

TENTATIVE AGREEMENT
BETWEEN
MADISON METRO TRANSIT
AND
TEAMSTERS UNION LOCAL NO. 120

All Articles and Sections of the current Collective Bargaining Agreement to remain in full force and effect except for the following:

(~~Old Language~~ : New Language)

MASTHEAD

- U1.** Update dates and change references from 695 to 120 throughout the agreement. Update and change all references of “Mechanic” to “Technician”.

GLOSSARY AND MINIMUM QUALIFICATIONS

- U2. Bus Cleaners** – delete words “and move”
- U3. Unexcused Absence** – change address to 1 S. Ingersoll St or any annex
- U4. 2.2 Union Negotiating Committee** - Modify from 8 to 9 members on the committee

2.4 General Pick Run Cut Committee. The Union shall appoint a committee that shall be able to inspect and have cooperative input for the general run cut prior to its posting. ~~The City and the Run Cut Committee will meet at least no less than four months prior to posting of a general pick to review and give input on the pick as needed for efficiency and successful implementation of updates. This will include but not limited to review and collaboration of turn books, trip sheets, routes and any other pertinent information regarding service. Meetings to be commenced as requested by either party. All changes are subject to City review and approval. All input and Metro responses will be made in writing.~~

2.4 Standing Committees.

~~**Shop Scheduling Committee.** This committee will meet periodically with the Chief Maintenance Officer to review and modify the shop schedule. Changes on the hours of the shop work schedule may be made by mutual agreement of the parties.~~

13.6 Employee Assaults
13.6 A Definitions

Physical Assault—Any intentional act of physical violence against an employee including hitting, kicking, pushing, spitting, grabbing, or striking with an object, or any other unwanted physical contact that may causes bodily harm.

Non-Physical Assault (Verbal Assault)—Any action where an individual, without lawful authority or permission, knowingly, interferes with, disables, berates, bullies, or incapacitates a transit worker with the intent to endanger safety or with reckless disregard for human life, but without physical contact.

13.6 B Physical Assaults—If an employee is the victim of a physical assault while in the course of performing their duties, the employee shall be immediately removed from service on paid administrative leave for the remainder of the workday. Upon contacting the Nurse Triage Line within twelve (12) hours of the incident, the employee shall exercise the option to take up to two (2) additional consecutive workdays of paid administrative leave for recovery.

13.6 C Non-Physical Assaults—If an employee is the victim of a confirmed non-physical assault while in the course of performing their duties, the employee shall be removed from service for the remainder of their shift on paid administrative leave.

13.6 D All alleged assaults shall be promptly reported by the employee to their immediate supervisor as soon as practicable following the incident. The incident will be reviewed by the Internal Assault Protocol Review Team (IAPRT) to confirm if the assault meets the criteria described in 13.6 A.

13.6 E Management retains the right to remove an employee from service if Management has a good faith belief that the employee cannot complete their job in a safe manner. The employee's wage shall be guaranteed for the period management has removed the employee from the work schedule.

U9. 17.6 Add new language: "In the event that an employee is required to use their own personal vehicle during work hours, the City will reimburse mileage at the current Federal Mileage Reimbursement Rate."

20.9 Organ Donation Leave Language:

Donor Leave of Absence.

(a) The Department or Division may grant a paid leave of absence of 5 workdays to any employee who requests a leave of absence to serve as a bone marrow donor, if the employee provides the Transit General Manager with written verification that the employee is to serve as a bone marrow donor.

(b) The Department or Division may grant a paid leave of absence of 30 workdays to any employee who requests a leave of absence to serve as a human organ donor if the

employee provides the Transit General Manager with written verification that the employee is to serve as a human organ donor.

(c) An employee who is granted a leave of absence under this section shall remain on paid status without interruption during the leave of absence. The leave of absence shall count against the employee's annual entitlement under the federal and state Family and Medical Leave Acts. If additional time off from work in excess of that authorized by (a) or (b) is needed, the employee will be required to utilize accrued leave

22.8 Unexcused Absence.

New language, all existing language to remain:

If an Operator books off sick on the road with **more** than 30 minutes notice, this will not be considered a violation.

