

**Changes to the Labor Agreement between the City of Gainesville and the Amalgamated Transit Union (ATU), Local No. 1579
Effective October 1, 2015 – September 30, 2018**

These changes to the ATU Agreement have been reached through negotiations between the ATU and the City of Gainesville, and were ratified by the ATU on October 21, 2015. Where necessary, dates, policy references, and article reference numbers were changed throughout the entire Agreement.

Article 11 – Designated Leave

- 11.1: Deleted “Effective the first full pay period next following October 1, 2000.”
- 11.2: Added a column for Maximum Bidded Vacation Weeks.
- 11.4: Clarified ‘calendar’ days for seeking approval for vacation leave.
- 11.12: Deleted obsolete vacation black-out verbiage and added language limiting the amount of vacation that may be bidded. Deleted obsolete reference to the County’s Transit Department.

Article 12 – Paid Time Off (PTO)

- 12.6: Deleted obsolete vacation black-out verbiage and added language limiting the amount of vacation that may be bidded. Deleted obsolete reference to the County’s Transit Department .
- 12.10: Added a column for Maximum Bidded Vacation Weeks.
- 12.16: Deleted “Effective January 1, 2000,” and “beginning in October 2009.”

Article 15 – Bereavement Leave

- 15.2: Aligned with CWA definition of family; included stepparents.
- 15.4: Deleted obsolete paragraph.

Article 19 – Miscellaneous Employee Benefits

19.2: Increased uniform allowance from \$250 to \$265 (2016) and \$280 (2017).

Article 29 – Bulletin Boards

29.1: added bulletin board location in “Vehicle Service Attendants’ area.”

Article 31 – Wages

- 31.1: General Increases –

Fiscal Year	Effective	Increase, Limited by the Pay Range Maximum	Pay Range Movement
2016	October 12, 2015	2%	Increase Maximum by 1%
2017	October 10, 2016	2%	Increase Maximum by 1%
2018	October 9, 2017	2%	Increase Maximum by 1%

- 31.1: Added: “The parties may, upon mutual agreement, reopen this paragraph (31.1) for negotiation between August 1, 2017 and September 30, 2017, for the purpose of negotiating an increase to the Fiscal Year 2018 General Increase.”
- 31.2: Performance Safety Incentives –
 For each year, employees classified as Transit Operator, Clerk 1 RTS, Fleet Mechanic I RTS, Fleet Mechanic II RTS, Maintenance Worker I RTS, Maintenance Worker III RTS, Parts Specialist RTS, Transit Vehicle Collision Repair Technician, or Vehicle Service Attendant RTS, who have not had a preventable accident (Transit Operator) or injury (all other listed classifications) shall receive base rate increases as indicated in the chart below:

Consecutive Years Without a Preventable Accident/Injury	Annualized Increase (based on 2,080 hours)	Hourly Increase
0 years to 2 years 11 months	Not eligible	
3 years to 5 years 11 months	\$208	10 cents/hour
6 years to 8 years 11 months	\$416	20 cents/hour
9 years to 11 years 11 months	\$624	30 cents/hour
12 years to 14 years 11 months	\$832	40 cents/hour
15 or more years	\$1,040	50 cents/hour

- 31.3: Renumbered to 31.4. Verbiage updated to conform to merit increase provisions in 31.2.

Article 39 – RTS Maintenance

- NEW 39.10: Added “Regular Mechanics who are assigned to and work the third shift, as determined by the City, shall receive supplemental pay in the amount of one dollar (\$1) per hour worked. This supplement shall not be paid when leave is taken.”
- NEW 39.11: Added “Regular Mechanics who obtain and maintain H Series (Transit Bus Certification Tests) certification through the National Institute for Automotive Service Excellence shall receive supplemental pay in the amount of twenty five cents (\$0.25) per hour for each test.”
- 39.12: Renumbered to 39.14. Increased tool allowance from \$650 to \$750.