



# **IT & ATU Labor Negotiations**

## **2.25.2025 ATU Proposal**

**Current as of March 5, 2025**

# Agreements as of February 25th

## Intercity Transit Requests

- Providing list of current union representatives
- Requiring an employee on a medical leave of absence to provide a full return-to-work release with a specific return to work date within the first three weeks of the bid
- Allowing more time for employees to work in Modified Duty status
- Requirement to call into work daily while on Jury Duty
- Scheduling housekeeping: Time to withdraw a proxy form, posting assignments, hold down bidding

## Mutual Requests:

- Adding 15 minutes per week to Operators' schedules to provide time to check agency email
- Gender neutral pronouns in contract
- General housekeeping items

# Agreements Con't

## ATU Requests:

- Designated time for ATU to meet with new hires at end of training period
- Eliminating “oral” work rule from Rights of the Parties
- Adding “return to previous position” verse “demote” in Rights of the Parties article.
- Bids to be posted no later than 14 days prior to the general bid
- Adding new language to capture how overtime is awarded to Dial-A-Lift drivers
- Add new a new supplemental insurance (employee-paid) benefit option
- Add FTA’s Public Transportation Agency Safety Plan (PTASP) requirements to contract
- Increase pay per hour for Spread Time
- Increase pay per hour for Instructors
- Provide Day-for-a-Day holiday pay; holiday pay for the number of hours usually scheduled to work
- Adding 2 additional available Vacation Slots (for employees to bid) per day in 2025, 2 more in 2026, and 2 more in 2027.
- Up to 3 paid Administrative Leave days if assaulted or the target of hate speech
- Increase amount of Employer match for deferred compensation from 6.5% to 8.5% match.
- New \$1,800 per year per employee Family and Wellness benefits; direct pay, not reimbursed
- 3-5 days of paid Bereavement Leave depending on distance

# Economic Impact

Item	ATU Proposal	IT Counter Proposal
Spread Time	10,046	10,046
Instructor Pay	6,927	6,927
Vacation Slots	172,200	172,200
New Bereavement Leave	63,468	63,468
Deferred Compensation Match	539,527	539,527
Family & Wellness Benefit	621,000	621,000
100% Medical for entire Family *	-	-
Vacation Cash Out	-	424,350
OT for Hrs worked over 8 Hrs**	1,384,561	-
Floating Holiday Leave	371,306	-
Wages and Longevity	3,817,007	1,902,919
<b>Total Year 1 Increase</b>	<b>\$6,986,043</b>	<b>\$3,740,437</b>
Current ATU Costs	\$46,739,694	\$46,739,694
<b>Yr 1 All In Total of Proposed ATU Costs</b>	<b>\$53,725,736</b>	<b>\$50,480,130</b>
Percentage of Total Cost Increase of Base	14.95%	8.00%

\* No Change in 1st year; IT asorbs 90% of increases going forward

\*\* 8 hour guarantee for extraboards is not included; unable to quantify

	2024 Baseline			2025-4.25% compressed		
Operator Wages	New	3 Year	10 Year	New	3 Year	10 Year
Rate of Pay	\$24.44	\$28.09	\$34.63	\$25.48	\$30.33	\$36.10
Total Gross Pay	\$54,901	\$63,088	\$77,782	\$59,062	\$69,940	\$82,914
Total Benefits	\$32,769	\$35,599	\$40,805	\$35,513	\$39,488	\$44,604
Total Compensation Package	\$87,671	\$98,688	\$118,586	\$94,575	\$109,428	\$127,518
				7.88%	10.88%	7.53%
Customer Service Wages	New	3 Year	10 Year	New	3 Year	10 Year
Rate of Pay	\$23.66	\$26.09	\$30.27	\$24.67	\$27.90	\$31.55
Total Gross Pay	\$52,762	\$58,181	\$67,502	\$56,814	\$64,017	\$72,157
Total Benefits	\$32,193	\$34,190	\$37,700	\$34,848	\$37,609	\$41,042
Total Compensation Package	\$84,954	\$92,370	\$105,202	\$91,662	\$101,626	\$113,198
				7.90%	10.02%	7.60%
DAL Dispatch Wages	New	3 Year	10 Year	New	3 Year	10 Year
Rate of Pay	\$32.72	\$36.03	\$41.75	\$34.11	\$38.54	\$43.55
Total Gross Pay	\$73,473	\$80,898	\$93,728	\$78,419	\$88,355	\$99,593
Total Benefits	\$38,170	\$40,905	\$45,729	\$41,995	\$45,834	\$50,255
Total Compensation Package	\$111,643	\$121,803	\$139,457	\$120,413	\$134,189	\$149,848
				7.86%	10.17%	7.45%

