COLLECTIVE BARGAINING AGREEMENT

Between

SEIU Local 503,
Oregon Public Employees Union,
Basin Transit Employees
Local 777

And

Basin Transit Service

Expires June 30, 2028

Member Resource Center: 1-844-503-SEIU (7348)

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PREAMBLE

This Agreement is made and entered into by and between SEIU Local 503, OPEU, Local 777 hereinafter referred to as the "Union" and Basin Transit Service Transportation District, hereinafter referred to as the "Employer".

ARTICLE 1 - INTENT AND PURPOSE

It is the purpose of this Agreement to promote and provide a responsible labor relations policy between the Union and the Employer; to secure an orderly and equitable disposition of grievances which may arise under the Agreement; and to set forth the full and entire understanding of the parties reached as a result of good faith negotiations regarding wages and other specific conditions of employment of the employees covered by this Agreement.

All persons involved in the scope of this Agreement -- employees, the Employer, its supervisors, and the Union representatives -- are obligated and compelled to abide by its provisions and to extend the strongest effort to make it an effective document for the benefit of all concerned.

ARTICLE 2 - RECOGNITION

Section 1. Bargaining Unit Members. The Employer recognizes the Union as the sole and exclusive collective bargaining representative for all of its employees at its Klamath Falls, Oregon, transit facility and offices coming within the classifications of Lead Transit Operator, Transit Operator, Part Time Transit Operator, Lead Mechanic, Mechanic, Lead Dispatcher, Dispatcher, Part Time Dispatcher, Accountant I, Accountant II, Maintenance Worker, and Part Time Maintenance Worker and excluding supervisory, confidential, and management personnel as defined by ORS 243.650 (6) and (23).

Section 2. Bargaining Unit Work. Normally, only employees so classified shall perform bargaining unit work under the terms of this Agreement. Management employees, however, may perform the work of bargaining unit employees for reasonable periods of time: (1) for the purposes of on-the-job training, performance evaluation, maintaining technical proficiency; (2) for the purpose of moving a vehicle for display, advertising or public relation promotions, when no bargaining unit employee is available on duty; and (3) during emergency periods when no bargaining unit employee can reasonably be made available to perform such duties.

ARTICLE 3 – NON-DISCRIMINATION

Section 1. The Employer and the Union recognize the intent and purpose of public policy and mutually agree not to discriminate against any person with regard to employment or Union membership or activities, because of race, age, religion, color, sex, national origin, sexual orientation, gender identity, or physical or mental disabilities, except bona fide occupational qualifications, under Executive orders and Federal and State statutes and administrative rules and regulations.

ARTICLE 4 - UNION SECURITY

Section 1. Membership. Bargaining unit members who are members of the Union shall remain members in good standing. Upon written, electronic or recorded oral request from an employee, monthly Union dues plus any additional voluntary Union deductions shall be deducted from the employee's pay and remitted to the Union. All applications or cancellations of membership shall be submitted by the employee to the Union. Any written applications for Union membership and/or authorizations for Union dues and/or other deductions or dues cancellations which the Employer receives will be forwarded to the Union within ten (10) calendar days upon receipt. The Union will maintain the written, electronic and recorded oral authorization records and will provide copies to the Employer within ten (10) days upon request.

Section 2. Any written, electronic or recorded oral dues authorizations submitted that contains the following provision will cease only upon compliance by the employee with the stated condition as follows:

"This authorization is irrevocable for a period of one year from the date of execution and from year to year thereafter unless not less than thirty (30) and not more than forty-five (45) days prior to the end of the annual period or the termination of the contract between my employer and the Union, whichever occurs first, I notify the Union and my employer in writing, with my valid signature, of my desire to revoke this authorization."

Section 3. A file containing new authorizations or changes in authorizations for employee Union deductions will be submitted by the Union to the Employer electronically by the close of business on the business day immediately preceding the twentieth (20^{th}) of each month. The Employer agrees that new or changed payroll deduction authorizations submitted within the above timelines shall be made for the pay period following the submission of such list.

Section 4. The deductions collected from all employees, together with an itemized statement, shall be remitted to the Union's Salem Headquarters ten (10) days after such deductions are made. This information shall be provided in electronic format. This statement shall include the following information for every bargaining unit employee:

Name of Employee
Job Classification
Employee Identification Number
Date of Birth
Gross Pay
Regular/Base Pay
Hire Date
Work phone number and email address
Work location
Home phone number and home address
Full-time or part-time status
Amount of dues deducted from regular/base pay
Amount deducted from regular/base pay
Membership status
Regular Hours worked

Section 5. The Employer will send or email to the Union a copy of the Personnel Record Form (in the format attached hereto as Appendix C) for all new hires within ten (10) days of commencement of employment. The form shall be mailed to the Union at: SEIU Local 503, OPEU, Membership Dept., PO Box 12159, Salem, OR 97309 until notified otherwise.

Section 6. The Union agrees to indemnify and hold the Employer harmless for any loss arising from the operation of this Article.

ARTICLE 5 - UNION RIGHTS

Section 1. Union Stewards. The Union may designate six (6) employees of the Employer as Union stewards to assist in handling grievances and the administration of this Agreement. The Union shall be responsible for notifying the Employer of the employees so designated.

Section 2. Leave for Union Activity. All Union officers and stewards shall be granted reasonable leaves of absence without pay for off-the-job Union business. Time devoted to grievances and arbitration functions by no more than one (1) Union steward at a time representing the grievant(s) shall be paid time. Time devoted to collective bargaining negotiations on extensions or revisions to this Agreement shall also be paid in equal increments by the Employer and the Union up to a maximum total of ninety-six (96) hours each.

Section 3. Bulletin Boards. In addition to the existing employee bulletin board, the Employer agrees to furnish one (1) bulletin board, in a convenient place within the Employer facilities, for use by the Union in communicating meeting announcements and other Union business information to bargaining unit members.

Section 4. Visits by Union Representatives. Official Union paid staff representatives shall be allowed reasonable contact with bargaining unit members as long as there is not interference in the normal performance of duties.

Section 5. Joint Labor-Management Committee. In recognition of the benefits of ongoing communication and collaboration, a joint Labor-Management Committee shall be established. The Labor-Management Committee will consist of up to four (4) bargaining unit representatives representing two (2) or more classifications, one (1) SEIU Local 503, OPEU representative to be appointed by the Union and up to four (4) management representatives appointed by the Employer.

To facilitate communication between the parties, the committee shall meet regularly, at least once a calendar quarter, provided however, that both parties exchange agenda items one week prior to the scheduled meeting, or when mutually agreed upon by all parties. The BTS/SEIU employees appointed to the Labor- Management Committee shall be in pay status during time spent in committee meetings.

Labor-Management Committee meetings are a non-bargaining forum; its members do not have the authority to bargain on behalf of the Employer or the Union. The Committee shall not have power to contravene any provision of the Collective Bargaining Agreement. Unless otherwise provided, no discussion or review of any matter by the Committee shall forfeit or affect the time frames related to the grievance procedure. The activities and results of the Labor-Management Committee shall not be cited as precedent setting unless mutually agreed upon by all parties.

Any meeting minutes produced will be drafted by Union representatives, reviewed and approved by the General Manager, signed by the representatives of both the Union and the Employer, and then posted on the Union Bulletin Board no later than ten (10) days after the meeting.

ARTICLE 6 - MANAGEMENT'S RIGHTS

Except as may be specifically modified by the express terms of this Agreement, the Employer retains all rights of management in the operation of the Basin Transit Service and the direction of its work force.

Rights of management shall include, but not be limited to, the right to:

(a) Direct employees;
(b) Hire, promote, transfer, assign and retain employees;
(c) Suspend, discharge or take other proper disciplinary action against employees;
(d) Reassign employees in accordance with District's needs to preserve transit service;
(e) Relieve employees from duty because of lack of work or other reasons;
(f) Schedule work;
(g) Determine the methods, means and personnel by which operations are to be conducted, including contracting out of work to the extent that no employee is relieved from duty for lack of work;
(h) To adopt and revise periodically drug and alcohol testing policies and protocols as required to comply with Federal Transit Administration (FTA) requirements and law; and
(i) All other activities necessary to assure the efficient operation of the Employer.

ARTICLE 7 - EMPLOYER AND EMPLOYEE RESPONSIBILITIES

Section 1. The Employer agrees that it will provide employees with the most positive working environment possible; that it will hold all management personnel individually and collectively accountable to ensure that employees are treated with respect, fairness, and reasonable flexibility; and that it will cooperate in always promoting and advancing the health and welfare of its employees.

Section 2. The Union agrees that its members and others covered by the Agreement will individually and collectively give the Employer a fair day's work for the wages and benefits provided by this Agreement with efficiency and dedication; that they will use their reasonable best efforts to maintain the Employer's property and service; and that they will cooperate in promoting and advancing the welfare of the Employer and its service to the public at all times during working hours.

ARTICLE 8 - PERSONNEL RECORDS

Section 1. An employee may, upon written request, inspect the contents of their official personnel file and his/her immediate Supervisor's working personnel file. Upon request, active employees may receive a copy of

the contents of these files at any time at the cost of ten cents ($.10) per page or no more than once annually at no cost to the employee.

Section 2. No information or material reflecting critically upon an employee shall be placed in the employee's personnel file that does not bear the signature of the employee. The employee's signature confirms only that the supervisor has discussed and given a copy of the material to the employee. The signature does not indicate the employee's agreement or disagreement with the content of this material. The employee shall not withhold their signature once the supervisor has reviewed the document with the employee.

Section 3. No material reflecting critically on an employee shall be placed in the employee's official personnel file which is incorrect; a misrepresentation of facts, or an anonymous complaint or call-in, prior to the time an employee has had the opportunity to contest such material.

Section 4. Employees shall be entitled to prepare a written explanation or opinion regarding any critical material placed in their file. This employee explanation or opinion shall be attached to the critical material and shall be included as part of the employee's personnel record.

