

TENTATIVE SETTLEMENT AGREEMENT
BY AND BETWEEN
Port Authority of Allegheny County
And
Local 85 Amalgamated Transit Union
November 16, 2020

Port Authority of Allegheny County ("Port Authority") and Local 85 Amalgamated Transit Union ("Union") are parties to a collective bargaining agreement covering first level supervisory employees that expired on June 30, 2020. Port Authority and Union (hereinafter collectively referred to as "the Parties") have reached a Tentative Agreement ("Agreement") that would extend and revise their agreement as set forth below. The bargaining committees appointed by the Parties have both agreed to recommend this agreement for ratification. The terms of the Tentative Agreement are as follows:

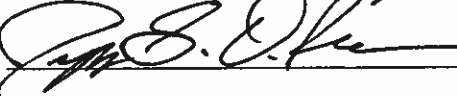
1. Term – The term of the Agreement is two years having effective dates of July 1, 2020 through June 30, 2022.
2. Article 11 Wages - Article 11 shall be revised to reflect a wage increase of 2.75% across the board effective July 1, 2020 and a wage increase of 2.75% across the board effective July 1, 2021.
3. Article 14 Holidays with Pay – Clarify that for Instructors, Maintenance Technical Trainers and Rail Maintenance Trainers that have Saturday and Sunday pass days, holidays identified as Category 1 (major holidays) in Article 14 will be scheduled off by Port Authority in the following manner: If the major holiday falls on a Saturday, the holiday will be observed on the preceding Friday and the Saturday will be considered a normal pass day and not a holiday. If the major holiday falls on a Sunday, the holiday will be observed on the following Monday and the Sunday will be considered a normal pass day and not a holiday. For holidays identified as Category 2 (minor holidays) in Article 14, the employee may choose to work an eight-hour shift and be paid at time and one-half or take the holiday and be paid eight hours holiday pay. The employee must advise their manager whether they will work or take the minor holiday off at least 48 hours in advance of the date of the minor holiday.
4. Article 19 Health Insurance Benefits – The Parties shall continue to apply the health insurance provisions of the rank and file contract to this bargaining unit.
5. Article 21- Retirement, Disability Allowance Plan, and Deferred Compensation – Section A shall be revised to provide that the assumptions currently in place and utilized by the parties' actuaries to perform actuarial valuations and studies shall remain unchanged during the term of this agreement.
6. Article 24 Seniority – revise the last sentence of section H. to provide "A system pick for Route Foreman and Movement Directors will be held on or about the week of October 20 to go in effect on or about the week of November 16."
7. Section 24 L shall be revised by deleting the phrase "upon successful completion of training" such that the Section shall now provide "Any newly hired, promoted or transferred employee awarded a position in any classification in this unit, must remain in the awarded job classification within the unit for a period of one year."

8. Port Authority agrees that the welfare payments practice of the parties shall include reimbursement for expenses incurred by the employee for replacing damage to the employee's uniform and/or prescription glasses for a covered assault, and to confirm that assaults of non-operating employees shall be treated the same as an assault for operators.

AMALGAMATED TRANSIT UNION, LOCAL 85

By: , President-Business Agent Date: 11/16/2020

, Financial Secretary-Treasurer


, Assistant Business Agent


, Assistant Business Agent

PORT AUTHORITY OF ALLEGHENY COUNTY

By: , Chief Human Resources Officer Date: 11/16/2020

, Chief Legal Officer

, Chief Operating Officer – Maintenance

, Chief Operating Officer – Transportation