U21. 23.8 Post Employment Health Insurance Premium Contributions.
Update/increase amounts. **Amount of increase will be equal to ratified wage increase.**

Article 25.2

F. Vacancies, if filled with overtime by the Employer, will be offered in the following manner:

1. Regular shift work vacancies that the Employer elects to fill will be offered in order of the first known piece of work (vacations, long-term sick, etc.) to the employee who is first up for the time. Overtime assignments will be offered in chronological order beginning with the first shift, after minimum staffing levels, as determined by Employer, have been scheduled. The first known piece of work means the piece of work known for the longest period of time.
2. The Daily OT Sign-Up Sheet will be used first to make the overtime assignment. Names entered by employees under the shift where the overtime is desired will be reviewed and placed in a last-OT assignment worked order. The employee with the oldest last OT assignment worked/charged, will be offered the work first. Seniority will be used to make the OT offer when more than one employee has the same oldest last OT assignment worked/charged date.
3. OT assignments will be offered to the employee(s) within the same classification or above for the shift desired. (A, B and C mechanics are considered one classification.)
4. Prior to using the OT Call Sheet, in cases when the Daily OT Sign-Up Sheet is depleted, OT will be offered to employees on regular shift, before employees already performing OT. If OT is accepted through this procedure, it would not count as last day worked for OT. Seniority will prevail when awarding within category.

Overtime will be offered to the most senior qualified person available in order of available mechanic work, then utility work, then dispatch and service work, and finally custodial or other work.

5. The OT Call Sheet will be used in cases when Article 25.2.F.2 and 25.2.F.4 is depleted. Employees called from the OT Call Sheet will not be charged with the time.
 6. To complete assigned work or road trouble calls an employee may be asked to continue working after his/her regular scheduled shift for up to two (2) hours at overtime. In the event the employee accepts the assignment, he/she shall complete the work up to two (2) hours. Such overtime will not be counted against his/her overtime record.
 7. Accepted overtime work opportunities which have later been refused for any reason, such refusal occurs less than two (2) hours prior to the start of the overtime work assignment, shall be filled exclusively at the option of the Employer. If such notification of refusal to work is received by the Employer two (2) hours or more prior to the start of the overtime work assignment, it shall be filled by the Employer pursuant to the normal order of call.
- G.** Employees called in to work overtime shall be guaranteed four (4) hours of work. Employees who request to leave prior to the four (4) hour guarantee will be paid for time worked and charged for the day on the Daily OT Sign-Up Sheet.
- H.** Entry-level "C" Mechanics will not be allowed to work overtime in mechanic classifications while undergoing the six (6) month training period. Exception will be the Trainee Class "C" Mechanics that have completed the inspection training will be allowed to sign up for OT to perform Inspection work only, not including independently performing trouble calls.
- I.** Notice shall be given to shop employees of overtime work caused by vacation, floating holidays, and other predictable absence beginning at 3:00 pm of the day preceding such work.

25.2.H Entry-level "C" Mechanics will not be allowed to work overtime in mechanic classifications while undergoing the six (6) month training period. Exception will be the Trainee Class "C" Mechanics that have completed the inspection training will be allowed to sign up for OT to perform Inspection work only, not including independently performing trouble calls.

U24. 26.1 Shop Employees. New sentence at the end of Article: "Compensatory time can be used for Article 37.21.A and/or 37.21.D after the initial awarding for each Article."

28.4 Longevity Pay. All permanent full-time and permanent part-time employees shall receive longevity pay, subject to the following schedule and terms and conditions:

- A.** Upon completion of 48 months (4 Years) of continuous service, 3% shall be added to the base hourly rate of pay;
- B.** Upon completion of 108 months (9 Years) of continuous service, an additional 3% (for a total of 6%) shall be added to the base hourly rate of pay;
- C.** Upon completion of 156 (13 Years) months of continuous service, an additional 2% (for a total of 8%) shall be added to the base hourly rate of pay;
- D.** Upon completion of 180 months (15 Years) of continuous service, an additional 1% (for a total of 9%) shall be added to the base hourly rate of pay;
- E.** Upon completion of 204 months (17 Years) of continuous service, an additional 1% (for a total of 10%) shall be added to the base hourly rate of pay;
- F.** Upon completion of 228 months (19 Years) of continuous service, an additional 1% (for a total of 11%) shall be added to the base hourly rate of pay;
- G.** Upon completion of 288 months (24 Years) of continuous service, an additional 1% (for a total of 12%) shall be added to the base hourly rate of pay.

