

ADDENDUM TO THE COLLECTIVE BARGAINING AGREEMENT
RESULTING FROM REOPENER BETWEEN
BOARD OF COUNTY COMMISSIONERS OF BROWARD COUNTY, FLORIDA
AND
AMALGAMATED TRANSIT UNION, LOCAL 1267

EFFECTIVE FISCAL YEAR 2022/2023

This Addendum is entered into by and between Broward County and Amalgamated Transit Union, Local 1267. For good and valuable consideration, the parties hereto agree and acknowledge as follows:

Recitals

1. The parties have entered into a Collective Bargaining Agreement covering the period of October 1, 2020, through September 30, 2023 (the "CBA"). Under the CBA, for Fiscal Year 2022/2023, the parties have the right to reopen Article 26, Wages.
2. As a result of the reopening, Article 26 – Wages, Section 6, shall be modified as follows effective within 30 days after Board approval, and Article 26 – Wages, Section 6, is retroactive to October 1, 2022:

ADDENDUM

1. Article 26 – Wages is amended as follows:

ARTICLE 26 - WAGES

Section 6, C. is replaced in its entirety as follows:

C. FY 2022/2023

1. Current employees in steps shall receive only the applicable step increase.
2. Effective October 1, 2022, the "Thereafter Step" shall be adjusted upward to include the value of two percent (2.0%) and the equivalent of \$2,000 added to base salary rate.
3. Effective the first full pay period in October 2022 (October 2, 2022), all current unit employees at the "Thereafter Step" as of October 1, 2022, and employed in a bargaining unit position as of the date of the ratification of the Agreement by the Union, shall have their base hourly rate as reflected in the revised step plan below.
4. Effective the first pay period in October 2022 (October 2, 2022), the Bus Operator step entry rate will be \$19.00.

| | <u>Fiscal Year</u> <u>2022/2023</u> |
|---|--|
| 1 st 12 months (including training) | \$19.00 |
| Next 12 months | \$19.57 |
| Next 12 months | \$20.16 |
| Next 12 months | \$20.76 |
| Next 12 months | \$21.38 |
| Next 12 months | \$22.02 |
| | |
| II. Part Time Operators | |
| 1 st year (including training) | 19.00 |
| Next 24 months | 19.57 |
| Next 24 months | 20.16 |
| Next 24 months | 20.76 |
| Next 24 months | 21.38 |
| Next 24 months | 22.02 |
| | |
| III. Thereafter Rates – All Operators “Thereafter Step” | \$30.22 |
| | |
| IV. Crew Vehicle | \$27.47 |

Operators employed prior to October 1, 1994, will receive an additional 10¢ per hour increase after completion of 5, 10, and 15, years of continuous service. Effective October 1, 1994, Operators employed prior to October 1, 1994, will receive an additional 10¢ per hour increase after completion of 20 years of continuous service and will continue to receive the 5 year increase as described above.

Operators hired on or after October 1, 1994, will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

Operators moving from part-time to full-time or full-time to part-time will be given credit for months of service in terms of full-time or part-time equivalents, regardless of probationary status. This determination is based on the number of months worked since the operator’s hire date, appointment date or last scheduled wage rate change.

Maintenance

| | <u>Fiscal Year</u> <u>2022/2023</u> |
|------------------------|--|
| I. Storekeepers | |
| 1 st Year | \$15.81 |
| 2 nd Year | \$16.29 |

| | |
|----------------------|---------|
| 3 rd Year | \$16.78 |
| 4 th Year | \$17.28 |
| 5 th Year | \$17.80 |
| 6 th Year | \$18.33 |
| Thereafter Step | \$30.38 |

Storekeepers will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

| | <u>Fiscal Year</u> <u>2022/2023</u> |
|--------------------------|--|
| Coach Service Attendants | |
| 1 st Year | \$15.00 |
| 2 nd Year | \$15.45 |
| 3 rd Year | \$15.91 |
| 4 th Year | \$16.39 |
| 5 th Year | \$16.88 |
| 6 th Year | \$17.39 |
| Thereafter Step | \$26.73 |

If the Living Wage rate, as established by Broward County's Living Wage Ordinance, is adjusted higher than the first step of the Coach Service Attendant job classification, the first step will be adjusted upward to the Living Wage rate, and all other steps for the Coach Service Attendant job classification will be adjusted upwards by the same percentage, with the exception of the thereafter step.

