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**LANE TRANSIT DISTRICT  
SPECIAL BOARD MEETING**

**Wednesday, August 9, 2000  
4 p.m.**

**EUGENE HILTON HOTEL AND CONFERENCE CENTER  
66 E. Sixth Avenue, Eugene**

***NO PUBLIC TESTIMONY WILL BE HEARD AT THIS MEETING.***

**A G E N D A**

Page No.

I. ROLL CALL

Bennett \_\_\_\_\_ Gaydos \_\_\_\_\_ Hocken \_\_\_\_\_ Kleger \_\_\_\_\_  
Lauritsen \_\_\_\_\_ Wylie \_\_\_\_\_ (Vacancy, Subdistrict 3) \_\_\_\_\_

II. CALL TO ORDER

III. EXECUTIVE (NON-PUBLIC) SESSION PURSUANT TO ORS 192.660(1)(d), to conduct deliberations with persons designated by the governing body to carry on labor negotiations; and pursuant to ORS 192.660(1)(e), to conduct deliberations with persons designated by the governing body to negotiate real property transactions

IV. REGULAR (PUBLIC) SESSION

- A. Ratification of LTD/Amalgamated Transit Union labor contract
- B. New RideSource Facility
- C. Preparation for August 9, 2000, 6 p.m. Joint Officials' Meeting on TransPlan

V. ADJOURNMENT

**Alternative formats of printed material (Braille, cassette tapes, or large print) are available upon request. A sign language interpreter will be made available with 48 hours' notice. The facility used for this meeting is wheelchair accessible. For more information, please call 682-6100 (voice) or 1-800-735-2900 (TTY, through Oregon Relay, for persons with hearing impairments).**

## AGENDA ITEM SUMMARY

**DATE OF MEETING:** August 9, 2000

**ITEM TITLE:** RATIFICATION OF LTD/ATU AGREEMENT

**PREPARED BY:** Dave Dickman, Human Resources Manager

**ACTION REQUESTED:** That the Board vote to ratify the LTD/ATU Agreement as ratified by the Amalgamated Transit Union, Local 757, on July 30, 2000

**BACKGROUND:** Lane Transit District and the Amalgamated Transit Union (ATU) have negotiated to completion a four-year Agreement on the terms and conditions of employment for more than 250 represented employees. This negotiation is historic in some sense, as it was the least contentious or conflict-based negotiation in a number of years. Indeed, the negotiation began informally with an interest-based discussion revolving around the Extra Board and the need to improve work rules to enhance efficiency and safety in the District.

General Manager Ken Hamm set the tone for the negotiation by establishing the following goals for the management bargaining team: LTD needs to be the safest, friendliest, most consistent, and most efficient transit system. In addition to these goals, the general manager wanted to assure a continued positive image for LTD in our many communities and in our employee community with a bargaining approach that was fair.

LTD objectives in this bargaining included minimizing overtime, creating flexibility for operations and employees, improving morale and team-building, and obtaining a reasonable wage and benefit settlement. We believed that the ATU's objectives included equal retirement benefits for administration and bargaining unit employees, maintenance of benefits, improved wages, and longevity pay.

The negotiations were amicable and positive, and the parties arrived at a settlement on July 12, 2000. This agreement was ratified by the union with a vote of 136 yes votes and 3 no votes. A summary of the changes to the agreement is attached.

**RESULTS OF RECOMMENDED ACTION:** LTD will enter into the four-year labor agreement as outlined, effective July 1, 2000.

**ATTACHMENTS:**

- (1) Summary of Changes to LTD/ATU Agreement
- (2) Copies of the LTD/ATU Agreement are included as a separate document for Board members

**PROPOSED MOTION:**

I move the following resolution: It is hereby resolved that the Lane Transit District Board of Directors ratifies the Lane Transit District / Amalgamated Transit Union four-year agreement, effective July 1, 2000, as ratified by the ATU members on July 30, 2000.

