

ORDER

1. TriMet will cease and desist from violating ORS 243.672(I)(e).
2. TriMet will submit a revised final offer to the mediator that is the same as its July 21, 2010, final offer with the exclusion of the following proposals:
 - The provision that the JLRC will meet "as frequently as mutually agreed upon."
 - The requirement that the Union place TriMet payments for the Benefits Coordinator position in a separate fund and allow the fund to be subjected to periodic TriMet audits, and the specification that TriMet will end payments to the fund if TriMet decides these payments are not being used for the Benefits Coordinator position.
 - The provision that wages will be increased every six months by an amount equal to the most recent Portland CPI-W, with a minimum increase of one percent and a maximum increase of five percent.
 - The requirement that employees who select Regence health insurance plans pay the following monthly amounts for the cost of their premiums: \$30 for employee and spouse coverage; \$25 for employee and child(ren) coverage; and \$50 for employee and family coverage.
 - The elimination of reimbursement to retirees for the cost of Medicare premiums.
 - The provision that employees retiring on or after April 1, 2012 will receive the same health care benefits as active employees for three years; after that, these retirees will receive \$500 per month for the cost of health care benefits.
 - The provision that employees hired after April 1, 2011 will receive a monthly contribution for health care benefits equal to four percent of the fixed contribution amount multiplied by the employee's years of service.
 - The elimination of extended medical coverage for retirees' widows, widowers, and orphans.
 - The requirement that employees must be 55 to retire.

- The elimination of the \$2,000 annual increases in TriMet payments to the Union for the Employee Assistance Program and Recreation Trust Fund.
- The deletion of all references to "full" retirement benefits in the contract provisions regarding retirement pay and benefits.
- The requirement that a mini-run operator must work two years as a full-time regular employee before the mini-run operator is eligible for full-time retirement.
- The addition of domestic partners to retiree health benefits coverage and to the list of relatives for whom an employee may take sick leave.

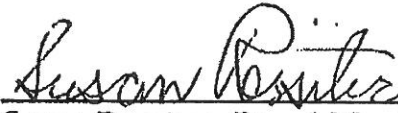
DATED this 12 day of September 2011.



Paul B. Gamson, Chair



Vickie Cowan, Board Member



Susan Rossiter, Board Member

This Order may be appealed pursuant to ORS 183.482.