

STATE OF OREGON, EMPLOYMENT RELATIONS BOARD

COST SUMMARY FORM

ATU DIVISION 757

For ERB Use Only

Case No. _____

Date Filed _____

Projected Increase/Decrease in Each Year
(add or shade unused columns as needed)

Proposal Description including Article or Section Numbers	Current Cost	Year 1	Year 2	Year 3	Total Projected Increase / Decrease	Explain calculations. List all factors and assumptions used in calculating costs for each year. Attach additional sheet if necessary.
<u>Article 1, Section 1, Par. 1:</u> Effective date of agreement						No known budget impact at this time
<u>Article 1, Section 2, Par. 1 & 2:</u> Membership and Dues deduction						No known budget impact at this time
<u>Article 1, Section 2, Par 3:</u> Representative Rights		\$140,764	\$281,529	\$281,529	\$703,822	Based on 2019 time spent by representatives on union work; This change, including the increased cost, is the result of a change in state law and not a request specific to ATU. The proposed contract language arises from the change in state law. ATU therefore does not consider the cost as a projected increase arising from its proposals, as the projected increase arises from state law.
<u>Article 1, Section 3:</u> Adjustment of Grievances and Arbitration						No known budget impact at this time

<u>Article 1, Section 4, Par. 2, 6:</u> Grievance procedure						No known budget impact at this time
<u>Article 1, Section 7, Par. 3(k):</u> Vacation conversion						No known budget impact at this time
<u>Article 1, Section 7, Par. 3(m):</u> employee vacation accrual						No known budget impact at this time
<u>Article 1, Section 9:</u> Health Insurance: Article 1, Section 9, Par. 1(a) – retroactive payment of increased costs of health insurance for active employees		\$2,280,786			\$2,280,786	
<u>Article 1, Section 9, Par 3:</u> Employee Assistance Program						No known budget impact at this time
<u>Article 1, Section 9, Par. 4:</u> Extended Sick Leave Benefit	\$134,417		\$313,639	\$313,639	\$627,278	Assumes the same number of qualifying weeks paid under this benefit as the number in 2019
<u>Article 1, Section 9, Par. 4:</u> Long Term Disability			\$245,048	\$245,048	\$490,096	Based on quote provided by the Standard; assumes TriMet pays full benefits cost (union proposal calls for voluntary plan paying partial cost); assumes rate stays the same
<u>Article 1, Section 13:</u> Seniority						No known budget impact at this time
<u>Article 1, Section 15:</u> Hours of Service						No known budget impact at this time

<u>Article 1, Section 19, Par. 4:</u> Recreation Trust Fund			\$75,000	\$75,000	\$150,000	
<u>Article 1, Section 19, Par. 10:</u> Child Care/Elder Assistance			\$75,000	\$75,000	\$150,000	
<u>Article 1, Section 19, Par 11:</u> Service Improvement Program						No known budget impact at this time
<u>Article 2, Section 1, Par. 2:</u> Allowances, Prep Time			\$743,044	\$743,044	\$1,486,088	Based on analysis provided by TriMet of Spring run 2020, annualized.
<u>Article 2, Section 1, Par. 2(g)(2) & Section 9, Par. 10:</u> Allowances, Road Relief (bus and rail)	\$712,718		\$1,245,414	\$1,289,004	\$2,534,418	Applied average operator wages to relief model provided by TriMet and reduced by 30% (based on offer) and by make-up time. Wages are escalated by 3.5% annually.
<u>Article 2, Section 1, Par. 7:</u> Reduction in sign-ups						Budget impact unknown, but anticipated costs saving based on fewer sign-ups
<u>Article 2, Section 1, Par. 10:</u> Various changes to subparagraphs related to Extra Board Rules, Report Operators, Pass Ups, Trading Work and Days Off, and General						Budget Impact unknown, but anticipated cost saving based on reduction in overtime
<u>Article 2, Section 4, Par. 6:</u> New Para. 6: Night Shift differential (Training Supervisors)			\$2,040	\$2,040	\$4,080	Based on average training schedule