Longevity payments shall be effective on the first day of the biweekly pay period following the completion of the required length of service.

Any time spent on authorized leave of absence without pay and any time spent on layoff status shall not act to break the continuous employment. However, any leave time or layoff time in excess of thirty (30) days shall not be considered employment time for the purpose of computing longevity.

U32. 28.8 E. Increase dispatcher premium for service lane worker equal to the difference between Dispatcher pay and Service Worker pay.

U33. 28.9 Add the following language at the end of the first paragraph "The employer will make as many runs that originate from one facility as possible."

U34. 28.13 All employees shall report to and be released from duty at the Metro Maintenance and Administration Facility at 1101 East Washington Avenue 1 S. Ingersoll St. or the an annex as the case may be. Report and travel time shall be considered time worked. If an employee reports to one facility but ends their workday at a different facility, the City will pay the applicable travel time plus any additional time necessary to return to their initial report facility when time is caused by the City.

Upon return to the original report facility, the employee must physically present themselves to the respective check-in location. Employees using their own vehicle between work pieces for the sake of getting to a different facility are subject to the conditions of Article 17.6.

If an employee must appear at multiple facilities on the same day, as part of their work assignment or for extra work with less than 30 minutes between shifts, they will be offered a staff vehicle or shuttle. For extra work with a greater than 30-minute gap between shifts, employees must use their own transportation, unless otherwise agreed to. An employee may use their own vehicle at any time upon mutual agreement. The company must pay travel time back to the initial report facility.

U37. 28.18 B. Add the following language at the end of the paragraph: "The Operator that is not required to work the piece will not be required to work in excess of one (1) hour past their original scheduled end time for this piece of work except by mutual agreement."

U38. 28.19 A. For relief made on the road, the following compensation shall be paid:

Departing Ingersoll to:	Total Report and Travel Time
East Washington and Baldwin	15 minutes
Jenifer and Ingersoll.....	15 minutes
Johnson and Ingersoll.....	15 minutes
Gorham and Ingersoll	20 minutes
*Capital Square.....	15 minutes
*Campus	25 minutes
*South Transfer Point.....	20 minutes
*Shopko Drive (Pick n Save).....	20 minutes
*Hansen Annex Facility	25 minutes
*Madison Airport	25 minutes
*Independence and East Washington.....	25 minutes
*Forester and Troy	25 minutes
*Cottage Grove and Dempsey	20 minutes
*Caddis Bend and Cahill Main	25 minutes
*University and Highland.....	25 minutes
*Brooks and Johnson.....	25 minutes
*Milwaukee and Dempsey	20 minutes
*Sheboygan and Eau Claire.....	30 minutes
*Sun Prairie Park and Ride	30 minutes
*Westfield and Mineral Point (Route H,J).....	35 minutes
*Mckee and Maple Grove	35 minutes
*Junction Road Park and Ride.....	40 minutes
*Murphy and Eagle	40 minutes

To Ingersoll From Bus:**Total Travel Time**

East Washington and Baldwin	10 minutes
Jenifer and Ingersoll.....	10 minutes
Johnson and Ingersoll.....	10 minutes
Gorham and Ingersoll	15 minutes
*Capital Square.....	10 minutes
*Campus.....	20 minutes
*South Transfer Point.....	15 minutes
*Shopko Drive (Pick n Save).....	15 minutes
*Hansen Annex Facility.....	20 minutes
*Madison Airport	20 minutes
*Independence and East Washington.....	20 minutes
*Forester and Troy	20 minutes
*Cottage Grove and Dempsey	15 minutes
*Caddis Bend and Cahill Main	20 minutes
*University and Highland.....	20 minutes
*Brooks and Johnson.....	20 minutes
*Milwaukee and Dempsey	15 minutes
*Sheboygan and Eau Claire.....	25 minutes
*Sun Prairie Park and Ride	25 minutes
*Westfield and Mineral Point (Route H,J).....	30 minutes
*Mckee and Maple Grove	30 minutes
*Junction Road Park and Ride.....	35 minutes
*Murphy and Eagle	35 minutes