Coach Service Attendants will receive an additional 10¢ per hour increase after completion of 10 and 15 years of continuous service. Effective October 1, 1994, Coach Service Attendants employees will receive an additional 10¢ per hour increase after completion of 20 years of continuous service.

| | <u>Fiscal Year</u> <u>2022/2023</u> |
|----------------------|--|
| II. Mechanics | |
| 1 st Year | \$23.65 |
| 2 nd Year | \$24.38 |
| 3 rd Year | \$25.13 |
| 4 th Year | \$25.91 |
| 5 th Year | \$26.71 |
| Thereafter Step | \$38.11 |

| | <u>Fiscal Year</u> <u>2022/2023</u> |
|------------------------------------|--|
| Mechanic Apprentice** | |
| Starting Rate | \$18.55 |
| 1 st Section Completion | \$19.71 |
| 2 nd Section Completion | \$20.87 |
| 3 rd Section Completion | \$22.03 |

Upon successful completion of Mechanic Apprentice program, the employee moves to the 1st Year Mechanic rate.

*Rates based on 80%, 85%, 90% and 95% of Mechanic 1st Step Rate. If a current County employee becomes a Mechanic Apprentice and has a higher pay rate than the Starting Rate, that employee's salary is redlined until such time as his/her pay rate is in the salary range for Mechanic Apprentice.

Mechanics will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

** Completion of the specified number of years worked in a grade will qualify a storekeeper or coach/service attendant for promotion to the next grade. For a Mechanic, completion of one (1) year in a step will qualify a Mechanic for promotion to the next step. Increases in wage rates will become effective at the first pay period following completion of the years worked in grade. Unexcused absences will not be counted in computing time in grade.

| | <u>Fiscal Year</u> <u>2022/2023</u> |
|------------------------------------|--|
| III. Paint and Body Technicians | |
| 1 st Year | \$24.67 |
| 2 nd Year | \$25.42 |
| 3 rd Year | \$26.18 |
| 4 th Year | \$26.97 |
| 5 th Year | \$27.77 |
| Thereafter Step | \$39.22 |

Paint and Body Technicians will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

2. The recital clauses stated above are true and correct and are incorporated.
3. The actual amended language of the CBA reflecting the above-stated changes is attached hereto.

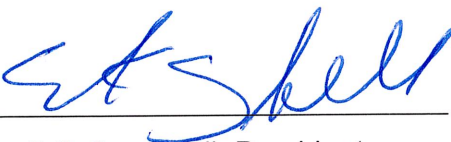
4. Except as expressly modified by this Addendum, all terms and conditions of the CBA remain in full force and effect.

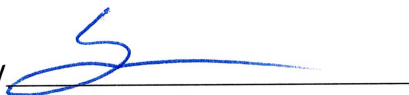
SIGNATURE PAGE

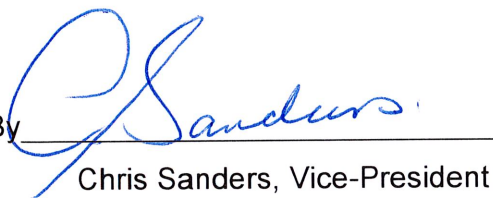
IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed and signed by their duly authorized representatives, as of this 13 day of October, 2023.