Section 5. An employee may include in their file's copies of any pertinent employment-related material he/she may wish, such as letters of favorable comment, licenses, certificates, or any other material which reflects favorably on the employee.

Section 6. Material reflecting caution, consultation, admonishment, warning, reprimand, or letter of expectations shall be retained in the official personnel file for a maximum of two (2) years, unless other disciplinary actions, which are for related conduct or for different conduct of similar severity, have been taken and sustained during that period. Documents purged from employee personnel files may be retained by the Employer in its inactive file archives for such periods as may from time-to-time be required by the Secretary of State, Archives Department, for public records, provided however that such purged documents shall not be used in any future disciplinary procedures.

ARTICLE 9 - DISCIPLINE AND DISCHARGE

Section 1. Employees will be informed if corrective action is necessary as soon as possible after any performance problem has been identified. Although one or more corrective action measures may be taken in connection with a particular performance problem or incident, corrective action may include any of a variety of actions depending on the circumstances and severity of the situation. Corrective actions taken at the discretion of the Employer range from non-disciplinary to disciplinary action up to and including termination. The corrective action process will not always commence with verbal counseling or include every step. Disciplinary action is not to be seen as a process in which one step always follows another. Some acts, particularly those that are intentional or serious, warrant more severe action on the first or a subsequent offense in accordance with the Employer's progressive discipline policy.

Section 2. Just Cause. Employees may be disciplined or discharged for Just Cause.

Section 3. Required Information. At time of hire, the Employer shall provide an employee with a copy of the Employer's handbook and policies. In case of any conflict between the handbook and policies and this Agreement, the Agreement shall supersede and govern.

Section 4. Union Representation. An employee who is subjected to an investigatory interview, which he/she believes might lead to discipline, shall be allowed the right to be accompanied by a Union steward or Union

representative of the employee's choice. The Union and the Employer shall take reasonable steps to inform employees of their rights. The Employer shall offer an employee, prior to a meeting in which the Employer plans to issue discipline to the employee, the opportunity to be accompanied by a steward or the Union representative. The steward involved shall be on paid time.

Section 5. Investigative Hearing. In case of alleged or suspected misconduct, or chargeable incident/accident (defined as causing appreciable damage in the reasonable discretion of the Supervisor) by an employee, the Employer may elect to place an employee on administrative leave with or without pay, pending the outcome of an investigation. In all cases of investigation, whether under paid or unpaid suspension, the Employer will conclude the investigation in a timely and reasonable manner not to exceed twenty-five (25) calendar days. This timeline may be extended through mutual agreement between the Employer and the Union; this agreement shall not be unreasonably withheld.

Section 6. Non-Disciplinary action. Where appropriate, the principles of non-disciplinary action shall be used, to correct an employee's deficiencies in performing their work. The following shall be considered non-disciplinary action for employees:

- Verbal coaching, mentoring, and counseling which may be documented by the supervisor and placed in their files.
- Letter of concern. Letters of concern will focus on the employee's behavior that is of concern. Letters of concern will not have a warning of discipline and termination written in the letter and will be placed in the employee's file.

Section 7. Progressive Discipline. The principles of progressive discipline shall be used, except for when prohibited by law.

Discipline shall include, but not be limited to:

(a) Written warning, which will be placed in the employee's file.
(b) Reduction of pay: one (1) step for two pay periods, which will be confirmed in writing and placed in the employee's file.
(c) Reduction of pay: two (2) steps for two pay periods, which will be confirmed in writing and placed in the employee's file.
(d) Administrative Leave: employees may be verbally suspended from work, which will be immediately confirmed in writing and placed in the employee's file. Administrative leave is normally used to remove an employee from the organization's premises during an investigation or as a disciplinary action. A suspension may be paid or unpaid.
(e) Demotion, which will be documented in the employee's file.
(f) Termination, which will be documented in the employee's file.

Section 8. Discipline Appeals. An employee reduced in pay, demoted, suspended without pay or dismissed shall receive written notice of the proposed discipline with the specific charges and facts supporting the proposal and be given fifteen (15) business days to respond to or refute the specific charges and facts and to present any mitigating circumstances before the proposed disciplinary action is taken, except in instances where immediate suspension is required due to the Employer's obligation to protect the public or other employees of the District. This timeline may be extended through mutual agreement between the Employer and the Union; this agreement shall not be unreasonably withheld.

Section 9. Discipline Grievances. Notwithstanding any provisions of Article 10, Grievance and Arbitration, to the contrary, discipline grievances must be appealed by a grievance filed within fifteen (15) business days of the

effective date of such discipline. The discipline or removal of probationary and temporary/seasonal employees may not be appealed.

Section 10. Notification. The Employer shall have the following statement appear on all dismissals and disciplinary actions covered in this Article:

"If you choose to contest this action you have a right to be represented by the SEIU Local 503, OPEU and you must file an appeal within fifteen (15) business days from the effective date of this action in accordance with Article 10 – Grievance and Arbitration."

ARTICLE 10 - GRIEVANCE AND ARBITRATION

Section 1. Any grievance or dispute which may arise between the employee, Union or management shall be settled in the following manner:

Step 1. Except as noted in Article 9, Discipline and Discharge, the grievant(s) or Union shall submit the grievance to the employee's immediate supervisor within thirty (30) calendar days of the date the grievant(s) or the Union knows or by reasonable diligence should have known of the alleged grievance. The written grievance shall contain the following:

(a) A description of why the employee believes there is a dispute;
(b) The specific article or section of the agreement that has allegedly been violated, the specific facts relied upon to establish the basis for the alleged violation, and a description of how the specific facts relied upon, have violated the contract;
(c) The remedy requested; and
(d) The employee's signature.

In all cases, the grievant(s) and/or the Union and the supervisor will meet within fifteen (15) business days following the filing of the grievance in an attempt to resolve the grievance at the lowest possible level of management. Failure to meet, however, will not invalidate the grievance.

If an employee is discharged, he/she may elect to have an informal hearing with the Employer within five (5) business days of such discharge, and he/she may further elect to have a Union representative present, but the employee and the Union reserve the right to file a formal grievance on the discharge. In any event, the immediate supervisor shall respond in writing to the grievance within fifteen (15) business days of meeting with the employee and/or Union representative on this grievance.

The Union shall not bypass Step 1 unless the Union and Employer agree that it is of interest to both parties to resolve the dispute. This agreement shall not be unreasonably withheld.

Step 2. When the response at Step 1 does not resolve the grievance, the grievance may be submitted to Step 2 by the Union within fifteen (15) business days after the immediate supervisor's Step 1 response is due or received. The appeal shall be submitted in writing to the General Manager or designee, who shall respond in writing within fifteen (15) business days after receipt of the Step 2 appeal.

Step 3. If the employee disagrees with the outcome at Step 2,and failing to settle the grievance in accordance with Step 2, if pursued, the grievance may be submitted by the Union to a joint Union/Employer "last chance" panel for resolution. Participation in the "last chance" panel is voluntary and the Employee and the Employer must each

consent in writing to participate. If both parties consent, they shall be bound by the provisions of this Article as to the "last chance panel" and bound by the resolution of the grievance in accordance with its provisions. If they do not consent, the matter may be arbitrated as set forth below. The parties must consent within fifteen (15) business days of the General Manager's decision at Step 2.

The intention of the "last chance panel" is to provide for level-headed, common sense, independent deliberation amongst the designees as to the merits of the grievance. The parties shall each appoint two (2) members to a four (4) person "last chance" grievance/arbitration review panel composed of two (2) designees of the Union and two (2) designees of the Employer. The designees of the Employer may not be union represented employees.

The panel shall meet to conduct a hearing within fifteen (15) business days of the parties' mutual consent to utilize the last chance panel.

The last chance panel shall appoint a chairperson who shall preside over the hearing. The parties shall abide by the directives of the chairperson in that regard. Employer and Employee may submit an agenda to the panel for consideration, but the panel shall approve its agenda and proceed in accordance therewith. The hearing shall allow each side to present relevant facts and legal arguments to the panel, within a reasonable time. The panel may limit the ability of a party to present matters that are irrelevant, redundant and/or outside of the scope of matters necessary for the resolution of the grievance.

Except as provided herein, the conduct of the hearing shall be governed by Robert's Rules of Order.

After each side is provided an opportunity to make its presentation to the panel, the panel shall deliberate in private, without further input from the parties unless requested by the panel. In the event that the majority of the panel votes to uphold or deny the grievance, the parties shall be notified and the matter shall be resolved in accordance with the panel's decision and the parties shall be bound by that decision without further review. In the event that the panel cannot reach a majority decision, the matter may be arbitrated as described below.

Step 4. Arbitration. If arbitration is required due to an inability of the last chance panel to reach a majority decision, or a lack of consent between the parties to utilize the last chance panel, the employee may seek review of the General Manager's decision at Step 2 through arbitration. Arbitration must be commenced within 30 days of the General Manager's decision or thirty (30) days from the date that the last chance panel determines that it cannot reach a majority decision. Arbitration shall be commenced by 1) the employee notifying the Employer in writing of its decision to arbitrate, and 2) the employee notifying the ERB of its intent to arbitration. The employee shall request a list of at least 5 but no more than 10 qualified arbitrators. The parties will alternately strike from the ERB list of qualified arbitrators until only one (1) name remains on the list. The toss of the coin shall determine which party will strike the first name. The parties will then jointly notify the arbitrator of his/her selection. Arbitration will thereafter commence on a date to be selected by the arbitrator and agreed to by the parties.

The parties agree that the decision or award of the arbitrator shall be final and binding on each of the parties. The arbitrator's decision shall be based upon this Agreement, and all applicable laws, rules and regulations. The arbitrator shall have no authority to rule contrary to, amend, add to, subtract from, change or eliminate any terms of this Agreement. The arbitrator's award shall be issued within thirty (30) days from the date of the arbitration hearing.

