



## TRANSIT DEPARTMENT

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### **STAFF MEMO**

**TO:** Board of County Commissioners  
Scott Vargo, County Manager  
Jeff Huntley, County Attorney

**FROM:** Curtis Garner, Transit Director

**DATE:** January 23, 2020

**SUBJECT:** Discussion of Collective Bargaining Agreement with ATU Local 1751

### **BACKGROUND:**

In July of 2001, Summit Stage drivers certified the Amalgamated Transit Union Local 1751 (ATU) as the collective bargaining unit for all full time and part time drivers. The first collective bargaining agreement (CBA) with the ATU was executed in the Fall of 2002. The most recent version of the CBA was for a six-year term and was effective July 1, 2014 through June 30, 2020, with one wage-opener negotiated and adopted in 2016.

The County and ATU opened the CBA again this past July in order to address wage concerns shared by both the County and ATU. Negotiations were conducted over a four-month period beginning in August, 2019. The updated CBA incorporating the changes (summarized below) has been approved by the bargaining committee, and submitted to the ATU members for ratification following minor revisions and final vetting by County staff and review by outside labor counsel.

Below are the substantive changes to be included in the revised CBA:

#### **30 Month Contract Term**

1. The new CBA will be retroactive to January 1, 2020 through June 30, 2022. The ATU is interested in a more complete revision of the CBA as soon as possible, but did not want to delay the wage increase with a more comprehensive renegotiation at this time. County staff preferred a longer-term agreement. An extension of two years beyond the original expiration was the compromise reached by the parties.

#### **Article V - Definitions**

1. Seasonal Drivers - Seasonal drivers are now included in the CBA, and the combined number of seasonal and part-time drivers increased from 10% to 20% of the budgeted

driver workforce. Seasonal bus drivers will receive the same benefits and wage increases as other seasonal County employees.

2. Regular Part-time Bus Operator - Revised definition to match the part-time employee definition that will be utilized by the rest of the County, i.e. an employee who must work a minimum of twenty (20) and a maximum of thirty seven (37) hours per week over a 12-month period.

#### Article XI - Scheduling, Work Assignment Bidding and Special/Extra-Territorial Routes

1. Bidding Vacant Shifts - The amount of time when a vacant shift could be bid was reduced from 6 months to 60 days.
2. Extra-Territorial Routes - Replaced all language referring to the "Lake County Service" with "Extra-territorial Routes" to reflect expansion of service into Park County and possible additional future service. Removed all extraneous language and replaced with bidding process recognizing seniority specific to these routes for purposes of shift selection.

#### Article XV - Wages

1. This section specifies that the new wage agreement will become effective January 1, 2020.
2. Drivers have opted out of the previous step-increase wage structure defined by years of service. A new salary classification was created for Summit Stage drivers, with a starting wage of \$19.30 per hour, which is at the 60<sup>th</sup> percentile for transit drivers, consistent with County policy and practice.
3. Summit Stage drivers will be subject to the same market evaluation and merit-based salary and pay scale adjustment policy and practices as all other County employees.
4. Removed all language referencing how the step-increase system is unique to employees represented by the ATU would be reconciled with other County employee groups.

#### Article XVI - Performance Bonus

1. Changed the language to reflect current practice, which is to make available a quarterly bonus of \$300 to each eligible driver.

#### **STAFF RECOMMENDATION:**

Staff recommends approval of the revised Collective Bargaining Agreement with the changes as proposed and agreed upon, to be effective Jan. 1, 2020.