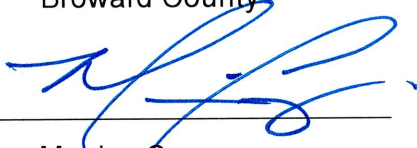
AMALGAMATED TRANSIT UNION,
LOCAL 1267

BROWARD COUNTY, FLORIDA
BY ITS BOARD OF COUNTY
COMMISSIONERS

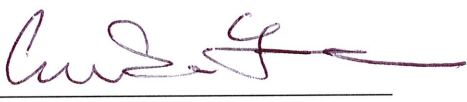
By 
Erik Campbell, President

By 
Mayor Lamar Fisher,
Broward County

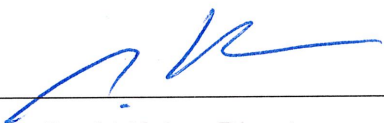
By 
Chris Sanders, Vice-President

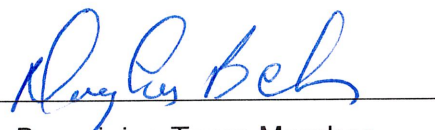
By 
Monica Cepero,
County Administrator

By 
Bargaining Team Member

By 
Coree Cuff Lonergan, Director,
Transportation Department

By 
Bargaining Team Member

By 
David Kahn, Director,
Human Resources

By 
Bargaining Team Member

By 
Brian Lonergan
Labor Relations Manager

ARTICLE 26

WAGES

Section 1: The wage rate for all unit employees employed at date of execution of this contract will be adjusted as shown on wage rate schedule in Section 6.

Section 2: Pay day will be on a bi-weekly basis.

Section 3: When an error occurs in an employee's regular pay which causes it to be short and said error occurred on the part of the Employer of Ten Dollars (\$10.00) or more, a check correcting the error will be issued within three (3) working days of the time the error is brought to the attention of the Employer. If overpaid, the pay back will be agreed to by the employee/employer and the Union.

Section 4: The Employer agrees not to hold any employee's pay for the purpose of requiring the employee to meet with supervision.

Section 5: Employees performing specialized work as machinist or electronics/fare box technicians will have that title added to their pay classification and their work specialty will be bid as separate classification.

Section 6:

A. FY 2020/2021

1. Current employees in steps shall receive only the applicable step increase.
2. Effective October 1, 2020, the "Thereafter Step" shall be adjusted upward two percent (2.0%).
3. Effective the first pay period in October 2020 (October 4, 2020), all current unit employees at the "Thereafter Step" as of October 1, 2020, and employed in a bargaining unit position as of the date of the ratification of the Agreement by the Union, shall have their base hourly rate increased two percent (2.0%).

I. Operator Trainee

FY 20/21

\$13.47

| | |
|--|---------|
| 1 st 12 months after training | \$16.00 |
| Next 12 months | \$16.48 |
| Next 12 months | \$16.97 |
| Next 12 months | \$17.48 |
| Next 12 months | \$18.00 |
| Next 12 months | \$18.54 |

II. Part Time Operators

| | |
|-------------------------------------|---------|
| 1 st year after training | \$16.00 |
| Next 24 months | \$16.48 |
| Next 24 months | \$16.97 |
| Next 24 months | \$17.48 |
| Next 24 months | \$18.00 |
| Next 24 months | \$18.54 |

III. Thereafter Rates – All Operators

| | |
|-------------------|---------|
| “Thereafter Step” | \$27.04 |
|-------------------|---------|

IV. Crew Vehicle

\$24.49

Operators employed prior to October 1, 1994, will receive an additional 10¢ per hour increase after completion of 5, 10, and 15, years of continuous service. Effective October 1, 1994, Operators employed prior to October 1, 1994, will receive an additional 10¢ per hour increase after completion of 20 years of continuous service and will continue to receive the 5 year increase as described above.

Operators hired on or after October 1, 1994, will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

Operators moving from part-time to full-time or full-time to part-time will be given credit for months of service in terms of full-time or part-time equivalents, regardless of probationary status. This determination is based on the number of months worked since the operator's hire date, appointment date or last scheduled wage rate change.