Section 2. Fees of the arbitrator and his/her expenses of conducting the arbitration shall be borne equally by the

parties.

Section 3. No reprisals shall be taken against any employee for exercising his/her rights under this Article.

ARTICLE 11 - SENIORITY

Section 1. An employee's seniority shall consist of continuous service with the Employer based upon the most recent date of hire into the bargaining unit and shall not be broken except as provided in this Article. Permanently assigned management employees, returning to bargaining unit work as a permanent assignment, shall have a seniority date beginning on the first day of such permanent assignment.

Section 2.

(a) Subject to Section (b) below, seniority shall be calculated from an employee's last date of hire into a job classification.
(b) Wages, benefits, and leave accruals shall be calculated in accordance with service years as specific in Article 20;
(c) Regarding all other seniority rights, an employee's seniority shall be calculated from the date of permanent hire into a particular classification.

Section 3. Seniority rights are specifically outlined as follows and as designated in applicable Articles of this Agreement:

(a) Job classification
1. Transit operator (Includes operating all vehicles for all current and future transit service provided by the Employer))
2. Part-time Transit Operator (Includes operating all vehicles for all current and future transit service provided by the Employer)
3. Lead Mechanic
4. Mechanic
5. Maintenance Worker
6. Lead Dispatcher
7. Dispatcher
8. Part-Time Dispatcher
9. Accountant I
10. Accountant II
11. Part-Time Maintenance Worker
12. Lead Transit Operator

(b) Work assignment picks
(c) Layoff and recall
(d) Vacation priority

Section 4. Layoff is an involuntary reduction in the work force necessitated due to loss of funding or other curtailment of services, other than resignation, that does not reflect discredit on the employee. The Employer shall determine the classification(s) in which layoff is to occur and lay employees off in inverse order of seniority within each classification(s).

Section 5. After a layoff has occurred, should funding or services be restored or expanded or temporary routes established, the Employer shall recall employees beginning with the most senior employee in the affected classification and shall progress to the next senior employee in that classification, etc., until all jobs are filled.

Section 6. Probationary employees shall be placed on the seniority list and accrue seniority from the first date of employment.

Section 7. Seniority shall be broken only under the following conditions:

(a) Discharge;
(b) Resignation; Employees who voluntarily resigned from their employment with the Employer will not receive credit for prior time worked for seniority. A new anniversary date will be established based on the date of rehire. All rehires shall be considered new employees, except where the Employee Retirement Income Security Act may rule otherwise for pension purposes.
(c) Collective bargaining employees who were separated because of a layoff in workforce and recalled will receive full credit for prior time worked. Failure of an employee to return from layoff within ten (10) calendar days of receipt of certified mail recalling the employee to return to work shall break seniority.
(d) Failure to return from leave of absence, without the approval by the Employer in the case of extenuating circumstances.

ARTICLE 12 - JOB CATEGORIES

Employee status is categorized to make distinctions in employment related conditions and direct employment relationships within the organization. Employees shall be within a category as described below.

Probationary: Newly hired or promoted employees within the probationary period. New hires will accrue vacation and sick leave as provided herein, but may not utilize vacation leave until the end of the probationary period. Upon hiring, employees shall be placed upon a probationary period of six (6) months. In the event a part-time employee is hired as a full-time employee, that employee shall not be required to start a new probationary period of six months and any probationary period spent as a part-time employee shall count toward the total six month probationary period. A probationary employee may request the Employer to reduce their probationary period to three (3) months based upon exceptional qualifications and prior experience, and the Employer shall give such request reasonable consideration.

Regular Full-Time: An employee that is assigned to a full-time position, which at the time of assignment is regularly anticipated to require not less than sixty (60) hours of work per pay period. This classification is eligible for all benefits.

Regular Part-Time: Employees who are available for Part-Time Assignments (Article 15) to fill in for the temporary absence of the regular, full-time Transit Operators, and other work as needed. These employees shall not be considered full-time employees. Regular part-time scheduled work is not guaranteed. This classification is eligible for sick leave, holiday leave and long-term disability benefits.

Temporary: An Employee who is normally hired for a limited time up to six (6) months by the employer on an "as-needed" basis for special projects or emergencies to protect the public or maintain services. Temporary employees hired shall not displace current employees or their work assignment. Wages and work schedule of such employees are determined by the employer. This classification is typically not eligible for

benefits.

ARTICLE 13 - JOB SHARING

Section 1. A job sharing position means a full-time position that may be held by more than one (1) individual on a shared time basis, whereby each of the individuals holding the position works less than full-time.

Section 2. Job sharing is a voluntary program. Any full-time employee who wishes to participate in job sharing may submit a written request to the Employer to be considered for job share positions. Job share participation is subject to Employer approval. Requests for job share shall not be arbitrarily denied. The job share position shall be assigned seniority based upon the most senior job-sharing employee.

Section 3. Job share employees shall accrue vacation leave, sick leave and holiday pay based on a prorate of hours worked in the pay period..

Section 4. Job sharing employees shall share the Employer-paid insurance benefits for one (1) full-time position based on a prorate of regular hours scheduled per week or per pay period, whichever is appropriate. The Employer contribution for insurance benefits in a job share position is limited to the amount authorized for one (1) full-time employee. Each job share employee shall have the right to pay the difference between the Employer-paid insurance benefits and full premium.

ARTICLE 14 - QUARTERLY BID

Section 1. Employees shall bid AM or PM shifts and days off quarterly.

Section 2. Transit operators shall undertake the quarterly bid process as applicable.

Section 3. If an employee eligible to bid or their proxy fails to bid within two (2) business days, the Employer and the Union President or designee shall bid for the absent employee by mutual agreement.

Section 4. If an employee eligible to bid or their proxy fails to attend bid, the Employer and the Union observer shall bid for the absent employee by mutual agreement.

Section 5. The order of the bid shall be determined by classification seniority, as described in Article 11 - Seniority.

Section 6. All employees making a bid must, to the best of their knowledge, be available to work their picked shift for the duration of the bid, except for authorized time off.

Section 7. Employees shall not be entitled to receive picked days off.

Section 8. If, during this Agreement, the Employer significantly expands or reduces routes or services, the Employer shall notify the Union. If, after notification by the Employer, the Union wishes to discuss changes to the existing quarterly bid process, the parties shall meet to determine appropriate changes or whether another bid must occur.

Section 9. Trading routes, shifts, or days off among employees may occur with the approval of the appropriate supervisor.

Section 10. Employees shall rotate down on shifts daily.

Section 11. If a vacancy or extended absence occurs during the bid quarter, the vacancy shall be filled in accordance with Article 15 – Part-TimeAssignments.

Section 12. The Employer shall not remove an employee from their regular route or schedule without the employee's written consent, except in the case of an emergency.

Section 13. Methods of route bid (route rotation) shall be determined between the Union and the Employer.

Section 14. Employees who are scheduled to be off work for an entire quarter are not eligible to bid during that quarter.

Section 15. Temporary long-term vacancies shall be offered to senior regular workers on a temporary basis before the Extra Board. Such temporary assignments shall not constitute a break in classification seniority.

Section 16. Extended absence or a temporary long-term vacancy shall be defined to mean one (1) working week or longer for the particular employee involved.

ARTICLE 15 - PART-TIME ASSIGNMENTS

Section 1. The Employer shall establish part-time assignments for employees that provide relief for Transit Operators that have scheduled vacancies or require additional Transit Operators in the classifications of Transit Operator.

Section 2. The part-time work schedule shall be established based upon the quarterly pick schedule and vacancies created by unavailability of Full-Time Transit Operators. No Part-Time employee shall be permitted to work in excess of forty (40) hours per week without the approval of a Supervisor.

(a) Should the Transit Operator at the top of the part-time list decline the next part-time assignment, , that position shall rotate to the bottom of the list and the next Operator shall then be eligible for the assignment, and rotation shall continue until an Operator accepts the assignment or the first operator to pass returns to the top of the list and shall be required to accept the assignment.

(b) For each workday, only the top Part-Time position shall rotate to the bottom of the Part-Time assignments when that position is actually worked, regardless of the shift duration (i.e. lunch coverage). Reporting pay, as set forth in Article 18, Section 4 shall not constitute a worked shift.

Section 3. It is the intention that no part-time relief employee be entitled to receive any benefit currently allocated only to full-time employees, such as, but not limited to, health insurance and paid vacation leave. If any law, rule or regulation, State, Federal or Local, is found to impact benefits eligibility for part-time employees to any of these benefits, the Union or the Employer may request the reopening of the negotiations of this article for mid-term bargaining.

Section 4. The Part-Time positions shall not rotate when there is not actual Extra Board work available.

Section 5. Duration of work shifts for Part-Time employees assigned to paratransit services will align with the passenger demand scheduled for the shift to be covered.

ARTICLE 16 - HOURS OF WORK

Section 1. The work week shall commence at 12:01AM Sunday and end at midnight the following Saturday. Paid Holidays, as defined in Article 26 of this Agreement, shall not be counted toward overtime calculations.

Section 2. Unless reduced by operational necessity, a normal work week shall be forty (40) hours per week. Some employees are on a ten (10) hour/day schedule, and other employees are on an eight (8) hour/day schedule.

Section 3. Split shifts, part-time work or charters shall be permitted, subject to approval by the Employer. Requests for Split shifts shall not be arbitrarily denied, so long as the request is operationally feasible.

Section 4. Overtime hours will be paid to non-exempt employees at one and one-half (1.5) times the regular rate of pay for all hours worked in excess of forty (40) hours in a regular workweek, or as otherwise required by state and federal laws. Paid time off (i.e sick, vacation, holiday or similar leave time) will not be considered when computing overtime. Overtime hours must be preapproved by supervisors.

Section 5. On-Call Duty Employees shall be paid one (1) hour of pay at the regular straight time rate for each six (6) hours of assigned on-call duty. Employees who are assigned on-call duty for less than six (6) hours shall be paid on a prorated basis.