	2024 Baseline			2026-3.5% compressed		
Operator Wages	New	3 Year	10 Year	New	3 Year	10 Year
Rate of Pay	\$24.44	\$28.09	\$34.63	\$26.37	\$31.39	\$37.36
Total Gross Pay	\$54,901	\$63,088	\$77,782	\$61,058	\$72,318	\$85,740
Total Benefits	\$32,769	\$35,599	\$40,805	\$36,154	\$40,267	\$45,560
Total Compensation Package	\$87,671	\$98,688	\$118,586	\$97,212	\$112,585	\$131,301
				10.88%	14.08%	10.72%
Customer Service Wages	New	3 Year	10 Year	New	3 Year	10 Year
Rate of Pay	\$23.66	\$26.09	\$30.27	\$25.53	\$28.87	\$32.66
Total Gross Pay	\$52,762	\$58,181	\$67,502	\$58,732	\$66,180	\$74,632
Total Benefits	\$32,193	\$34,190	\$37,700	\$35,464	\$38,320	\$41,882
Total Compensation Package	\$84,954	\$92,370	\$105,202	\$94,196	\$104,500	\$116,514
				10.88%	13.13%	10.75%
DAL Dispatch Wages	New	3 Year	10 Year	New	3 Year	10 Year
Rate of Pay	\$32.72	\$36.03	\$41.75	\$35.30	\$39.89	\$45.08
Total Gross Pay	\$73,473	\$80,898	\$93,728	\$81,088	\$91,383	\$103,024
Total Benefits	\$38,170	\$40,905	\$45,729	\$42,860	\$46,837	\$51,417
Total Compensation Package	\$111,643	\$121,803	\$139,457	\$123,948	\$138,221	\$154,441
				11.02%	13.48%	10.74%