Maintenance

FY 20/21

I. Storekeepers

| | |
|----------------------|---------|
| 1 st Year | \$15.50 |
| 2 nd Year | \$15.97 |
| 3 rd Year | \$16.45 |
| 4 th Year | \$16.94 |
| 5 th Year | \$17.45 |

| | |
|----------------------|---------|
| 6 th Year | \$17.97 |
| Thereafter Step | \$27.18 |

Storekeepers will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

| | <u>FY 20/21</u> |
|--------------------------|-----------------|
| Coach Service Attendants | |
| 1 st Year | \$13.47 |
| 2 nd Year | \$13.87 |
| 3 rd Year | \$14.29 |
| 4 th Year | \$14.72 |
| 5 th Year | \$15.16 |
| 6 th Year | \$15.61 |
| Thereafter Step | \$23.79 |

Coach Service Attendants will receive an additional 10¢ per hour increase after completion of 10 and 15 years of continuous service. Effective October 1, 1994, Coach Service Attendants employees will receive an additional 10¢ per hour increase after completion of 20 years of continuous service.

| | <u>FY 20/21</u> |
|----------------------|-----------------|
| II. Mechanics | |
| 1 st Year | \$23.19 |
| 2 nd Year | \$23.90 |
| 3 rd Year | \$24.64 |
| 4 th Year | \$25.40 |
| 5 th Year | \$26.19 |
| Thereafter Step | \$34.32 |

| | <u>FY 20/21</u> |
|------------------------------------|-----------------|
| Mechanic Apprentice** | |
| Starting Rate | \$18.55 |
| 1 st Section Completion | \$19.71 |
| 2 nd Section Completion | \$20.87 |
| 3 rd Section Completion | \$22.03 |

Upon successful completion of Mechanic Apprentice program the employee moves to the 1st Year Mechanic rate.

*Rates based on 80%, 85%, 90% and 95% of Mechanic 1st Step Rate. If a current County employee becomes a Mechanic Apprentice and has a higher pay rate than the Starting Rate, that employee's salary is redlined until such time as his/her pay rate is in the salary range for Mechanic Apprentice.

Mechanics will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

** Completion of the specified number of years worked in a grade will qualify a storekeeper or coach/service attendant for promotion to the next grade. For a Mechanic, completion of one (1) year in a step will qualify a Mechanic for promotion to the next step. Increases in wage rates will become effective at the first pay period following completion of the years worked in grade. Unexcused absences will not be counted in computing time in grade.

FY 20/21

III. Paint and Body Technicians

| | |
|----------------------|---------|
| 1 st Year | \$24.19 |
| 2 nd Year | \$24.92 |
| 3 rd Year | \$25.67 |
| 4 th Year | \$26.44 |
| 5 th Year | \$27.23 |
| Thereafter Step | \$35.34 |

B. FY 2021/2022

1. Current employees in steps shall receive only the applicable step increase.
2. Effective October 1, 2021, all Steps shall be adjusted upward two percent (2%), including the "Thereafter Step."
3. Effective the first pay period in October 2021 (October 3, 2021), all current unit employees and employees employed in a bargaining unit position as of the date of the ratification of the Agreement by the Union, shall have their base hourly rate increased two percent (2.0%).

FY 21/22

I. Full Time Operators

| | |
|------------------------------------|---------|
| 1st 12 months (including training) | \$16.32 |
| Next 12 months | \$16.81 |
| Next 12 months | \$17.31 |
| Next 12 months | \$17.83 |
| Next 12 months | \$18.36 |
| Next 12 months | \$18.91 |

II. Part Time Operators

| | |
|---|---------|
| 1 st year (including training) | \$16.32 |
| Next 24 months | \$16.81 |
| Next 24 months | \$17.31 |
| Next 24 months | \$17.83 |
| Next 24 months | \$18.36 |
| Next 24 months | \$18.91 |

III. Thereafter Rates – All Operators

| | |
|-------------------|---------|
| “Thereafter Step” | \$28.13 |
|-------------------|---------|

IV. Crew Vehicle

\$25.48

Operators employed prior to October 1, 1994, will receive an additional 10¢ per hour increase after completion of 5, 10, and 15, years of continuous service. Effective October 1, 1994, Operators employed prior to October 1, 1994, will receive an additional 10¢ per hour increase after completion of 20 years of continuous service and will continue to receive the 5 year increase as described above.

Operators hired on or after October 1, 1994, will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

Operators moving from part-time to full-time or full-time to part-time will be given credit for months of service in terms of full-time or part-time equivalents, regardless of probationary status. This determination is based on the number of months worked since the operator's hire date, appointment date or last scheduled wage rate change.