An employee who is required to report to work to commence performing assigned duties from on-call duty status shall be paid a minimum of the equivalent of two (2) hours pay at the appropriate rate of pay computed from when the employee actually begins work.

Section 6. Meal and rest periods will be in accordance with OAR 839-020-0050. The Employer will provide to each non-Transit Operator , for each work period of not less than six or more than eight hours, a meal period of not less than 30 continuous minutes during which the employee is relieved of all duties. In addition, the Employer will also provide a rest period of not less than fifteen (15) continuous minutes during which the employee is relieved of duties, without deduction from the employee's pay.

Transit Operators recognize the Employer's exemption from said requirements for the reason that the breaks would create a hardship on transit services directly.

ARTICLE 17 - ASSIGNED SHIFTS

Section 1. An employee's assigned shift shall have a regularly recurring starting and quitting time.

Section 2. Terminal Points. All employees' work shifts shall be arranged whereby the employee's starting time and quitting time will be at the BTS base.

ARTICLE 18 - PAY PERIODS

Section 1. Pay Period. The pay period will be every other Friday.

Section 2. Pay Day. Pay checks shall be direct deposited, and available at 12:00 noon on the pay day established in Article 18, section 1. Upon written request by an employee on a form provided by the employer, the employer will provide a paper pay stub with wages, deductions, and vacation and sick time accruals (used and available).

Section 3. Advance payments of wages may be granted in emergency situations but must be approved by an immediate supervisor and the Finance/Grant Manager. Employees shall use the Emergency Pay Advance Request Form. Each request for an emergency draw will be reviewed individually. Emergencies include but are not limited to similar emergencies as follows:

(a) Death in the family;
(b) Major car repair;
(c) Theft of funds;
(d) Vehicle accident (loss of vehicle use);
(e) Destruction or major loss to home;
(f) New employee lack of funds (maximum, one (1) draw)

In order to receive approval, emergency draws cannot exceed sixty (60) percent of an employee's previously earned gross wages during the previous pay period. The amount of any pay advance will be withheld from the employee's paycheck covering the pay period the wages were drawn against or distributed among up to three pay periods.

Section 4. Reporting Pay. In accordance with Article 15 (2)(b), an employee scheduled to report to work on a given day, or who is called back to work after leaving at the end of their previous shift, and who actually reports, shall receive a minimum of two (2) hours of pay.

Section 5. Direct Deposit. All employees hired after July 1, 2022 shall be required to receive paychecks, draws or any other payment to which employee is entitled, via direct deposit.

Section 6. Reporting Time Worked: All employees shall enter their worked hours in the electronic pay system for hours worked at the end of each shift worked, but in no event later than the last day of eachpay date. In the event an employee is unable to report hours worked within that time period, they should notify the supervisor as soon as possible. In accordance with Bureau of Labor and Industries (BOLI), if employees did not submit time as required, employer shall not delay payment until they receive time sheets. It is the employer's responsibility to track hours worked and to pay all employees on regular paydays. However, other disciplinary measures may be taken if an employee fails to timely submit information.

ARTICLE 19 – WORK OUT OF CLASSIFICATION

Section 1. When an employee is assigned for a limited period to perform the duties of a position at a higher level classification for more than five (5) in a pay period (or the equivalent thereof for alternate or flexible schedules), the employee shall be paid $1.50 above base rate of pay.

Section 2. When assignments are made to work out-of-classification for more than five (5) in a pay period days (or the equivalent thereof for alternate or flexible schedules), the employee shall be compensated for all hours worked beginning from the first day of the assignment for the full period of the assignment.

Section 3. When an employee who is assigned the duties of a position at a lower level classification the employee will be compensated at the employee's current wage rate.

Section 4. An employee performing duties out-of-classification for training or developmental purposes shall be informed in writing of the purpose and length of the assignment during which there shall be no extra pay for the work. A copy of the notice shall be placed in the employee's file.

Section 5. Bargaining unit members assigned to in a management position shall not have their classification seniority affected if the assignment is for no more than sixty (60) days in a one hundred and eighty (180) period.

Section 6. Assignments of work out-of-classification shall not be made in a manner which will subvert or circumvent the administration of this Article.

ARTICLE 20 - RATES OF PAY

Section 1. Wage Rates

(a) Effective July 1, 2025, the pre-existing base wage rates of all employees shall be increased by 2.5% across the board. Additionally, after the 2.5% increase, the wage rates of all employees shall be increased by $2.00.

(b) Effective July 1, 2026, the pre-existing wage rates of all employees shall be increased by 2.5% across the board.

(c) Effective July 1, 2027, the pre-existing wage rates of all employees shall be increased by 2.5% across the board.

Section 2. Longevity Recognition. The longevity-based increases and pay steps set forth in Appendix A end at 30 years of employment.

Section 4. Overtime Assignment. Overtime shifts shall be offered on a rotating seniority basis.

Section 5. Training Differential. Employees who are assigned to train new employees shall receive an hourly differential of one dollar and fifty cents ($1.50) per hour for time spent training.

Section 6. Passes/Tokens . All Transit Operators shall be required to sell transit tickets in conjunction with their regularly scheduled assigned duties. No employees shall receive additional compensation or benefits in any form in exchange for the sale or consignment of transit tickets.

Section 6. Pay Steps. During their first year of employment, all employees will be paid the wage rate set at Step 1.

ARTICLE 21 - RETIREMENT PLAN

Section 1. Retirement Contributions. Employees may make voluntary retirement contributions that will be placed into a qualified 457(b) deferred compensation plan provided by the Employer. If the Employee chooses to contribute to said plan, the Employer shall make a matching contribution into a 401(a) deferred compensation plan up to a maximum of four and 5/100ths percent (4.05%). Employees may make additional voluntary contributions into said qualified 457(b) deferred compensation plan to the extent allowed by law, but such additional voluntary contributions will not be matched by the Employer.

Section 2. Employer and Employee shall each make Social Security contributions as required by law.

ARTICLE 22 - INSURANCE

Section 1. Health, Dental, and Vision Insurance.

(a) During the term of this Agreement, the Employer shall maintain an employee and dependents plan providing health, dental and vision insurance benefits for each regular full-time employee choosing to enroll for coverage, with the remainder of premium and uninsured costs borne by the employee in accordance with paragraph (c) of this section, provided the employee earned one hundred thirty (130) hours of wages or benefit compensation in the previous month.

(b) At a minimum, the plan will contain an annual one thousand five hundred dollars ($1,500) deductible for the individual and $3,000 for the family the Employer will reimburse, up to one thousand dollars ($1,000.00) of the individual deductible or up to $2,000 of the family deductible, not to exceed $2,000 in a calendar year, but only after the Employee pays the first $500 of the individual deductible or $1,000 of the family deductible. Claims must be submitted to the District's administrator for processing with the appropriate documents and within 90 days of the end of the calendar year. Before substantive changes are implemented, the Employer will notify the Union immediately. The Union will then have fourteen (14) days to notify the Employer of its intent to negotiate over the changes. In the event that the Employer can provide insurance with greater coverage and benefits than those described in this subparagraph, the Employer may, at its option, provide the superior coverage to eligible employees, provided that the net deductible cost to employees is no greater than that provided in this paragraph. If the superior coverage provided has deductibles lower than $1500 for the individual and $3000 for the family, the Employer may reduce the amount to be reimbursed the employee on a dollar for dollar basis. For example, if the superior coverage has a $500 deductible for the individual, there would be no reimbursement to the employee, but if there was a $750 deductible for the employee, there would be a $250 dollar reimbursement to the employee.

(c) Employer's contribution shall be one hundred percent (100%) of the cost of coverage for the Employee only and ninety percent (90%) for either the additional cost of coverage for the Children of the Employee, the additional cost of coverage for the Employee's Spouse OR the additional cost of coverage for the family of the employee.

(d) In the event that the annual projected increased cost of health insurance premiums increases more than 7%, all parties agree that bargaining will be reinitiated for the purpose of renegotiating the respective contribution percentages of the Employer and the Employee towards health insurance premiums.

(e) A designated Union representative shall have the annual opportunity to meet with the representative of the entity providing health insurance for the purpose of obtaining and/or providing information relating to plans and premiums.

(f) An Employee covered by another qualified health plan may elect to opt out of the coverage plan offered by the Employer. The Employer shall pay an Employee, who opts out, a monthly wage increase payment equal to 30% of the cost of the Employee Only monthly premium rates for the medical, dental, prescription and vision dental plans offered under (b). Such sum will be subject to all applicable withholding and taxes. An Employee on leave, without pay, is not entitled to this payment. An Employee, who opts out, may later enroll in the plan, but only at such time as is permitted under the terms of the plan then in place. In such case the above-described payment will cease.

Section 2. Life Insurance. The Employer shall provide $20,000.00 of group term life insurance for each regular full-time employee and $4,000.00 of group term life insurance for each insured dependent of such employees at no cost to the employee.

Section 3. Federal Medicare Contributions. The Employer shall deduct one and forty-five one hundredths percent (1.45%) of all employees' gross wages for required Federal Medicare contributions. The Employer shall match such 1.45% of gross wages Federal Medicare contributions as required by law.

Section 4. Accident and Disability Insurance. The Employer shall provide each regular full-time employee with group accident and disability insurance, providing benefits in the case of a disabling injury or accident, at no cost to the employee.

Section 5. Regular Part-Time Employees. Regular part-time employees are not eligible for the health/dental/vision, life and accident/disability provided in Sections 1, 2, and 4 herein above.

ARTICLE 23 - UNIFORMS

Section 1. The employer requires its logo on all hats, shirts, vests, jackets, and coats that is immediately visible to passengers and the public.

Section 2. All employees will receive a yearly uniform stipend the first pay day after July one (1) each year. The yearly stipend will be $275.00 per year. The stipend will be prorated based on anticipated contact with the public in accordance with Exhibit C.