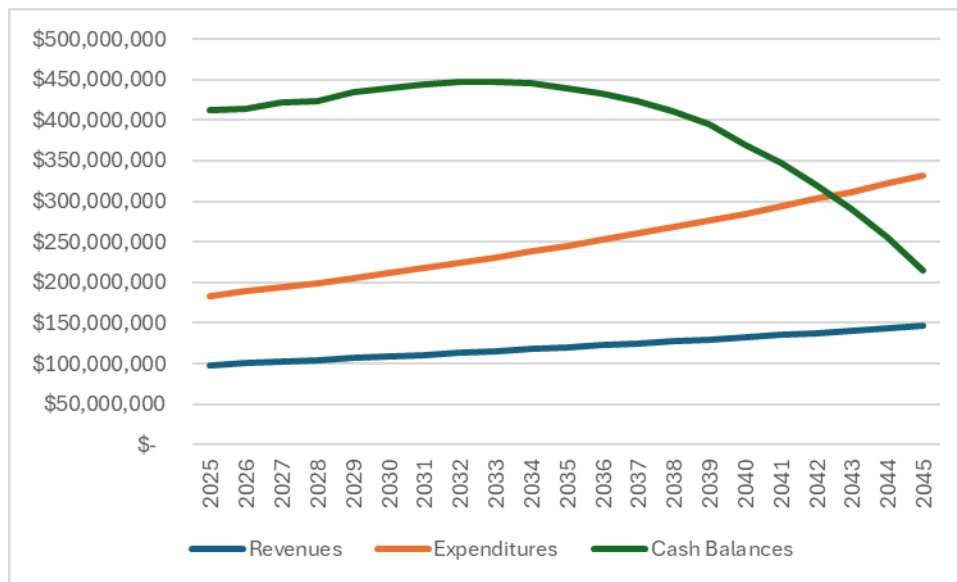
	2024 Baseline			2027-3% compressed		
Operator Wages	New	3 Year	10 Year	New	3 Year	10 Year
Rate of Pay	\$24.44	\$28.09	\$34.63	\$27.16	\$32.33	\$38.48
Total Gross Pay	\$54,901	\$63,088	\$77,782	\$62,830	\$74,426	\$88,253
Total Benefits	\$32,769	\$35,599	\$40,805	\$36,722	\$40,959	\$46,411
Total Compensation Package	\$87,671	\$98,688	\$118,586	\$99,552	\$115,385	\$134,664
				13.55%	16.92%	13.56%
Customer Service Wages	New	3 Year	10 Year	New	3 Year	10 Year
Rate of Pay	\$23.66	\$26.09	\$30.27	\$26.29	\$29.74	\$33.64
Total Gross Pay	\$52,762	\$58,181	\$67,502	\$60,427	\$68,120	\$76,817
Total Benefits	\$32,193	\$34,190	\$37,700	\$36,009	\$38,958	\$42,624
Total Compensation Package	\$84,954	\$92,370	\$105,202	\$96,436	\$107,078	\$119,441
				13.51%	15.92%	13.53%
DAL Dispatch Wages	New	3 Year	10 Year	New	3 Year	10 Year
Rate of Pay	\$32.72	\$36.03	\$41.75	\$36.36	\$41.09	\$46.43
Total Gross Pay	\$73,473	\$80,898	\$93,728	\$83,465	\$94,075	\$106,052
Total Benefits	\$38,170	\$40,905	\$45,729	\$43,631	\$47,729	\$52,442
Total Compensation Package	\$111,643	\$121,803	\$139,457	\$127,097	\$141,804	\$158,494
				13.84%	16.42%	13.65%

<b>Intercity Transit</b>			<i>Revenues increase by 2%; Expenditures increase by 4%</i> <i>with the exception of 2025-2027 Operator Salaries calculated w/ IT's 4.25/3.5/3.0% Proposal</i>					
<b>Long Range Financial Forecast</b>								
<b>Operating Financial Plan</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>	<b>2029</b>	<b>2030</b>	<b>2031</b>	<b>2032</b>
Total Operating Revenues	\$ 98,336,355	\$ 100,303,082	\$ 102,309,144	\$ 104,355,327	\$ 106,442,433	\$ 108,571,282	\$ 110,742,708	\$ 112,957,562
Total Operating Expenditures	85,281,577	88,333,197	91,496,094	95,155,937	98,962,175	102,920,662	107,037,488	111,318,988
Operating Excess for Reserves	13,054,778	11,969,885	10,813,050	9,199,389	7,480,258	5,650,620	3,705,219	1,638,574
Net Cash Flow from Capital Activity	(33,802,110)	(15,314,796)	(7,883,846)	(14,018,827)	(2,501,610)	(6,463,750)	(5,157,200)	(5,386,084)
<b>Cash and Reserve Balances</b>								
Beginning Cash Balance	250,000,000	229,252,668	225,907,758	228,836,962	224,017,524	228,996,173	228,183,043	226,731,062
<b>Net Current Year Cash Flow</b>	<b>(20,747,332)</b>	<b>(3,344,911)</b>	<b>2,929,204</b>	<b>(4,819,438)</b>	<b>4,978,648</b>	<b>(813,130)</b>	<b>(1,451,981)</b>	<b>(3,747,510)</b>
<b>Ending Total Cash (With Reserves)</b>	<b>\$229,252,668</b>	<b>\$225,907,758</b>	<b>\$228,836,962</b>	<b>\$224,017,524</b>	<b>\$228,996,173</b>	<b>\$228,183,043</b>	<b>\$226,731,062</b>	<b>\$222,983,552</b>

