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**LANE TRANSIT DISTRICT
BOARD OF DIRECTORS
SPECIAL MEETING BY CONFERENCE CALL**

**Tuesday, December 11, 2007
3:45 p.m.**

**LTD CONFERENCE ROOM
3500 E. 17th Avenue, Eugene
(off Glenwood Blvd.)**

NO PUBLIC TESTIMONY WILL BE HEARD AT THIS MEETING.

This meeting will be held via telephonic connection. A speaker telephone will be available to the public in the conference room of the District.

A G E N D A

I. ROLL CALL

Davis _____ Dubick _____ Evans _____ Eyster _____
Gaydos _____ Kortge _____ (Vacancy, Subdistrict 4) _____

II. CALL TO ORDER

III. APPROVAL OF LANE TRANSIT DISTRICT/AMALGAMATED TRANSIT UNION LABOR CONTRACT

The purpose of this meeting is to approve the 2007-2010 Collective Bargaining Agreement, pending prior ratification by ATU membership. If the agreement is not ratified by the union membership, this meeting will be canceled.

Proposed Motion

I move the following resolution:

LTD Resolution No. 2007-040: It is hereby resolved that the Lane Transit District Board of Directors ratifies the Lane Transit District / Amalgamated Transit Union three-year agreement, effective July 1, 2007, through June 30, 2010, as ratified by the ATU members on December 9, 2007.

IV. 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).

Lane Transit District
And
Amalgamated Transit Union, District 757

Tentative Agreement

November 27, 2007

1. Wages

A. Across-the-board increases

- a. 1.75% increase for payroll period that includes July 1, 2007¹
- b. 1.75% increase for payroll period that includes January 1, 2008
- c. 1.75% increase for payroll period that includes July 1, 2008
- d. 1.5% increase for payroll period that includes January 1, 2009
- e. 1.75% increase for payroll period that includes July 1, 2009
- f. 1.75% increase for payroll period that includes January 1, 2010

B. Section 5.2 – Longevity Pay

Add an additional longevity step of \$.40 (which reflects an additional \$.05 over the 35-year step) for employees who attain 40 years of continuous service.

C. Section 5.4 -- Maintenance Adjustments

The District agrees to provide the following additional wage adjustments for Journeyman Mechanics and Journeyman Tire Specialists:

- a. Effective for the payroll period that includes July 1, 2007 – 2%
- b. Effective for the payroll period that includes July 1, 2008 – 2%
- c. Effective for the payroll period that includes July 1, 2009 – 2%

The District agrees to provide 1% increases for Inventory Control Specialists, on the same schedule as above.

¹ For all wage increases effective for the payroll period that includes July 1, 2007, the District agrees to reflect the wage increases with the next regular payroll period, and to pay currently active bargaining unit employees a retroactive payment for the period from July 1, 2007 to the date the adjustments are made. Such payment shall be paid in a lump sum payment.

D. Section 6.1 – Bus Operator Instructor Wage Rates

Increase to \$2.25 per hour for the period 7/1/07 and thereafter.

2. Continue current medical insurance plan. Incorporate the following language in Section 7.2:

Effective January 1, 2008, LTD will continue the plan implemented in 2006, including the prior arrangement on coordination of benefits, unless the premium increases by more than 15% over the 2007 premium. In the event the premium increases by more than 15%, the issue will be referred to the Joint Insurance Committee and the expedited dispute resolution process provided in Section 7.7.

Effective January 1, 2009, LTD will continue the plan implemented in 2006, including the prior arrangement on coordination of benefits, unless the premium increases by more than 15% over the 2008 premium. In the event the premium increases by more than 15%, the issue will be referred to the Joint Insurance Committee and the expedited dispute resolution process provided in Section 7.7.

Effective January 1, 2010, LTD will continue the plan implemented in 2006, including the prior arrangement on coordination of benefits, unless the premium increases by more than 15% over the 2009 premium. In the event the premium increases by more than 15%, the issue will be referred to the Joint Insurance Committee and the expedited dispute resolution process provided in Section 7.7.

Continue \$700 VEBA contribution in each calendar year (2008, 2009, 2010).

Amend Section 7.6 (Stop-Loss) as follows:

For the term of the Agreement, the District shall provide a “stop-loss” account to reimburse employees for medical expenses covered under the health plan that exceed the amount in the employee’s HRA or VEBA account. The amount of the stop-loss shall be ~~\$2000~~ per employee per calendar year, minus the amount in the employee’s HRA or VEBA, not to exceed ~~\$1300~~ per employee per calendar year. Only expenditures for medical services covered by the health plan ~~(including medical and prescription co-pays)~~ shall be eligible for reimbursement under the stop-loss program.

Deleted: \$1500

Deleted: \$800

Remaining language of 7.6 the same (except change \$1500 to \$2000 throughout).

3. Continue current retirement program.

Section 9.3 – Change as follows:

Effective upon ratification, and after approval of the LTD/ATU Pension Trustees, the minimum benefit rate for employees covered by this Agreement

and who retire and terminate their employment after the date of ratification, shall be sixty dollars (\$60.00) per year of credited service.²

Effective July 1, 2008, and after approval of the LTD/ATU Pension Trustees, the minimum benefit rate for employees covered by this Agreement and who retire and terminate their employment after July 1, 2008, shall be sixty-three dollars (\$63.00) per year of credited service.

Effective July 1, 2009, and after approval of the LTD/ATU Pension Trustees, the minimum benefit rate for employees covered by this Agreement and who retire and terminate their employment after July 1, 2009, shall be sixty-four dollars (\$64.00) per year of credited service.

4. Retiree Medical – Increase maximum District medical insurance contribution for non-Medicare-eligible retirees to \$250/month, effective July 1, 2007. Continue \$125/month for Medicare-eligible retirees.
5. Incorporate existing MOUs (Journeyman Instructor, Birthday holiday; 35-year longevity increase)
6. Incorporate EmX agreement reached by subcommittee.
7. Shoe Allowances (Sections 14.1 and 36.4): Increase shoe allowances to \$75 for non-safety shoes and \$150 for safety shoes, per year, effective July 1, 2007.
9. Shift Differential in Fleet Services (Section 36.3) – District agrees to \$0.50 shift differential for swing shift and \$0.75 shift differential for night shift, effective July 1, 2007, for all classifications in Fleet Services. Maintain 50% language in contract, drafted to be made applicable to both swing shift and night shift. Times to be inserted in contract: swing shift: 1800 – midnight; night shift: midnight - 0700.

² The parties agree that the increased retirement benefit will be applied retroactively to July 1, 2007 for those employees who have terminated their employment with LTD and gone on paid status under the pension plan between July 1, 2007 and the date of ratification of this tentative agreement. Any employees who terminated or terminate for other reasons between July 1, 2007 and the date of ratification will receive the benefit in effect at the time of termination (e.g., \$55.00 per year of credited service).