Maintenance

| | <u>FY 21/22</u> |
|----------------------|-----------------|
| I. Storekeepers | |
| 1 st Year | \$15.81 |
| 2 nd Year | \$16.29 |
| 3 rd Year | \$16.78 |
| 4 th Year | \$17.28 |
| 5 th Year | \$17.80 |
| 6 th Year | \$18.33 |
| Thereafter Step | \$28.27 |

Storekeepers will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

| | <u>FY 21/22</u> |
|--------------------------|------------------------|
| Coach Service Attendants | |
| 1 st Year | <u>\$14.02</u> |
| 2 nd Year | \$14.43 |
| 3 rd Year | \$14.72 |
| 4 th Year | \$15.16 |
| 5 th Year | \$15.61 |
| 6 th Year | <u>\$16.07</u> |
| Thereafter Step | \$24.76 |

If the Living Wage rate, as established by Broward County's Living Wage Ordinance, is adjusted higher than the first step of the Coach Service Attendant job classification, the first step will be adjusted upward to the Living Wage rate, and all other steps for the Coach Service Attendant job classification will be adjusted upwards by the same percentage, with the exception of the thereafter step.

Coach Service Attendants will receive an additional 10¢ per hour increase after completion of 10 and 15 years of continuous service. Effective October 1, 1994, Coach Service Attendants employees will receive an additional 10¢ per hour increase after completion of 20 years of continuous service.

| | <u>FY 21/22</u> |
|----------------------|------------------------|
| II. Mechanics | |
| 1st Year | \$23.65 |
| 2nd Year | \$24.38 |
| 3 rd Year | \$25.13 |
| 4 th Year | \$25.91 |
| 5 th Year | \$26.71 |
| Thereafter Step | \$35.71 |

| | <u>FY 21/22</u> |
|------------------------------------|------------------------|
| Mechanic Apprentice** | |
| Starting Rate | \$18.55 |
| 1 st Section Completion | \$19.71 |
| 2 nd Section Completion | \$20.87 |
| 3 rd Section Completion | \$22.03 |

Upon successful completion of Mechanic Apprentice program the employee moves to the

1st Year Mechanic rate.

*Rates based on 80%, 85%, 90% and 95% of Mechanic 1st Step Rate. If a current County employee becomes a Mechanic Apprentice and has a higher pay rate than the Starting Rate, that employee's salary is redlined until such time as his/her pay rate is in the salary range for Mechanic Apprentice.

Mechanics will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

** Completion of the specified number of years worked in a grade will qualify a storekeeper or coach/service attendant for promotion to the next grade. For a Mechanic, completion of one (1) year in a step will qualify a Mechanic for promotion to the next step. Increases in wage rates will become effective at the first pay period following completion of the years worked in grade. Unexcused absences will not be counted in computing time in grade.

FY 21/22

III. Paint and Body Technicians

| | |
|-----------------|---------|
| 1st Year | \$24.67 |
| 2nd Year | \$25.42 |
| 3rd Year | \$26.18 |
| 4th Year | \$26.97 |
| 5th Year | \$27.77 |
| Thereafter Step | \$36.77 |

Paint and Body Technicians will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

C. FY 2022/2023

1. Current employees in steps shall receive only the applicable step increase.
2. Effective October 1, 2022, the "Thereafter Step" shall be adjusted upward to include the value of two percent (2.0%) and the equivalent of \$2,000 added to base salary rate.
3. Effective the first full pay period in October 2022 (October 2, 2022), all current unit employees at the "Thereafter Step" as of October 1, 2022, and employed in a bargaining unit position as of the date of the ratification of the Agreement by the Union, shall have their base hourly rate as reflected in the revised step plan below.
4. Effective the first pay period in October 2022 (October 2, 2022), the Bus Operator step entry rate will be \$19.00.

