

**Article 1:**

**Section 1 – TERM OF AGREEMENT**

**Par. 1. Effective Date**

This Agreement shall remain in effect from December 1, ~~2016~~2019, through November 30, ~~2019~~2021, as amended, and shall continue from year to year thereafter unless either party gives sixty (60) days written notice of reopening this Agreement. The subject of pensions shall not be negotiated during the term of this Agreement. No other change in this Agreement shall change the pension entitlement rights or pension benefits during the term of this Agreement.

**Section 1 – TERM OF AGREEMENT**

~~Par. 4 If the Affordable Care Act excise tax on high cost employer sponsored benefit plans is not delayed past the 2023 benefits year, TriMet may reopen the Medical, Prescription Drug, Dental and Vision provisions (Article 1, Section 9, Par 1) of this agreement. The purpose of bargaining will be to alter benefits so the District is not subject to the excise tax. Bargaining will be pursuant to ORS 243.698, with the exception that if the first meeting does not result in a new agreement, the parties will select an arbitrator and schedule the arbitration no later than 120 days after TriMet's notice to ATU invoking this provision. TriMet may invoke this provision when it determines it needs to.~~

**ARTICLE 9 – PAY SCHEDULES AND CLASSIFICATION**

**Section 1 – WAGE RATE ADJUSTMENT**

**Par. 1** For the term of this agreement, wages for all classifications, except Student Operators, covered by this Agreement will be increased 2.4% on December 1, 2019; and 2.2% on December 1, 2020

Yearly increases to be applied on base year salary. Longevity premiums for all employees (except maintenance journey workers, senior parts-persons, and streetcar superintendents) shall be \$0.30 per hour after 15 years of service; an additional \$0.35 per hour after 20 years of service; an additional \$0.65 per hour after 25 years of service; and additional \$0.50 per hour after 30 years of service; and an additional \$0.50 per hour after 35 years of service.

**~~Section 2 – NEW JOBS AND CLASSIFICATIONS~~**

~~**Par 1.**—The District agreed on the following policy with reference to new jobs and classifications: In the event the District creates a job or classification within the bargaining unit but not presently covered by the Labor Agreement, openings shall first be offered to District employees and filled by these employees if they can meet the qualifications of the job as established by the District. In the event an employee has the basic qualifications necessary, s/he will be given a reasonable training period to learn the details of the job. In making its selection among qualified employees, seniority in the District will be considered. Reasonable rules and procedures to administer the above paragraph shall be worked out between the District and Union, as necessary.~~

**Longevity Premium:** Journeyworker Mechanics, LR Vehicle Tech & Wheel True Tech shall receive a cumulative additional:

\$ .70 after 3 years (\$ .70)	\$ .70 after 25 years (\$3.50)
\$ .70 after 8 years (\$1.40)	\$ .70 after 30 years (\$4.20)
\$ .70 after 15 years (\$2.10)	\$ .70 after 35 years (\$4.90)
\$ .70 after 20 years (\$2.80)	

**Longevity Premium:** all union employees except Journeyworker Mechanics, Wheel True Techs, LR Vehicle Body & Paint Techs and Senior Parts-Persons shall receive a cumulative additional:

- \$ .30 after 15 years (\$ .30)
- \$ .35 after 20 years (\$ .65)
- \$ .65 after 25 years (\$1.30)
- \$ .50 after 30 years (\$1.80)
- \$ .50 after 35 years (\$2.30)

Deletion of classifications, which are no longer in use: Will send list soon