no other increases during the contract.

The current apprentice classifications that have current employees will be covered by a separate MOA, which will remain in effect for each apprentice classification until all current employees graduate or leave each classification. The raises for these classifications will track any general raise for ATU employees during this time period.

~~Yearly increases to be applied on base year salary. Longevity premiums for all employees (except maintenance journey workers, senior parts persons, and streetcar superintendents) shall be \$0.30 per hour after 15 years of service; an additional \$0.35 per hour after 20 years of service; an additional \$0.65 per hour after 25 years of service; and additional \$0.50 per hour after 30 years of service; and an additional \$0.50 per hour after 35 years of service.~~

**Section 2 – NEW JOBS AND CLASSIFICATIONS**

~~**Par 1.**—The District agreed on the following policy with reference to new jobs and classifications: In the event the District creates a job or classification within the bargaining unit but not presently covered by the Labor Agreement, openings shall first be offered to District employees and filled by these employees if they can meet the qualifications of the job as established by the District. In the event an employee has the basic qualifications necessary, s/he will be given a reasonable training period to learn the details of the job. In making its selection among qualified employees, seniority in the District will be considered. Reasonable rules and procedures to administer the above paragraph shall be worked out between the District and Union, as necessary.~~

The intention of this proposal is not to change the allowance structure, only to take into account the changes in the classification structure and new job classifications.

Longevity Premium A: all union employees except Technicians and Assistant Supervisors, Mechanics, Wheel True Techs, LR Vehicle Body & Paint Techs and Senior Parts-Persons shall receive a cumulative additional:

- \$ .30 after 15 years (\$ .30)
- \$ .35 after 20 years (\$ .65)
- \$ .65 after 25 years (\$1.30)
- \$ .50 after 30 years (\$1.80)
- \$ .50 after 35 years (\$2.30)

Longevity Premium B: Journeyworker Mechanics Technicians and Assistant Supervisors, LR Vehicle Tech & Wheel True Tech shall receive a cumulative additional:

- \$ .70 after 3 years (\$ .70)      \$ .70 after 25 years (\$3.50)
- \$ .70 after 8 years (\$1.40)      \$ .70 after 30 years (\$4.20)
- \$ .70 after 15 years (\$2.10)      \$ .70 after 35 years (\$4.90)
- \$ .70 after 20 years (\$2.80)

**Longevity Premium C:** All purchasing and stores employees except Jr. Partspersons will receive a cumulative additional amount:

\$ .45 after 3 years (\$ .45)	\$ .40 after 25 years (\$2.05)
\$ .40 after 8 years (\$ .85)	\$ .40 after 30 years (\$2.45)
\$ .40 after 15 years (\$1.25)	\$ .40 after 35 years (\$2.85)
\$ .40 after 20 years (\$1.65)	

Tool Allowance: The employees in the following job classifications receive a tool allowance of forty-five cents (\$0.45):

- 0182 Streetcar Training Maintenance Tech
- 0451 Streetcar Mechanic
- Xxx LRV Technician Trainee
- Xxx LRV Overhaul Technician Trainee
- Xxx Electronics Technician Trainee
- Xxx LRV Overhaul Technician
- Xxx LRV Electronics Technician
- 0551 LRV Technician
- 0529 Assistant Supervisor Rail
- 0552 Wheel Tire Technician
- Xxx Field Technician Trainee
- 0590 Assistant Supervisor Field Technician
- 0591 Field Technician
- 0872 Assistant Sup Commuter Rail
- 0875 Maintenance Tech Com Rail Trainee
- 0888 Maintenance Tech Com Rail Vehicles
- 0918 Trainer Bus Maintenance
- 0930 Assistant Supervisor Bus
- 0931 Diesel Technician
- Xxx Bus Electronic Technician
- Xxx Bus Body and Paint Technician
- Xxx Battery Electric Bus Technician

The tool allowance will also be paid during time that an employee in these jobs are temporarily upgraded to Supervisor.