FY 22/23

| | |
|------------------------------------|---------|
| 1st 12 months (including training) | \$19.00 |
| Next 12 months | \$19.57 |
| Next 12 months | \$20.16 |
| Next 12 months | \$20.76 |
| Next 12 months | \$21.38 |
| Next 12 months | \$22.02 |

II. Part Time Operators

| | |
|-------------------------------|---------|
| 1st year (including training) | \$19.00 |
| Next 24 months | \$19.57 |
| Next 24 months | \$20.16 |
| Next 24 months | \$20.76 |
| Next 24 months | \$21.38 |
| Next 24 months | \$22.02 |

III. Thereafter Rates – All Operators
“Thereafter Step”

\$30.22

IV. Crew Vehicle

\$27.47

Operators employed prior to October 1, 1994, will receive an additional 10¢ per hour increase after completion of 5, 10, and 15, years of continuous service. Effective October 1, 1994, Operators employed prior to October 1, 1994, will receive an additional 10¢ per hour increase after completion of 20 years of continuous service and will continue to receive the 5 year increase as described above.

Operators hired on or after October 1, 1994, will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

Operators moving from part-time to full-time or full-time to part-time will be given credit for months of service in terms of full-time or part-time equivalents, regardless of probationary status. This determination is based on the number of months worked since the operator's hire date, appointment date or last scheduled wage rate change.

Maintenance

FY 22/23

I. Storekeepers

| | |
|----------|---------|
| 1st Year | \$15.81 |
| 2nd Year | \$16.29 |

| | |
|-----------------|---------|
| 3rd Year | \$16.78 |
| 4th Year | \$17.28 |
| 5th Year | \$17.80 |
| 6th Year | \$18.33 |
| Thereafter Step | \$30.38 |

Storekeepers will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

| | |
|--------------------------|------------------------|
| | <u>FY 22/23</u> |
| Coach Service Attendants | |
| 1st Year | \$15.00 |
| 2nd Year | \$15.45 |
| 3rd Year | \$15.91 |
| 4th Year | \$16.39 |
| 5th Year | \$16.88 |
| 6th Year | \$17.39 |
| Thereafter Step | \$26.73 |

If the Living Wage rate, as established by Broward County's Living Wage Ordinance, is adjusted higher than the first step of the Coach Service Attendant job classification, the first step will be adjusted upward to the Living Wage rate, and all other steps for the Coach Service Attendant job classification will be adjusted upwards by the same percentage, with the exception of the thereafter step.

Coach Service Attendants will receive an additional 10¢ per hour increase after completion of 10 and 15 years of continuous service. Effective October 1, 1994, Coach Service Attendants employees will receive an additional 10¢ per hour increase after completion of 20 years of continuous service.

| | |
|-----------------|------------------------|
| | <u>FY 22/23</u> |
| II. Mechanics | |
| 1st Year | \$23.65 |
| 2nd Year | \$24.38 |
| 3rd Year | \$25.13 |
| 4th Year | \$25.91 |
| 5th Year | \$26.71 |
| Thereafter Step | \$38.11 |

FY 22/23

Mechanic Apprentice**

| | |
|------------------------------------|---------|
| Starting Rate | \$18.55 |
| 1 st Section Completion | \$19.71 |
| 2 nd Section Completion | \$20.87 |
| 3 rd Section Completion | \$22.03 |

Upon successful completion of Mechanic Apprentice program the employee moves to the 1st Year Mechanic rate.

*Rates based on 80%, 85%, 90% and 95% of Mechanic 1st Step Rate. If a current County employee becomes a Mechanic Apprentice and has a higher pay rate than the Starting Rate, that employee's salary is redlined until such time as his/her pay rate is in the salary range for Mechanic Apprentice.

Mechanics will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

** Completion of the specified number of years worked in a grade will qualify a storekeeper or coach/service attendant for promotion to the next grade. For a Mechanic, completion of one (1) year in a step will qualify a Mechanic for promotion to the next step. Increases in wage rates will become effective at the first pay period following completion of the years worked in grade. Unexcused absences will not be counted in computing time in grade.

FY 22/23

III. Paint and Body Technicians

| | |
|-----------------|---------|
| 1st Year | \$24.67 |
| 2nd Year | \$25.42 |
| 3rd Year | \$26.18 |
| 4th Year | \$26.97 |
| 5th Year | \$27.77 |
| Thereafter Step | \$39.22 |

Paint and Body Technicians will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.