SUMMARY OF CHANGES TO LTD/ATU AGREEMENT  
August 9, 2000

Contract Provision	Change
Term of the Agreement	Four Years
Wages – Base adjustment	Semi-annual increases of 2% starting July 1, 2000
Wages- Market adjustments (“equity adjustments”)	Fleet Service positions <ul style="list-style-type: none"> <li>• Journeyman Mechanic - \$0.20/hour on top pay only</li> <li>• Inventory Technicians - \$0.20/hour on top pay only</li> <li>• General Service Workers - \$0.20/hour on top pay only</li> <li>• Customer Service Representatives - \$2.47/hour on top pay</li> </ul>
Longevity Pay	Starting July 1, 2001 <ul style="list-style-type: none"> <li>• With fifteen years of service - \$0.15 per hour</li> <li>• With twenty years of service - \$0.20 per hour</li> <li>• With twenty-five years of service - \$0.25 per hour</li> <li>• With thirty years of service - \$0.30 per hour</li> </ul>
Insurance	Continue as LTD has done to provide the same or as reasonably comparable benefits as we presently do.
Retirement	Modify the existing plan of retirement for ATU employees as follows: <ul style="list-style-type: none"> <li>• Lower the standard retirement age to 60 years of age (same as administrative employees)</li> <li>• Provide for unreduced retirement at any age with 30 years of service (same as administrative employees)</li> <li>• Increase the defined benefit plan to \$45 per credit July 1, 2000</li> <li>• Increase the defined benefit plan to \$48 per credit July 1, 2001</li> <li>• Increase the defined benefit plan to \$53 per credit July 1, 2002</li> <li>• Increase the defined benefit plan to \$55 per credit July 1, 2003</li> </ul>
Retiree Health Insurance	Increase the retiree health insurance supplement from \$85 per month to \$125 per month. This benefit has not been increased for more than eight years. This benefit will be available at age 60 for retirees or reduced if employees elect reduced early retirement.
Child and Elder Care	LTD will form an employee committee to evaluate this issue and will commit resources up to \$5,000 per year starting in the second year of the agreement to assist in the program that is developed.
Hours of Work	The parties agree to significant improvement in flexibility of work rules governing the assignment of work. Many of the guarantees that added cost to the work assignments have been or will be changed. Safety work rules that the employer was putting into place irrespective of the agreement have been formally included in the agreement, such as limits to the number of work hours that can be worked per day and in a week.
Sick Leave	LTD agreed to provide the first day sick as paid if an employee had accumulated and maintained at least 120 hours of sick leave.
Vacation	Vacation accrual will be based upon an hourly accrual rather than the number of years of employment only. Additional floating holidays created by vacation selection become vacation hours instead.
Extra Board Rules	We have agreed to LTD establishing a mini extra board. We reduced the work guarantee from eight hours per day to 60 hours in two weeks for the mini board employees. In addition, many safety-related (and overtime-reducing) rules have been agreed to.
Customer Service Center	We have agreed to establishing flexible service employees with 60 hours in two weeks guaranteed. We have changed rules to reflect the different nature of the CSC in operations.
ATU Decals	We have agreed to the placement of ATU decals on buses near the driver’s seating location.

## AGENDA ITEM SUMMARY

**DATE OF MEETING:** August 9, 2000

**ITEM TITLE:** EXECUTIVE SESSION PURSUANT TO ORS 192.660(1)(d) and ORS 192.660(1)(e)

**PREPARED BY:** Ken Hamm, General Manager

**ACTION REQUESTED:** That the Board move into Executive Session pursuant to ORS 192.660(1)(d), to discuss labor negotiations, and pursuant to ORS 192.660(1)(e), to discuss real property transactions

**ATTACHMENT:** None

**PROPOSED MOTION:** I move that the Board meet in Executive Session pursuant to ORS 192.660(1)(d), to conduct deliberations with persons designated by the governing body to carry on labor negotiations, and pursuant to ORS 192.660(1)(e), to conduct deliberations with persons designated by the governing body to negotiate real property transactions.