

**Changes to the Labor Agreement between the City of Gainesville and the Amalgamated Transit Union (ATU), Local No. 1579**  
**Effective October 1, 2021 – September 30, 2024**

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 6, 2021. Where necessary, dates, policy references, and article reference numbers were changed throughout the entire Agreement.

**Article 12 – Paid Time Off Leave (PTO) System**

- 12.17 (A): Modified PTO cash-out to permit cash-out any one time each fiscal year.
- 12.17 (B): Modified to state that request to cash out must be made 14 days prior to the beginning of the pay period when payment is to be made.

**Article 13 – Holidays** – 13.1: Added Juneteenth observance as a holiday. Added language that will trigger reopener in the event the City Commission declares additional holidays.

**Article 14 – Hours of Work and Overtime Payment** – 14.2.D: Modified to reflect practice (Operators whose routes are affected by service breaks shall be placed on the extra board and shall be paid at least forty (40) hours of pay for such workweek). Deleted requirement to call the Control Center to request a work assignment.

**Article 21 – Leave of Absence with or without pay** – 21.13: Deleted obsolete language – “Only covered events occurring on or after the final ratification of this amendment shall qualify an employee for Paid Parental Leave.”

**Article 31 – Wages**

- 31.1 (A): Added language providing for an across the board Cost of Living Adjustment (COLA) in both October 2022 and October 2023, indexed to Sec. 2-66 of the Code of Ordinances.
- 31.1 (B): Deleted obsolete language.
- 31.3 (A): Added language providing that promotions will be processed with slotting into the higher step plan, ensuring not less than a one pay step increase, beginning January 10, 2022.
- 31.4: Added language enabling implementation of a new merit-based step plan, with slotting of employee pay into that plan by guaranteeing not less than a full pay step increase. This becomes effective January 10, 2022.
- 31.5: Deleted obsolete Living Wage language.
- 31.6: Deleted Transitional Wage Increase language. Added Referral Bonus language.

**Article 38 – Tardiness** – 38.1(C): Aligned Maintenance tardiness rule with Operations tardiness rule (more than five minutes late).

**Article 39 – RTS Maintenance –**

- 39.14: Added Transit Vehicle Collision Repair Technician to the list of titles eligible to receive a tool allowance.
- 39.15: Clarified that 'Holiday' leave is included among leave types that count in determining whether 40 hours of leave are charged for a week (or not).

**Article 41 – Entire Agreement –**

- 41.3: Updated date to match term of agreement.
- 41.4: Updated date to match term of agreement.

**Exhibit A** – Updated Pay plan table to align with implementation of step plan in Article 31 – Wages.