

## ATU 757 Q&A Zoom Meeting

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Tuesday, October 20, 2020 5:00pm

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*Below you will find a summary of the meeting. Thank you all for submitting questions and attending the Q&A session. If you have any suggestions, please contact [marijanam@atu757.org](mailto:marijanam@atu757.org).*

### **Topics discussed:**

General – PPE  
General – Unemployment  
First Transit – Layoff Extension  
TriMet – White Shirts vacation  
TriMet – Early retirement  
TriMet – Faulty Maintenance Equipment  
TriMet – Layoffs  
TriMet – Final Offers  
TriMet – Past Arbitrations  
TriMet – Arbitration Success  
TriMet – Why Mediation/Arbitration?  
TriMet – Apprenticeship Program Status  
TriMet – Post Final Offers  
International Campaign

### **Should my employer be offering me PPE?**

Your employer should be making PPE available. In general, employers are obligated to **provide** their workers with **PPE** needed to keep them safe while performing their jobs. What that means depends on your job and your exposure risk. Obviously, all of you are at an increased risk as you are either in contact with passengers, cleaning, or maintaining vehicles passengers were on. You should all have access to face coverings, soap, a place to wash your hands, hand sanitizer, and gloves. If you have requested PPE from your employer and they have not provided it, please contact the Union hall at 503-232-9144.

### **Unemployment**

For most of us, we have run out of regular unemployment and are moving forward into the extension. If you claim online, go to the normal link you use for your weekly claim, answer the questions and it will take you to fill out the extension. You can find more information on the state unemployment sites.

### **First Transit – Layoff Extension**

We had a meeting with Labor Management recently on where we are on bringing members back to work. We have requested an extension on the recall language. It's really dependent upon the phases and how folks are coming back in: touch point cleaning, transporting passengers, etc.

### **TM - White Shirt Vacation**

There is a proposal in OUR final offer to base all employees vacation on their hire date, but it is not in TriMets final offer.

### **TM - Early retirement in new contract**

Currently you can retire with full benefits at 58 or retire at a reduced benefit as early as 55. We have a proposal that would provide members who have been at TriMet for 30 years or more, an option to retire early. TriMet does not have any proposals that would result in changes to retirement age.

### **TM - Faulty Maintenance Equipment**

Facilities had to fix some of the lighting at Center Street because they were not up to code per the Fire Marshal. The lights were provided for free, however labor is paid. If it's not fixed by end of December, TriMet will be fined.

### **TM - Layoffs**

TriMet has been threatening layoffs since March. We do not believe that layoffs are coming. We predict that decreased passenger capacities will continue through the winter and so we do not have extra drivers. We also know they are planning on bringing on a new class of operators next month, so we don't have any reason to believe layoffs are part of their plan. For Maintenance, they are having trouble hanging on to the employees they have.

### **TM - Final Offers**

TriMet wants a two year contract, we asked for three years. They want to define seniority provisions for Maintenance based on time and date of application. They have an hour of service tables that is more standardized. They want to significantly reduce the bus operators Extra Board side. They pretty much want to get rid of everything for Maintenance. Please visit our website [www.atu757.org](http://www.atu757.org) to view final offers from both sides.

### **TM - Past Arbitrations**

Interest binding arbitration is new to Oregon law. We have been to one arbitration with TriMet in 2012 and unfortunately, the arbitrator sided with TriMet. We think that we are in a stronger position than last time, and are all hands on board in preparing for the hearing. TriMet is also seeking to strike all existing and proposed language that they believe concerns permissive subjects of bargaining.

### **TM - Arbitration Success**

We knew that arbitration was a possibility from the start, so we kept that in mind when putting together our proposal. We didn't come to the table with a lot of asks, and our asks are pretty common sense. Some examples: For Operations: road relief increases and additional prep time. For Maintenance: increased training premiums. For White Shirts: night differential and paid lunch breaks for everyone, and for everyone: reasonable wage increases across the board.

TriMet is asking to eliminate the Apprenticeships, some Assistant Supervisors, and change overtime in Maintenance. For White Shirts, and for Operations: reduce the rights of the Extra Board operators to the detriment of their quality of life and introduce new vacation caps.

Their proposals have negative consequences on safety and that gives us a leg up. But there are no guarantees. We have a good team and have put in a lot of work to put something together that we feel confident in.

**TM - Why Mediation/Arbitration?**

We have to go to mediation before we can go to arbitration. TriMet is trying to make some major changes that we won't settle for. These are community dollars going to a public agency, and we want our community safe. This is the second time we are going to arbitration. We cannot accept a mediocre contract with takeaways. It's our obligation to put forth what has the best chance of winning. You may see our final offer and ask yourself why we chose to offer certain things. The Wage Committee spent a lot of time going over our proposal and made some changes that we think give us a better chance at coming out of arbitration on top.

**TM - Apprenticeship Program Status**

We did win a ULP that said that apprenticeship programs are a mandatory subject of bargaining. However, the decision also says that BOLI oversight is a permissive subject. We think ERB missed the mark on this one and are appealing the decision. But that can take years. So, in the meantime our goal is to retain a training program in each of the current classifications and make sure that we are keeping the upward mobility that the apprenticeships provide.

**TM - Post Final Offers**

We are in a cooling off period (30 days) in which time both parties can look at the proposals and an Arbitrator will be picked. The process normally takes a few months, but with COVID it may be longer. Once we get to January 1<sup>st</sup>, TriMet said they will stop the health insurance premium increase.

**International Campaign**

If you would like to participate, please reach out to Jose Aragon. [jaragon@atu.org](mailto:jaragon@atu.org). He is the ATU International Organizer and will fill you in on the details.