Employees shall use their stipend to purchase shirts, vests, jackets, coats, and hats appropriate for their position. The employee shall take purchase clothing to the vendor selected by the employer for the District's logo to be embroidered on to all clothing that is purchased with the allotted stipend. Employees shall provide pants, shoes, belt and driving gloves and regularly maintain their uniforms in a clean and repaired state in accordance with this policy. The employee may request funds to replace uniform clothing that was damaged while working. Uniform clothing that is damaged while working needs to be reported immediately to their supervisor or manager. The Employer will

determine if funds will be provided to replace the employees' damaged clothing.

Section 3. The employer will have the discretion to determine appropriateness in appearance. Employees who do not meet a professional standard may be sent home to change and may not be paid for that time off. A basic essential of appropriate dress includes the need for clothing to be neat and clean. A reasonable standard of dress rules no overly revealing clothing, tank tops, halter-tops, or any extreme in dress, accessory, fragrance, or hairstyle. The employer may make exceptions to the Dress Code for special occasions. An employee unsure of what is appropriate should check with their immediate manager or supervisor.

Section 4. Employees seasonally will be allowed to wear light and comfortable clothing during the Summer and appropriately warm clothing during the Winter. Seasonally business casual appropriate clothing will be permitted as provided in the Employee Handbook, Dress Code and Grooming.

Section 5. The Employer shall provide and maintain such special protective clothing and devices as are necessary to protect the health and safety of employees while performing their duties.

Section 6. Coveralls for shop maintenance employees shall be provided and maintained by the Employer at no cost to the employees.

Section 7. The Employer shall provide each lead mechanic, mechanic, and maintenance worker a two hundred fifty dollar ($250.00) per year allowance to be used for the purchase of safety shoes or boots that , must have a leather upper, non-skid soles, oil resistance and impact and compression resistance ratings of 75 or for the repair or resoling of safety shoes or boots.

Section 8. Where the Lead Mechanic and Mechanics in the performance of their work are required to provide tools of the trade for repairing or updating automotive vehicles, small and large buses, and other equipment for the employer. Those employees that are regular, full-time employees in the classification of Lead Mechanic and Mechanic shall be reimbursed up to four-hundred and fifty dollars ($450.00) per fiscal year, for receipted costs of updating, maintenance of their tools and toolboxes. Specialty tools and equipment which fall outside of the normal "tools of the trade" shall be provided by the employer. Employees must receive prior authorization from management for each reimbursable tool purchase. The employee may be required to produce the worn or broken tool, or any other tool requiring maintenance for inspection by management to receive reimbursement.

ARTICLE 24 - HEALTH AND SAFETY PROVISIONS

Section 1. The Employer shall maintain clean, sanitary and safe facilities and vehicles for use by the employees. All reports made by employees of unsafe job or vehicle conditions will be in duplicate with a copy being retained by reporting employee.

Section 2. The Employer shall not require an employee to perform their duties in an unsafe manner.

Section 3. Safety Committee. A committee of four (4) employees representing at least two different job categories and a minimum of two (2) management representing the Employer shall constitute a Safety Committee. Two (2) alternate members shall also be designated by the union and employer to serve during the absence of any regular member. All employees shall be eligible to serve on the Safety Committee. The Safety Committee shall meet at least monthly to develop safe working conditions and practices. All accidents and incidents resulting in injury or property damage shall come before the Safety Committee for root cause and prevention analysis.

Committee membership shall be rotate every two (2) years.

Section 4. Incentive Programs. The Employer may develop an incentive program to improve employee safety through recognition, safety-focused merchandise and/or non-monetary awards that can be given to all employees.

ARTICLE 25 – RESTROOMS

The Employer will ensure that a restroom is available on each route and shall be available to the employees on all shifts.

ARTICLE 26 - HOLIDAYS

Section 1. All employees shall receive the following paid holidays:

(a)	New Year's Day	January 1st
(b)	Martin Luther King Jr Day	Third Monday in January
(c)	Presidents' Day	Third Monday in February
(d)	Memorial Day	Last Monday in May
(e)	Juneteenth	Observed Public Holiday
(f)	Independence Day	July 4th
(g)	Labor Day	First Monday in September
(h)	Thanksgiving Day	Fourth Thursday in November
(i)	Christmas Day	December 25th

Section 2. Each employee shall be entitled to three floating holidays agreed to by both the employee and management. Floating holidays shall accrue on July 1 of each year, and will be prorated for employees beginning employment after January 1 of each year.

Section 3. When a holiday falls on an employee's schedule day off, the employee shall receive a paid floating day agreed to by both the employee and management.

Section 4. Holiday Pay. All permanent (i.e. not temporary) employees shall receive either eight (8) or ten (10) hours straight time pay depending on normal work shift at their regular hourly rate for each paid holiday, regardless of whether they perform work on such days, provided that they either work or are on an approved leave on their last scheduled shift immediately prior to and first scheduled shift immediately following the day a holiday is observed pursuant to Section 1 of this Article.

ARTICLE 27 - VACATIONS

Section 1. Regular full-time employees shall receive paid vacation at the following rates of accrual based upon length of employment. The following vacation hours shall be credited to the employee's record with $1/26^{th}$ of the yearly amount to be credited at the end of each pay period, beginning on the first pay period following the commencement of the period of continuous employment as set forth:

- Commencement of Employment: 120 hours/year

- After five (5) years and less than nine (9) years of continuous service: 160 hours/year
- After nine (9) and less than fifteen (15) years of continuous service: 200 hours/year
- After fifteen (15) years of continuous service: 240 hours/year

Section 2. All vacation benefits will be credited to the employee's record, as set forth in Section 1, each year based upon their seniority at that time as determined by Article 11, Section 2(b), and are available for use by the employee immediately upon completion of their probationary period. Unused vacation time may be accumulated in a maximum amount of three hundred thirty-six (336) hours of accrual. Any amount of accrual over that maximum amount will be void unless special circumstances, such as illness, etc., approved in writing by the General Manager, have prevented the employee from using the accrued vacation hours.

Section 3. Once per calendar year, employees may sell back accumulated vacation at a maximum of 40 hours at the employee's current rate when vacation is sold back, so long as a minimum of 60 hours of accrued vacation time remain available as of the date of the buy back.

Section 4. Upon termination of employment, employees who are eligible will be paid for accrued vacation leave at the hourly rate equivalent to their base rate at the time of termination.

ARTICLE 28 - SICK LEAVE

Section 1. Sick leave with pay for employees shall be determined in the following manner:

(a) Regular full-time employees shall be eligible for sick leave with pay immediately upon accrual;

(b) Regular full-time employees shall receive paid sick leave at the rate of eight (8) hours sick leave for each full month they receive at least one hundred thirty (130) hours of compensation;

(c) Regular Part Time Employees shall receive eight (8) hours of sick leave for each full month they receive at least one hundred thirty (130) hours of compensation.

(d) Regular Part Time employees shall be eligible to use their sick leave immediately upon accrual, except that newly hired Regular Part Time employees must wait until their ninety first day of their employment before becoming entitled to use sick leave;

Section 2. Employees who have earned sick leave shall be eligible for sick leave for any period of absence from employment which is due to the employee's illness, bodily injury, disability resulting from pregnancy, necessity for medical or dental care, exposure to contagious disease, attendance to members of the employee's immediate family (employee's parent, spouse, children, brother, sister, or another member of the employee's immediate household) where the employee's presence is required because of illness or death in the immediate family of the employee or the employee's spouse. The employee has the duty to ensure that he/she makes other arrangements for the immediate family member's care within a reasonable period of time.

Employees shall be allowed to use accumulated sick leave in case of absence due to illness or injury. However, employees shall contact their Supervisor, if possible, at least one (1) hour before the employee's assigned shift

is to begin, notifying the Employer of their absence and anticipated return. In the event that the Supervisor cannot be contacted, the employee shall contact the BTS office. Employees shall also contact the BTS office by no later than 4:00 p.m. for return work for the next day. Employees on sick leave shall not be contacted by management during their absence to ascertain availability, unless the employee failed to report their status at least once every 48 hours.

Section 3. Certification of an attending physician or practitioner may be required by the Employer to support the employee's claim for sick leave if the employee is absent in excess of three (3) consecutive work days, or if the Employer has reason to believe that the employee's return to work would be hazardous to the employee or fellow employees.

In the case of pregnancy and other serious physical and mentally disabling conditions, the Employer may also require a certificate from the attending physician or practitioner, or another physician selected by the Employer at its expense, to determine if the employee should be allowed to continue or return to work. Employees who return to work after an attending physician has prescribed drugs which may impair driving ability must comply with Basin Transit Drug Testing Policies.

Section 4. Sick Leave Exhausted. Employees who exhaust sick leave may opt to use vested vacation hours.

Section 5. Workers' Compensation Payment. Sick leave from a condition incurred on the job and also covered by Workers' Compensation shall, if elected to be used by the employee, be used to equal the difference between the Workers' Compensation for lost time and the employee's regular salary rate. In such instances, prorated charges will be made against accrued sick leave. Should an employee who has exhausted earned sick leave elect to use accrued leave during a period in which Workers' Compensation is being received, the salary paid for such period shall be equal to the difference between the Workers' Compensation for lost time and the employee's regular salary rate. In such instances, prorated charges will be made against accrued leave.

Section 6. Job Protection for On-the job Illness or Injury. An employee who has sustained a compensable injury or illness shall be reinstated to a position in their former employment if:

(1) the employee obtains a release from the attending physician allowing the individual to return to their regular employment;

(2) the employee makes a written demand for reinstatement within seven (7) days of the employee's receipt of the physician's medical release to return to work;

(3) such demand is also made within three (3) years of the employee's original on-the-job illness or injury;

(4) the employee has not refused an offer from the Employer of light duty or modified work which was suitable prior to becoming medically stationary;

(5) the employee has not participated in vocational assistance or accepted suitable full-time employment with another employer after becoming medically stationary;

(6) the former employment position still exists and the employee can reasonably perform the required duties. In the event that the Employer cannot reinstate an employee to a position in their former employment, the Employer will offer such employee other suitable and available employment where the employee meets the minimum for the job in accordance with the employee's ability and seniority.

