



## **Local 17 Transit Supervisors – Contract Changes Summary**

Your bargaining team recommends a “YES” vote on this contract. We spent many hours deliberating the best route to take for the next contract cycle and we found that this end result provided the best possible outcome we felt we could achieve at this point in time. We are hoping that next year's COLA negotiations will take place in a more predictable and positive financial and leadership environment.

**Article 4 - \*** Performance Improvement Plans were removed - From Local 17's experience, having PIPs in the contract has served to be counter productive. They could not be grieved and they outlined a process that couldn't very well be challenged. Members are entitled to due process and just cause through all disciplinary processes related to performance.

**Article 6 - \*** Discipline - the long established standard of "just cause" was added to this article

**Article 12, Section 3 - \*** Wages- 2010 COLA is guaranteed, there is a reopener for the 2011 COLA. The pay for reclassifications and work outside of classification is spelled out in this article to reflect current Transit practice.

This language will prevent the HRD from making arbitrary changes in how these pay changes are handled, a problem that has crept up in several Local 17 bargaining units.

**Article 16, Section 5 - \*** Seniority and Layoff- the new language reflects the status quo seniority. However, all new members to the bargaining unit will have their seniority reflect the date they moved into the bargaining unit.

A current seniority list is attached to the contract, so there is no ambiguity or question. (The seniority list can be viewed on the Local 17 website at the end of the contract). Additionally, language was added to reflect the County's duty in providing accurate, pertinent, and timely information so the union can determine seniority.

**Article 23, Section 1 - \*** 18 month contract