

Tentative Agreement List:

Tentative Agreement Description	Section(s) of the Contract
Districts Last Best and Final Offer <ul style="list-style-type: none"> <li>Three percent (3%) wage increase each year of the deal (including retro pay)</li> <li>Two percent (2%) cash incentive for the twelve (12) month period prior to approval of the Board of Directors</li> <li>Economic reopener option for third year only</li> <li>Continue abeyance on Section 22 (Cost of Living Allowance)</li> <li>Removal of the oldest attendance occurrence for all ATU members</li> <li>Contract term from July 1, 2019 to June 30, 2022</li> </ul>	NA
Modify language to comply with Janus	Section 2
Update the Arbitrator Panel	Section 5
Reference modified Section 13.09(c) sufficient cause for discharge	Section 6
Allow for Union consultation prior to the procurement of new buses and modified safety language	Section 10
Creation of Stress Management and Crisis Response Program and peer intervention training for ATU peer advocates	Section 12
Modified rules requiring employees who are absent to engage with the leave management department within 60 days	Section 13
Reference to modified Section 13.09(c)	Section 16
Removal of FML eligibility after first 625 hours	Section 16
Modify training pay to twenty percent (20%)	Sections 24, 36 and 91
Increase the District's contribution to Dependent Care Trust	Section 19
Increase in District provided life insurance for active employees	Section 19
Remove the limit on employees purchasing additional life insurance	Section 19
Increase in District provided life insurance for retired employees	Section 21
Move Mentor Coordinator position and program from MOU into CBA	Section 31
New Technology provision	Section 31
Inclusion of Time Keeper Position into Division Office Staff	Section 36
Require trainees for clerk, dispatcher, mail messenger or time keeper position to come from a District bus driver position	Section 36
Requirement of EQ who has been trained to accept a vacant position by seniority if the vacancy is employee's home division	Section 36
Increase one causal vacation slot per division for Division Office employees	Section 36
Modify new bus driver language from "may" to "shall" for detailed work	Section 42
Remove "if possible" language from adjustment of running times	Section 48
Add one appointee to the Joint Labor/Management Meal/Rest Break Compliance Committee	Section 48
Modify payment dates for penalty payments for Meal/Rest Break violations	Section 48
Remove "attempt to" language from resolving scheduling issues	Section 48
Agreement to increase tool allowance by forty-five percent (45%) for power tools, not including Section 72.05	Section 72

Remove Class B license requirement for employees while in Unit Room Mechanic Position	Section 73
Move Conversion of EQ Service Employees and Janitors from MOU into CBA	Section 74
Offer detachable hoods to jackets	Section 82
Add Senior Scheduling Clerk to temporary language	Section 86
Remove Class B license requirement for employees while in Ship/Receive Clerk position	Section 92
Remove January and June reference to sign up	Section 93
Offer detachable hoods to jackets	Section 97
MOU for Master Journey Level Mechanic (Part of LBF)	MOU
Operator Safety Shields	Side Letter
Customer Service and De-escalation Training Committee and Training	Side Letter
Agreement to offer employees letter explaining process under Section 13.09(c) (next five (5) pages)	Side Letter
Interim Agreement for Meal and Rest Break Periods	Interim Agreement
PEPRA	Side Letter
District 457 Contribution	Side Letter