<b>Operating Financial Plan</b>	<b>2033</b>	<b>2034</b>	<b>2035</b>	<b>2036</b>	<b>2037</b>	<b>2038</b>	<b>2039</b>	<b>2040</b>
Total Operating Revenues	\$ 115,216,713	\$ 117,521,047	\$ 119,871,468	\$ 122,268,898	\$ 124,714,276	\$ 127,208,561	\$ 129,752,732	\$ 132,347,787
Total Operating Expenditures	115,771,747	120,402,617	125,218,722	130,227,471	135,436,570	140,854,033	146,488,194	152,347,722
Operating Excess for Reserves	(555,034)	(2,881,570)	(5,347,254)	(7,958,573)	(10,722,294)	(13,645,471)	(16,735,462)	(19,999,935)
Net Cash Flow from Capital Activity	(5,625,915)	(5,877,231)	(8,140,596)	(6,416,603)	(6,705,875)	(7,009,064)	(7,326,857)	(12,697,472)
<b>Cash and Reserve Balances</b>								
Beginning Cash Balance	222,983,552	216,802,602	208,043,802	194,555,952	180,180,775	162,752,606	142,098,070	118,035,752
<b>Net Current Year Cash Flow</b>	<b>(6,180,949)</b>	<b>(8,758,801)</b>	<b>(13,487,850)</b>	<b>(14,375,177)</b>	<b>(17,428,169)</b>	<b>(20,654,536)</b>	<b>(24,062,318)</b>	<b>(32,697,407)</b>
<b>Ending Total Cash (With Reserves)</b>	<b>\$216,802,602</b>	<b>\$208,043,802</b>	<b>\$194,555,952</b>	<b>\$180,180,775</b>	<b>\$162,752,606</b>	<b>\$142,098,070</b>	<b>\$118,035,752</b>	<b>\$85,338,345</b>

<b>Operating Financial Plan</b>	<b>2041</b>	<b>2042</b>	<b>2043</b>	<b>2044</b>	<b>2045</b>	<b>2046</b>	<b>2047</b>
Total Operating Revenues	\$ 134,994,743	\$ 137,694,638	\$ 140,448,530	\$ 143,257,501	\$ 146,122,651	\$ 149,045,104	\$ 152,026,006
Total Operating Expenditures	158,441,630	164,779,296	171,370,467	178,225,286	185,354,298	192,768,470	200,479,208
Operating Excess for Reserves	(23,446,888)	(27,084,658)	(30,921,937)	(34,967,785)	(39,231,647)	(43,723,366)	(48,453,202)
Net Cash Flow from Capital Activity	(8,009,165)	(8,375,230)	(8,758,998)	(9,161,343)	(12,583,183)	(10,025,481)	(10,489,247)
<b>Cash and Reserve Balances</b>							
Beginning Cash Balance	85,338,345	53,882,292	18,422,404	(21,258,531)	(65,387,660)	(117,202,490)	(170,951,337)
<b>Net Current Year Cash Flow</b>	<b>(31,456,053)</b>	<b>(35,459,888)</b>	<b>(39,680,935)</b>	<b>(44,129,129)</b>	<b>(51,814,830)</b>	<b>(53,748,847)</b>	<b>(58,942,449)</b>
<b>Ending Total Cash (With Reserves)</b>	<b>\$53,882,292</b>	<b>\$18,422,404</b>	<b>(\$21,258,531)</b>	<b>(\$65,387,660)</b>	<b>(\$117,202,490)</b>	<b>(\$170,951,337)</b>	<b>(\$229,893,786)</b>





### Notes:

- Revenues growth has slowed to approx. 2%
- Expenditures have grown from 2% - 12%; Used a conservative 4%
- Grants are in jeopardy (30% of revenues)
- Total Salaries represents 78% of Operating expenditures
- Operators are 55% of all salaries