Departing Hansen Annex Facility**Total Report and Travel Time**

*Sun Prairie Park and Ride	20 minutes
*East Washington at Baldwin	25 minutes
*Capital Square.....	35 minutes
*Ingersoll and East Washington	25 minutes
*South Transfer Point.....	35 minutes
*Caddis Bend and Cahill Main	40 minutes
*Campus.....	40 minutes
*Junction Road Park and Ride.....	45 minutes
*Sheboygan and Eau Claire.....	45 minutes
*Forester and Troy.....	20 minutes

To Hansen Annex Facility From Bus**Total Travel Time**

*Sun Prairie Park and Ride	15 minutes
*East Washington and Baldwin	20 minutes
*Capital Square.....	30 minutes
*Ingersoll and East Washington	20 minutes
*South Transfer Point.....	30 minutes

*Caddis Bend and Cahill Main	35 minutes
*Campus	35 minutes
*Junction Road Park and Ride	40 minutes
*Sheboygan and Eau Claire.....	40 minutes
*Forester and Troy.....	15 minutes

U42. 29.2.B. ~~Upon graduation, A new hire employee retained~~ by the City of Madison for positions within the Department of Transportation Transit Division shall serve a twelve (12) month, calendar day, probationary period **from their date of hire**. Employment during the twelve (12) month, calendar day, probationary period may be terminated without recourse to the grievance procedure. However, the Employer shall not terminate probationary employees for the purpose of evading the terms and conditions of this agreement or to discriminate against union members. The Employer agrees to provide the Union with written notification of discipline and/or termination during the probationary period.

Maintenance/Shop Employees

U45. 32.1.B. Coveralls and foul weather gear available to **(but not limited to) mechanics, service lane, dispatchers, custodians and utility.**

ARTICLE 32 – UNIFORMS

U48. 32.1.G The Employer will provide safety shoes for all Mechanics, Building & Grounds, and Parts Department employees every two years. The allotted amount will be **\$300.00**, including tax, ~~effective~~ upon effective date of this agreement. **For Service Lane, Dispatchers, Custodians & Bus Cleaners, Slip Resistant and Waterproof Shoes will be provided with the amount of allowance being \$175 every two years.** If replacement is needed before two years, ~~the employee may purchase from the program~~ **qualified footwear, utilizing the balance of \$300 or \$175, as applicable, if any, and otherwise the employee may purchase from the program qualified footwear at their own expense. Employees will be reimbursed for the purchase price when they present a receipt for a qualifying shoe or boot. All provided footwear must be worn while on duty. The allotted amount may be used on multiple qualified footwear if applicable.**

~~The Employer will select a vendor and provide an onsite kiosk for the employee to use for sizing and ordering purposes. The available shoes/boots must meet the following qualifications:~~

U52. 32.1.H Upon request, all Mechanics will be provided with their own set of High Voltage PPE. All specifications must meet Federal Safety Regulations. If a Mechanic is assigned to High Voltage work and does not have a personal set of PPE they will utilize a communal set.

U53. 32.4 Fixed Route Motor Coach Operators. The Employer agrees to furnish **for operators a winter jacket**, three (3) pairs of trousers (wash and wear if available, of a midweight, for year-round use), **two (2) pairs of shorts**, three (3) summer and three (3)

winter shirts, also a cap if required. Long sleeve jacket liners will be furnished if requested, but will be worn at the employee's option, but if a cap is worn it must be a regulation uniform cap. Only emblems authorized by the Employer and the approved Teamster emblem may be worn on the uniform.

