

Exhibit “A” - Highlights of the AC Transit and AFSCME 2020-2021 Negotiations:

Section	Summary of Change
5.1	Exclude Training Instructors and Drug and Alcohol Representatives from the 37.5 hour rule.
6.3	Mutually enforceable grievance time limit language.
9.9	Include Training Instructors and Drug and Alcohol Compliance Representatives in shift differentials.
10.1.D.	Modify the holiday sick language in light of the new attendance language.
11.2.F.	Agreed to modified sick leave roll over to 457 deferred come for 2022 and 2023 and then increase to previous amount from pre 2017 in 2024.
14.2	Update and clarify the uniform and shoe allowance language and move section 24.3 to uniform language.
17.5	Clarified language on acting pay (remove section 9.5).
20	3-year deal from July 1, 2020 to June 30, 2023.
23.1	Increase OCC premium from seven percent (7%) to nine percent (9%).
23.1	Secure eight (8) parking spots for OCC in Webster Lot.
23.2	Clarified Road Supervisor shift bidding language.
23.6	Agreed pathway for placing floating superintendents in Transportation.
24.4	Clarified language for Maintenance staff on holiday scheduling.
24.5	Modify to hold shift bids every year instead of every other year.
25	Three percent (3%) wage increase each year of the deal, with retro back to July 1, 2020.
26	New attendance policy and employee responsibility to work with leave management.
Side Letter	Twenty-five dollar and ninety-seven cent (\$25.97) increase of District contributions to 457 deferred compensation for employees hired after January 1, 2020.
Side Letter	Status quo on healthcare – reopener letter should the District negotiate CalPERS Medical with ATU in 2022.
Side Letter	PEPRA – All employees hired after January 1, 2020 will be considered Tier 2 PEPRA employees.
NA	Two-percent (2%) cash incentive for the twelve months prior to Board Approval of CBA.
NA	Move the Data Base Administrators from grade eight (8) to grade ten (10).