Section 7. Unused Sick Leave. Unused sick leave shall be paid to the employee as follows:

(a) Employees retiring after ten (10) years of service shall receive payment for fifty percent (50%) of accumulated unused sick leave.

(b) Employees who are forced to terminate their employment due to non-job-related permanent and total disability after five (5) years of service shall receive payment for fifty percent (50%) of accumulated unused sick leave.

(c) Employees who are forced to terminate their employment due to permanent and total disability arising from job-related illness or injury found to be compensable under Workers' Compensation benefits or Federal Social Security shall receive payment for one hundred percent (100%) of their accumulated unused sick leave.

(d) Employees hired or rehired after January 1. 2017 will have a maximum cap on sick leave accumulation equal to 6 months salary, based on the immediate past 6 months. This provision will not affect employees already employed as of January 1, 2017.

ARTICLE 29 - HARDSHIP SICK LEAVE

Employees may donate accumulated vacation or sick leave to an employee, who, as a result of serious illness or injury, has or is about to exhaust accumulated sick and vacation leave, provided, however, that sick leave may not be donated in an amount that would cause the donating employee to have 40 hours or less of accrued sick leave after the donation. The donated leave shall be donated in increments of two (2) hours and such donated leave will be accredited by converting donated leave to a cash value and then said cash value converted and credited to the receiving employee's leave account.

ARTICLE 30 - BEREAVEMENT LEAVE

All employees shall be allowed to use the following leave periods for absence(s) from employment needed to attend the funeral and wake and/or other immediate customary obligations arising from a death in the immediate family (parent, spouse/domestic partner, children, stepparents, stepchildren, grandparents, grandchildren, brother, sister) of the employee or the employee's spouse/domestic partner or another member of the immediate household:

a) Four (4) days of paid leave for attendance within 750 miles of the district office;
b) Five (5) days of paid leave for attendance over 750 miles of the district office;

ARTICLE 31 - FAMILY MEDICAL AND PARENTAL LEAVE

Section 1. The Federal Family and Medical Leave Act (FMLA) applies to all government employers. However, the Employer currently has 37 employees, which is below 50 employees. Employees are not eligible to FMLA leave under federal law. Notice will be immediately provided to the union if this eligibility changes.

ARTICLE 32 – OREGON FAMILY LEAVE ACT (OFLA)

Section 1. Oregon Family Leave Act (OFLA). OFLA which allow you to take a leave of absence for your own serious health condition. Leave is also granted for the birth or adoption of a child, for the placement of a foster child, for the care of a spouse or domestic partner, your child (biological, adopted, stepchild, or foster child), your spouse or domestic partner's child, or the child's spouse or domestic partner, your parent (biological, adoptive, stepparent, foster parent, or legal guardian), the parent of your spouse or domestic partner, or your parent's spouse or domestic partner, your sibling or stepsibling or their spouse or domestic partner, your grandparent or your grandparent's spouse or domestic partner, your grandchild or your grandchild's spouse or domestic partner or any person who has an affinity with you as a family member with a serious health condition, and for the care of a sick child, a spouse's or registered same-gender domestic partner's call to active duty in the military or leave from deployment, and bereavement due to the death of a family member.

Section 2. Eligibility. Employees are eligible for OFLA when the following requirements are met:

a. You have been employed for at least 180 consecutive days (26 weeks) or more before the first day of the family and medical leave.

b. You have worked an average of 25 or more hours per week as of the day before the request for family and medical leave is made. This average is calculated based upon the 180 days immediately preceding the request for leave. Some exceptions exist, including leave taken for the birth, adoption, or placement of a child called parental leave.

Section 3. Reasons for Leave

Employees are to refer to most current OFLA direction to determine situations eligibility The following situations qualify for family and medical leave as of February, 2025:

- To care for an infant or a newly-placed adopted or foster child under the age of 18, or older than 18 if incapable of self-care due to mental or physical disability, within 12 months of the event called parental leave;

- To care for a family member with a serious health condition or your own serious health condition. Oregon covers a spouse or domestic partner, your child (biological, adopted, stepchild, or foster child), your spouse or domestic partner's child, or the child's spouse or domestic partner, your parent (biological, adoptive, stepparent, foster parent, or legal guardian), the parent of your spouse or domestic partner, or your parent's spouse or domestic partner, your sibling or stepsibling or their spouse or domestic partner, your grandparent or your grandparent's spouse or domestic partner, your grandchild or your grandchild's spouse or domestic partner or any person who has an affinity with you as a family member.;

- For pregnancy-related disability or prenatal care. Employees who have used up their original 12 weeks for a serious health condition related to pregnancy are entitled to an additional 12 weeks of parental leave.

- To care for a sick child who does not have a serious health condition but requires home care. Medical certification of sick child leave will be required after the third leave occurrence in each leave year. Basin Transit Service Transportation District will reimburse any out-of-pocket costs for medical certification. Employees who use up their original 12 weeks for parental leave are entitled to an additional 12 weeks of sick child leave. If only part of the 12 weeks is used for parental leave, the employee will only be eligible for the balance remaining on the 12 weeks for sick child leave or any other OFLA qualifying leave.

- To attend the funeral or alternative of a family member; make arrangements necessitated by the death of a family member; or to grieve the death of a family member; up to two (2) weeks of leave is available in each such case, and not to exceed 12 weeks per leave year. The leave must be completed within 60 days after the date on which you receive notice of the death of your family member. See Bereavement Leave for details that may apply to those employees not eligible for OFLA leave.

Section 4. Request and Certification Procedure. In situations where the need for medical leave is known, you must give thirty (30) calendar days written notice to take family and medical leave by filling out and turning in the Request for Family and Medical Leave form.

Most requests for family and medical leave require verification by a third party. Requests for leave related to a serious health condition, not parental leave, must be verified by a health care professional using the "Health Care Provider Certification" form, which needs to be submitted within fifteen (15) calendar days.

Bereavement leave may require a verification of the death in the family. Employees may also be asked to provide proof of relationship to a person associated with the requested leave.

In the case of adoption, a legal representative who can attest to the validity of the adoption must verify the request for family and medical leave. In the case of placement of a foster child, a representative of the agency making the placement can verify the request.

Any medical information provided on either a personal health condition or the health condition of a family member is kept confidential and only those with a valid business-related reason for knowing any details will have access to any of this information. If employees have questions about how this information will be handled may contact the Human Resource Manager.

Subsequent medical verification may be requested in connection with an ongoing absence but not more often than every 30 days. Exceptions exist, however, in situations where:

- Circumstances change significantly from the current certification, for example, the pattern of necessary absences changes.
- Information is received casting doubt on the employee's stated reason for the leave or the continuing validity of the certification.

Lastly, the Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employers and other entities covered by GINA Title II from requesting or requiring genetic information of employees or their family members. In order to comply with this law, we are asking that you not provide any genetic information when responding to this request for medical information. "Genetic information," as defined by GINA, includes an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member

receiving assistive reproductive services.

Section 5. General Provisions. Employees may use any accrued vacation, sick leave, or other paid leave available to you during the family and medical leave. When this is exhausted, the balance of the leave will be unpaid. You may be required to provide periodic status reports to the organization while on family and medical leave. The organization will continue to pay our share of your medical benefits during family and medical leave. You are responsible for paying your share of medical insurance premiums prior to the due date of the premium payment. You may continue other insurance benefits by paying the full cost of the premium for any leave in excess of four (4) work weeks in duration. Premium payments must be received by the due date or coverage will be discontinued.
Section 6. Reinstatement. Employees are entitled to return to the same or an equivalent job with equivalent benefits, pay, and other terms and conditions of employment at the end of a family and medical leave. Employees may be required to present a fitness-for-duty certificate before being reinstated.

ARTICLE 33 - PAID LEAVE OREGON (PLO)

Section 1. Paid leave Oregon. The Employer provides a Paid Leave Oregon Insurance plan through Oregon Employment Department. This insurance is required by Oregon state law and provides paid time off to eligible employees. This is a protected leave. All health-related information gathered by the insurer and organization during this process will be maintained as confidential. Employees will not be discriminated against or retaliated against for using or trying to use this insurance benefit. We encourage each employee to use the combination of time off and benefits that meets their personal needs.

Section 2. Eligibility. Most employees who work in Oregon are eligible to submit a claim. The determination of eligibility will be made by the Oregon Employment Department. If an employee disagrees with an eligibility determination, the employee may use the appeal process outlined in the determination notice.

Section 3. Notification of the need for leave. An employee is required to provide the employer with notice of the intention to take leave. For planned events, the employee is required to provide thirty (30) days written notice. For unplanned events, the employee is required to notify the employer within twenty-four (24) hours of the leave and provide written notice within three (3) days. If an employee is incapacitated due to an unplanned event and is unable to meet these obligations, we ask the employee to notify the employer as soon as possible.
Employees need to complete the Notice Form by requesting the form from their supervisor or Human Resource Manager.

Section 4. Length of leave. The length of leave is part of the determination process. An employee may qualify for up to twelve (12) weeks of leave annually, starting from the first day of leave. An additional two (2) weeks of leave may be available if the employee is pregnant, has given birth, or has health needs because of childbirth. The coverage may be approved in single day or single week segments or something less.

Section 5. Reasons for Leave. Benefits may apply to a variety of situations, including:

- Family leave - Caring for members of the employee's family:
- During the birth of a child
- Bonding with a child in the first year:
- After birth
- Through adoption

- When the child is placed in the employee's home through foster care
- To care for a family member with a serious health condition*.