U57. 33.3 New Employee Instructors. New employee instructors shall conduct the initial behind the wheel training of newly hired ~~operators~~ **employees** in preparation for their "CDL" driving exam, in the use of transit equipment, safe operation, defensive driving techniques, mobility device securement and customer relations. **Operator Instructors shall conduct classroom and additional instruction in subject matter established by the Training Supervisor to prepare employees for transit service.** The sign-up sheet for new employee instructors shall be posted on an as needed basis. **A New Employee Instructor shall serve up to a Five (5) year term, at which time the position will be open to all qualified Operators, including incumbents.** When needed, a sign-up sheet shall be posted for two (2) weeks after which the posting will close and be summarily removed by an agent of the City. The City will thereupon determine from the sign-up sheet the mass transit operator(s) who shall serve. The City shall post prior to, in conspicuous places throughout the facility, the listing of employee(s) duly selected, a copy of which shall be simultaneously conveyed via electronic means to the Union. Mass transit operators duly selected shall serve as an instructor on a permanent basis until they resign as an instructor, ~~or~~ no longer meet the new employee instructor selection criteria listed below, or meet the above listed term limit. The new employee instructors shall be selected by the City.

This group of instructors shall consist of a maximum of sixteen (16) operators who possess and maintain the following criteria:

- A.** A minimum of five (5) years of service;
- B.** No more than two (2) chargeable or preventable accidents in a twelve (12) month period;
- C.** No more than three (3) unexcused absences in a nine (9) month period;
- D.** A suitable performance history (pass a road test, dress code, attitude, complaint history, attendance).

Any instructor who during the period of service as an instructor fails to maintain the minimum criteria shall be immediately relieved of instructing responsibilities until such time as they return to compliance with the criteria. In the event that a new employee instructor fails to maintain the minimum criteria a second time, he/she shall be permanently removed as a new employee instructor.

~~**Operator Instructors.** Operator Instructors shall conduct the initial classroom and behind the wheel training of newly hired employees in preparation for their "CDL" driving exam. Operator Instructors shall conduct classroom and additional instruction in subject~~

~~matter established by the Training Supervisor to prepare employees for transit service. A sign-up sheet for Operator Instructors shall be posted on an as-needed basis. When needed, a sign-up sheet shall be posted for two (2) weeks after which the posting will close and be summarily removed by an agent of the City. The City will thereupon determine from the sign-up sheet the mass transit operator(s) who shall serve. The City shall post prior to in conspicuous places throughout the facility, the listing of employee(s) duly selected, a copy of which shall be simultaneously conveyed via electronic means to the Union. Mass transit operators duly selected shall serve as an Operator Instructor on a permanent basis until they resign as an Instructor or no longer meet the Operator Instructor selection criteria listed below. The Operator Instructors shall be selected by the City.~~

~~This group of Instructors shall consist of a maximum of eight (8) operators who possess and maintain the following criteria:~~

- ~~A. — A minimum of five (5) years of full-time, fixed-route service;~~
- ~~B. — No more than two (2) chargeable or preventable accidents in a twelve (12) month period;~~
- ~~C. — No more than three (3) unexcused absences in a nine (9) month period;~~
- ~~D. — A suitable performance history (pass a road test, dress code, attitude, complaint history, attendance).~~

~~Any Instructor who during the period of service as an Instructor fails to maintain the minimum criteria shall be immediately relieved of Instructor responsibilities until such time as they return to compliance with the criteria. In the event that an Operator Instructor fails to maintain the minimum criteria a second time, he/she shall be permanently removed as an Operator Instructor. The Training Supervisor may permanently remove an Operator Instructor for repeated failure to comply with established instruction practices and/or unauthorized deviation from required subject matter.~~

U61. 35.1 Shop Posting. "Eight (8) calendar days, including weekend days and holidays."

U69. Vacation 37.15 Effective December 31 of each year, all employees with one (1) year of service shall receive ten (10) days of vacation with pay; employees with five (5) years of service shall receive fifteen (15) days of vacation pay; employees with ten (10) years of service shall receive twenty (20) days of vacation pay; employees with twenty (20) years of service shall receive twenty-five (25) days of vacation with pay; and employees with twenty-seven (27) years of service shall receive twenty-seven (27) days of vacation with pay. The vacation pay per day for full-time fixed route operators, Metro+Plus operators, and office employees shall be computed by multiplying their rate of hourly pay, inclusive of longevity, at the start of their vacation period by eight (8) corresponding straight time hours.