Article 2, Section 5, Par. 1: New Para. 1: Night Shift differential (Road Operations)			\$10,920	\$10,920	\$21,840	Assumes current shift scheduling continues for the duration of the contract
Article 2, Section 8: Uniforms			\$1875	\$1875	\$3,750	Assumes the same number of Training Supervisors as current for each year in the contract
Article 2, Section 10: New Para. 1: Night Shift differential (Rail Operations)						No known budget impact at this time
Article 3, Section 1 General: Par. 2, Par. 7, Par. 10 and 11 related to seniority and other provisions						No known budget impact
Article 3, Section 2 & 3: Hiring and Filling of Positions						No known budget impact
Article 3, Section 2, Par. 8 & Section 16: Assistant Supervisor						Anticipated cost savings, but exact amount unknown because dependent on District implementation
Article 3, Section 2, Par. 9: Service Worker						No known budget impact at this time
Article 3, Section 5, Par. 5: Allowances (training)	\$12,638		\$240,131	\$240,131	\$480,262	Based on hours spent training in 2018
Article 3, Section 7: Mechanic Training Program						Anticipated costs saving; amount currently unknown

Article 3, Section 8: Tire Service						No known budget impact at this time
Article 3, Section 9: Maintenance Department Assistance Fund & Warranty Work (Par. 3)						No known budget impact at this time
Article 3, Section 11: LRT Maintenance Vehicle Mechanics Training						Anticipated costs saving; amount currently unknown
Article 3, Section 14, Par. 2: Warranty Work						No known budget impact at this time
Article 3, Section 15: LRT Training Programs						Anticipated costs saving; amount currently unknown
Article 3, Section 17: Bus overtime						No known budget impact at this time
Article 3, Section 18: Timekeeper/MMIS Clerk						No known budget impact at this time
Article 3, Section 19: Training Assistants	\$6254		\$18,764	\$18,764	\$37,528	Based on hours spent training in 2018
Article 3, Section 21: Hiring Trainees						No known budget impact at this time

Article 3, Section 22: MOW Overtime						No known budget impact at this time
Article 4, Section 4: Janitors						No known budget impact at this time
Article 4, Section 5: Training Program						Anticipated costs saving; amount currently unknown
Article 4, Section 5: Overtime						No known budget impact at this time
Article 6, Par. 1: Lunch Period						No known budget impact at this time
Article 6, Par. 1: Night shift differential						No known budget impact at this time
Article 6, Par. 2: Appointments						No known budget impact at this time
Article 6, Par. 8: Uniforms			\$1,200		\$1,200	Based on current costs of uniform winter coat and number of employees
Article 6, Par. 2: Field Outreach and Community Relations Representatives night differential	\$5		\$15	\$15	\$30	Based on 2019 night shift hours work and current shift schedules

Article 6, Section 2: Transit Advertising						No known budget impact at this time
Article 9, Section 1: Wage rate adjustment	\$180,215,101	\$6,307,529	\$13,141,291	\$20,311,488	\$39,760,308	All union employees receive 3.5% annual wage increase. Estimate includes workers currently on leave and all applicable step adjustments, allowances, and longevity bonuses.
Article 9, Section 1: Selective wage rate adjustment Technician/journeyworker mechanics		\$1,315,795	\$1,211,402	\$1,182,818	\$3,710,015	Estimate includes 3.5% annual increase.
Article 9, Section 1: Selective wage rate adjustment Money Room Supervisor		\$1,539	\$1,593	\$1,649	\$4,781	Estimate includes 3.5% annual increase.
Article 9, Section 1: Selective wage rate adjustment Timekeeper		\$1,539	\$1,593	\$1,649	\$4,781	Estimate includes 3.5% annual increase.
Article 9, Section 1: New bargaining unit member	\$127,000		\$36,612	\$36,612	\$73,224	
Article 10, Section 1, Par. 9: Defined Contribution Plan						No known budget impact at this time
Article 10, Section 1, Par. 11: Early Retirement			\$700,000	\$700,000	\$1,400,000	Based on difference between projected contributions and "medium" scenario, per Cheiron letter dated Sept. 30, 2020.
TOTAL (for each column)	181,208,132	10,047,952	18,346,111	25,530,225	\$53,924,287	