Medical leave - The employee caring for themselves when the employee has a serious health condition*. A serious health condition is an illness, injury, impairment, or physical or mental condition that: requires inpatient care, poses an imminent danger of death or possibility of death in the near future, requires constant or continuing care, involves a period of incapacity, involves multiple treatments, or involves a period of disability due to pregnancy.

- Safe leave - For survivors of:
- Sexual assault
- Domestic violence
- Harassment
- Stalking

Section 6. Filing a Claim. Employees will need to establish an account at Frances Online and file claims electronically. This is the electronic system of record for the Oregon Employment Department. Employees are responsible for submitting the required paperwork and any updates or changes to their claim. The employer will be unable to complete the application process on the employee's behalf.

Section 7. Job and Benefit Protection. If an employee has been employed with the employer for at least ninety (90) days prior to the leave, the employee will be restored to the same position upon their return if the same position exists. If the same position does not exist. Employees are entitled to a position equal to their previous position before you took leave, with equal employment benefits, pay and other terms and conditions.

If at the time of leave, the employee is receiving health benefits these will be maintained.

ARTICLE 34 - MILITARY LEAVE

Regular employees requiring a leave of absence for service in the uniformed services are provided leave and will be re-employed at the end of the leave. Policies governing this leave are designed according to the Uniformed Services Employment and Re-employment Rights Act and applicable state regulations. The policy covers employees who enter active military duty voluntarily and extends to Reservists or National Guard members who are called to limited active duty or extended training duty, including regularly scheduled annual training and military summer camp training. These military members, and those with previous or current military service, are protected from discrimination and harassment.

The Employer provides one hundred twenty (120) hours of uniformed service leave per fiscal year. Employees can carry over one hundred twenty (120) hours of unused leave from the previous fiscal year, for a maximum balance of two hundred forty (240) hours during a fiscal year. Uniform service employees will be front loaded one hundred twenty (120) hours of uniform service leave July 1st, each fiscal year.

Reservists, National Guard members, and Veterans returning from military service in the Armed Forces have and retain rights with respect to seniority, vacation, compensation, and length of service pay increases, as may be provided by applicable statutes of the United States and the State of Oregon. For any leave extending beyond 30 days, you may maintain health care insurance benefits for up to 24 months while on leave by paying the full insurance premiums.

ARTICLE 35 - COURT DUTY

Section 1. Employees shall be granted leave with pay for the time required to attend court in response to a jury summons or service on a jury, if selected as a member.

Section 2. Employees who are not plaintiffs or defendants shall be granted leave with pay when required to appear before a court, legislative committee or judicial or quasi-judicial body as a witness in response to a subpoena or other direction by proper authority, less the amount of any money the employee shall receive as a witness fee or fees, but not mileage or other expenses.

ARTICLE 36 - LEAVE FOR INCLEMENT WEATHER CONDITIONS

Section 1. When weather conditions require the closing or curtailing of operations, which result in employees being released by the Employer to go home after the employee has reported to work, the employee shall be paid for a minimum of two (2) hours after reporting for their regularly scheduled shifts(s).

Section 2. Should weather conditions continue the Employer shall make every effort to notify employees in advance of the start of their regularly scheduled shifts as to when operations are expected to resume or whether employees are to remain on leave without pay or utilize earned vacation paid leave.

ARTICLE 37- LEAVE OF ABSENCE

In instances where the work of the Employer shall not be seriously and negatively impacted by the temporary absence of an employee, the employee may be granted a leave of absence, without pay, for up to ninety (90) calendar days for education, travel or other personal reasons, except for employment with another employer or self employment. Extensions in additional ninety (90) day increments may be granted by the Employer if it is deemed to be in the best interest of the Employer. While seniority shall not be broken, it shall not accrue pursuant to Article 11 - Seniority during any leave of absence in excess of ninety (90) calendar days (excluding parental and military leave in accordance with law and sick leave without pay due to extended illness or injury), and seniority shall be frozen as of the date the employee exceeds ninety (90) calendar days leave without pay.

ARTICLE 38 – REST AND MEAL PERIODS

In accordance with OAR 839-020-0050, the District will provide to each non-driver employee, for each work period of not less than six or more than eight hours, a meal period of not less than 30 continuous minutes during which the employee is relieved of all duties.

In addition, the District will also provide a rest period of not less than fifteen (15) continuous minutes during which the employee is relieved of duties, without deduction from the
employee's pay for every two hours worked. Employees may not combine mela and rest periods.

Driving employees recognize the District's exemption from said requirements, for the reason that the breaks would create an undue hardship on the District, and that industry practice and custom has established lesser periods.

ARTICLE 39 – EMPLOYEE PASSES

Section 1. Employees and family shall be eligible for passes for use in their personal transportation needs on District buses. The issuance of family passes shall be limited to no more than four (4) passes per employee per month. If requested, an employee who retires after ten (10) years of continuous service to the District shall also be eligible for passes for said former employee and their spouse.

Section 2. Employee/family passes have no monetary value. If not used for any reason, such passes may not be transferred to another person outside of an employee's immediate family.

ARTICLE 40 - GOVERNMENT REGULATIONS

Section 1. The Employer, the Union and employees shall observe all Federal, State and local laws with regard to the operation of the Employer transit district and pertinent safety, vehicle and traffic regulations. Neither the Employer nor the Union shall encourage or require any employee to violate any of said laws and regulations.

Section 2. (a) As required to maintain or obtain a valid CDL, the Employer will pay the cost of the medical card renewal physical for each employee required to hold a CDL as a term of their employment. The physicals will be provided through the physician chosen by the employee. The Employer will reimburse the employee for such a physical in the amount of $175.00.

(b) Once every eight (8) years, the Employer will pay the full cost of the CDL renewal and applicable endorsements required to operate the Employer vehicles. Any additional endorsements, such as for watercraft and motorcycle operations are the responsibility of the employee.

Section 3. Employees arrested and/or given a criminal citation for Driving Under the Influence of Intoxicants or any other misdemeanor or felony crime involving the operation of a motor vehicle, or receiving a notice of a suspension of driving privileges, shall make a written report to the Employer of such arrest, citation and/or notice of suspension within three (3) days after such arrest, citation and/or notice of suspension and a copy of the citation or notice of suspension shall be supplied in conjunction with the report. In the event of a conviction relating to any arrest or citation described in this section, the Employee shall make a written report of the conviction to the Employer within three (3) days of conviction, including a copy of the conviction and any sentence order.

Section 4. Employees arrested or given a citation for any other violation of vehicular laws shall make a written report to the Employer of such arrest or citation within thirty (30) days after arrest or citations, and a copy of the citation shall be supplied in conjunction with the report. In the event of a conviction relating to any arrest or citation described in this section, the Employee shall make a written report of the conviction to the Employer within thirty (30) days of conviction, including a copy of the conviction and any sentence order.

ARTICLE 41 - SEPARABILITY

Should any article, section or portion thereof of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction, such decision shall not invalidate the entire Agreement, but shall apply only for the specific article, section, or portion thereof, as specified in the decision. Upon the issuance of such decision, the parties agree immediately to renegotiate a substitute for the invalid article, section or portion thereof.

ARTICLE 42 – CONSTRUCTION

Unless the context otherwise clearly indicates, pronouns used in the singular include the plural, and pronouns used in the plural includes the singular.

ARTICLE 43 - TERM OF AGREEMENT

This Agreement shall remain in full force and effect during the three (3) year period from July 1,2025 through June 30, 2028. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing by no later than January 2nd of the year of expiration of this Agreement that it desires to modify this Agreement. This Agreement shall remain in full force and effect and be effective during the period of negotiations. This Agreement shall not be opened during the term of this Agreement, except as provided hereinabove or by mutual agreement of the parties.

ARTICLE 44 - SCOPE OF AGREEMENT

The Union and the Employer acknowledge that pursuant to their statutory obligations to bargain in good faith, they have had the opportunity to present and discuss proposals. This document constitutes the sole and complete Agreement between the Union and the Employer resulting from these negotiations and it embodies all terms and conditions concerning the employees in the bargaining unit.

SEIU Local 503
Oregon Public Employees Union
Local 777

By Melissa Unger
Melissa Unger, SEIU 503 Executive Director

Date: 8/30/2025

By Boyer Lievsay (Aug 22, 2025 19:45:11 PDT)
Boyer Lievsay, Bargaining Team

Date: 22/08/2025

By [illegible] (Aug 22, 2025 21:39:50 PDT)
Nicole Anderson, Bargaining Team

Date: 22/08/2025

B Ken Weaver
Ken Weaver (Aug 22, 2025 19:48:15 PDT)
Ken Weaver, Bargaining Team

Basin Transit Service

Adrian Mateos
Adrian Mateos (Aug 25, 2025 08:26:15 PDT)
Adrian Mateos, General Manager

Date: 25/08/2025

By [illegible] (Aug 28, 2025 11:39:01 PDT)
Erik Nobel, Chairperson, Board of Directors

Date: 28/08/2025

By
Nathan Ratliff, Attorney for BTS

Date: 27/08/2025

Date: 22/08/2025

B Tom Wyland
Tom Wyland (Aug 23, 2025 10:36:18 PDT)
Tom Wyland, Bargaining Team

Date: 22/08/2025

B Lesley Adams
Lesley Adams (Aug 25, 2025 10:35:01 PDT)
Lesley Adams, SEIU 503 Chief Spokesperson

Date: 25/08/2025

SEIU Local 503, OPEU, Basin Transit Employees Local 777
APPENDIX A - WAGE RATES

Classification	Step 1 ATBO Hire Year 1	Step 2 ATEO 12 Months Year 2	Step 3 ATEO 24 Months Year 3	Step 4 ATEO 36 Months Year 4	Step 5 ATEO 48 Months Year 5	Step 6 ATEO 60 Months Year 6
Transit Operator – 6/30/2025	$18.68	$20.55	$21.88	$22.58	$23.04	$23.44
COLA Increase July 1, 2025	$21.15	$23.06	$24.43	$25.14	$25.62	$26.03
COLA Increase July 1, 2026	$21.68	$23.64	$25.04	$25.77	$26.26	$26.68
COLA Increase July 1, 2027	$22.22	$24.23	$25.67	$26.41	$26.92	$27.35
Lead Transit Operator (New Position) - 7/1/25	$22.21	$24.21	$25.65	$26.40	$26.90	$27.33
COLA Increase July 1, 2026	$22.76	$24.82	$26.29	$27.06	$27.57	$28.01
COLA Increase July 1, 2027	$23.33	$25.44	$26.95	$27.74	$28.26	$28.71
Part Time Transit Operator - 6/30/2025	$20.84	$23.28	$24.94	$25.71	$26.43	$26.90
COLA Increase July 1, 2025	$23.36	$25.86	$27.56	$28.35	$29.09	$29.57
COLA Increase July 1, 2026	$23.94	$26.51	$28.25	$29.06	$29.82	$30.31
COLA Increase July 1, 2027	$24.54	$27.17	$28.96	$29.79	$30.57	$31.07
Part Time Lead Transit Op (New Position) 7/1/25	$24.53	$27.15	$28.94	$29.77	$30.54	$31.05
COLA Increase July 1, 2026	$25.14	$27.83	$29.66	$30.51	$31.31	$31.82
COLA Increase July 1, 2027	$25.77	$28.53	$30.40	$31.27	$32.09	$32.62
Lead Mechanic – 6/30/2025	$26.27	$27.79	$29.14	$31.42	$31.74	$32.32
COLA Increase July 1, 2025	$28.93	$30.48	$31.87	$34.21	$34.53	$35.13
COLA Increase July 1, 2026	$29.65	$31.24	$32.67	$35.07	$35.39	$36.01
COLA Increase July 1, 2027	$30.39	$32.02	$33.49	$35.95	$36.27	$36.91
Mechanic – 6/30/2025	$25.18	$26.63	$27.92	$30.09	$30.40	$30.95
COLA Increase July 1, 2025	$27.81	$29.30	$30.62	$32.84	$33.16	$33.72
COLA Increase July 1, 2026	$28.51	$30.03	$31.39	$33.66	$33.99	$34.56
COLA Increase July 1, 2027	$29.22	$30.78	$32.17	$34.50	$34.84	$35.42
Maintenance Worker – 6/30/2025	$18.20	$18.88	$19.52	$20.14	$20.51	$20.82
COLA Increase July 1, 2025	$20.66	$21.35	$22.01	$22.64	$23.02	$23.34
COLA Increase July 1, 2026	$21.18	$21.88	$22.56	$23.21	$23.60	$23.92
COLA Increase July 1, 2027	$21.71	$22.43	$23.12	$23.79	$24.19	$24.52
Part Time Maintenance Worker – 6/30/2025	$18.45	$19.18	$19.83	$20.45	$20.82	$21.15
COLA Increase July 1, 2025	$20.91	$21.66	$22.33	$22.96	$23.34	$23.68
COLA Increase July 1, 2026	$21.43	$22.20	$22.89	$23.53	$23.92	$24.27
COLA Increase July 1, 2027	$21.97	$22.76	$23.46	$24.12	$24.52	$24.88
Paratransit Coordinator - 6/30/2025	$24.86	$25.95	$27.10	$28.30	$29.57	$30.90
COLA Increase July 1, 2025	$27.48	$28.60	$29.78	$31.01	$32.31	$33.67
COLA Increase July 1, 2026	$28.17	$29.32	$30.52	$31.79	$33.12	$34.51
COLA Increase July 1, 2027	$28.87	$30.05	$31.28	$32.58	$33.95	$35.37
Dispatcher - 6/30/2025	$22.58	$23.17	$23.78	$24.38	$25.04	$25.48

COLA Increase July 1, 2025	$25.14	$25.75	$26.37	$26.99	$27.67	$28.12
COLA Increase July 1, 2026	$25.77	$26.39	$27.03	$27.66	$28.36	$28.82
COLA Increase July 1, 2027	$26.41	$27.05	$27.71	$28.35	$29.07	$29.54
PT Dispatcher (New Position) 7/1/25	$26.46	$27.10	$27.75	$28.41	$29.12	$29.60
COLA Increase July 1, 2026	$27.12	$27.78	$28.45	$29.12	$29.85	$30.34
COLA Increase July 1, 2027	$27.80	$28.47	$29.16	$29.85	$30.60	$31.10
Accountant I – 7/1/2025	$28.98	$30.29	$31.69	$33.13	$34.70	$35.36
COLA Increase July 1, 2025	$31.70	$33.05	$34.48	$35.96	$37.57	$38.24
COLA Increase July 1, 2026	$32.49	$33.88	$35.34	$36.86	$38.51	$39.20
COLA Increase July 1, 2027	$33.30	$34.73	$36.22	$37.78	$39.47	$40.18

ATBO = At The Beginning Of Hire **ATEO=At The End Of XX Months**

SEIU Local 503, OPEU, Basin Transit Employees Local 777
APPENDIX B - Longevity WAGE RATES

	Longevity Wage Rates				
	Step 7	Step 8	Step 9	Step 10	Step 11
	ATEO 120 Months	ATEO 180 Months	ATEO 240 Months	ATEO 300 Months	ATEO 360 Months
Classification	10 Years	15 Years	20 Years	25 Years	30 Years
Transit Operator – 6/30/2025	$23.84	$24.27	$24.70	$25.14	$25.64
COLA Increase July 1, 2025	$26.44	$26.88	$27.32	$27.77	$28.28
COLA Increase July 1, 2026	$27.10	$27.55	$28.00	$28.46	$28.99
COLA Increase July 1, 2027	$27.78	$28.24	$28.70	$29.17	$29.71
Lead Transit Operator (New Position) 7/1/25	$27.76	$28.22	$28.69	$29.16	$29.69
COLA Increase July 1, 2026	$28.46	$28.93	$29.40	$29.89	$30.44
COLA Increase July 1, 2027	$29.17	$29.65	$30.14	$30.64	$31.20
Part Time Transit Operator – 6/30/2025	$27.38	$27.85	$28.35	$28.86	$29.44
COLA Increase July 1, 2025	$30.06	$30.55	$31.06	$31.58	$32.17
COLA Increase July 1, 2026	$30.81	$31.31	$31.84	$32.37	$32.97
COLA Increase July 1, 2027	$31.58	$32.09	$32.64	$33.18	$33.79
Part Time Lead Transit Operations (New Position) 7/1/2025	$31.56	$32.08	$32.61	$33.16	$33.82
COLA Increase July 1, 2026	$32.35	$32.88	$33.43	$33.99	$34.67
COLA Increase July 1, 2027	$33.16	$33.70	$34.27	$34.84	$35.54
Lead Mechanic – 6/30/2025	$32.91	$33.51	$34.12	$34.75	$35.45
COLA Increase July 1, 2025	$35.73	$36.35	$36.97	$37.62	$38.33
COLA Increase July 1, 2026	$36.62	$37.26	$37.89	$38.56	$39.29
COLA Increase July 1, 2027	$37.54	$38.19	$38.84	$39.52	$40.27
Mechanic – 6/30/2025	$31.51	$32.09	$32.67	$33.26	$33.93
COLA Increase July 1, 2025	$34.30	$34.89	$35.49	$36.09	$36.77
COLA Increase July 1, 2026	$35.16	$35.76	$36.38	$36.99	$37.69
COLA Increase July 1, 2027	$36.04	$36.65	$37.29	$37.91	$38.63
Maintenance Worker – 6/30/2025	$21.15	$21.48	$21.81	$22.16	$22.60
COLA Increase July 1, 2025	$23.68	$24.02	$24.36	$24.71	$25.17
COLA Increase July 1, 2026	$24.27	$24.62	$24.97	$25.33	$25.80
COLA Increase July 1, 2027	$24.88	$25.24	$25.59	$25.96	$26.45
PT Maintenance Worker – 6/30/2025	$21.48	$21.83	$22.17	$22.17	$22.61
COLA Increase July 1, 2025	$24.02	$24.38	$24.72	$24.72	$25.18
COLA Increase July 1, 2026	$24.62	$24.99	$25.34	$25.34	$25.81
COLA Increase July 1, 2027	$25.24	$25.61	$25.97	$25.97	$26.46
Paratransit Coordinator - 6/30/2025	$31.46	$32.03	$32.61	$33.20	$33.86
COLA Increase July 1, 2025	$34.25	$34.83	$35.43	$36.03	$36.71
COLA Increase July 1, 2026	$35.11	$35.70	$36.32	$36.93	$37.63

COLA Increase July 1, 2027	$35.99	$36.59	$37.23	$37.85	$38.57
Dispatcher - 6/30/2025	$25.92	$26.36	$26.82	$27.30	$27.85
COLA Increase July 1, 2025	$28.57	$29.02	$29.49	$29.98	$30.54
COLA Increase July 1, 2026	$29.28	$29.75	$30.23	$30.73	$31.30
COLA Increase July 1, 2027	$30.01	$30.49	$30.99	$31.50	$32.08
PT Dispatcher (New Position) 7/1/2025	$30.60	$31.09	$31.59	$32.11	$33.56
COLA Increase July 1, 2025	$33.36	$33.87	$34.38	$34.92	$36.40
COLA Increase July 1, 2026	$34.19	$34.72	$35.24	$35.79	$37.31
COLA Increase July 1, 2027	$35.04	$35.59	$36.12	$36.68	$38.24
Accountant I- 7/1/2025	$36.04	$36.73	$37.43	$38.15	$ 38.91
COLA Increase July 1, 2025	$38.94	$39.65	$40.37	$41.10	$41.89
COLA Increase July 1, 2026	$39.91	$40.64	$41.38	$42.13	$42.94
COLA Increase July 1, 2027	$40.91	$41.66	$42.41	$43.18	$44.01

ATBO = At The Beginning Of Hire Updated: 5/26/2025