U70. 37.17 B. Employees may opt to cash out **one (1)** week of vacation **and/or carry over one (1) week** of vacation time **and is limited to two weeks total**. Cash out ~~or~~ **and** carryover is limited to ~~two (2)~~ **one (1) weeks** and may not occur in increments of less than one (1) week. Cash out may occur anytime during the calendar year. In order to carry over vacation, employees must notify the Employer on the form provided for this purpose of their intention to carry over one (1) week of vacation by October 1st of any calendar year. If a whole or a fraction of a week remains at the end of the calendar year, the unused vacation time will be automatically paid to the employee. ~~provided the employee has not already cashed out or carried over one (1) week of vacation.~~

ARTICLE 38 - TERMINATION

U76. **January 1, 2025 through December 31, 2027.**

ADDENDUM D - NEW PROGRAMS

U78. New D. The City agrees to not contract for, purchase or deploy any autonomous vehicles during the term of this contract without mutual agreement. For any type of work considered bargaining unit work as of January 1, 2025, automation shall not result in the work to be considered non-bargaining unit work, unless otherwise agreed to by management and the Union. Training will be provided in accordance with Article 9.4.

U79. **ADDENDUM E**

MEMORANDUM OF UNDERSTANDING

MADISON METRO MEDICAL EXAMINATION POLICY

~~The following is a Memorandum of Understanding, executed by and between, Teamsters Union Local No. 695 affiliated with the International Brotherhood of Teamsters ("Union") and the City of Madison, Department of Transportation, Transit Division, ("City"). This settles the grievance filed by the Union on October 23, 2019, Docket number 19-36-U. The grievance is withdrawn with prejudice by the Union.~~

BACKGROUND

~~The Union and the City are signatory to a Collective Bargaining Agreement (CBA) for the period March 10, 2014 – December 31, 2018.~~

~~The City and the Union are currently in the process of bargaining a successor labor agreement. The CBA does not represent as an obligation or condition of employment a Federal Medical Certificate (Fed Med card). Section 12.1 of the CBA, obligates the bargaining unit represented by Teamsters Union Local No. 695 to submit to a physical~~

~~examination “as often as deemed necessary” by the City. Section 12.2 of the CBA, provides ANY physical examination must reveal and establish the fitness of the employee to perform the duties for which s/he was employed.~~

RESOLUTION

~~No current employee in the bargaining unit is required to maintain a Federal Medical Certification except for newly hired employees who must maintain for up to the first two years of employment.~~

~~The City provides assurances to the Union and Unions' membership the City of Madison, Department of Transportation, Transit Division, shall not require a Madison Metro Federal Medical Exam for any non-probationary employee as a means to determine or evaluate employee's ability to perform the essential functions of his/her employment.~~

~~The Union recognizes the City's right to require an applicant for employment to submit to a Federal DOT Fed Med examination as a condition of an offer of employment. Provided, however, once employed the probationary employee becomes entitled to the terms, conditions and benefits of the CBA. However, if the newly hired employee receives a clearance for a period of time, which is commensurate with the new hire's Article 29 probationary period, the City shall not require any further 'Fed Med' from that employee. If the 'Fed Med' is for any period of time less than their probationary period, the new hire must obtain a renewal of the clearance at least until such time as the new hire employee completes their probationary period.~~

~~It is agreed that as of December 31, 2021 all employees hired on or after that date shall be required to maintain a federal medical certification as a condition of employment, for the duration of their employment. All employees hired prior to December 31, 2021 are exempt from this requirement, except as it pertains to the two-year Fed Med requirement for during the probationary periods of employees hired between the effective date of this agreement and December 31, 2021.~~

~~The City has the right under the CBA to require that non-probationary employees submit to a physical examination to evaluate an employee's general overall condition of physical or mental status to perform their job duties. All employees regardless of hire date are subject to the language of Article 12 of this agreement as well as in accordance with D.O.T. regulations, and any failure by an employee to submit to such examination shall subject employee to discipline in accordance with the Collective Bargaining Agreement.~~

~~Any periodic evaluation deeming an employee possibly unable to perform their job duties shall not subject employee to loss of employment, but shall allow the City to require the employee to submit to treatment by their health care provider or a fitness for duty examination, for which Article 12's remedial provisions shall apply.~~

Wage Tentative Agreements:

1. Wage Increase

Effective the pay periods including:

01-01-2025 3%

01-01-2026 3%

01-01-2027 3%

The City will pay full back pay for all hours worked from the pay period including, 01-01-2025 through ratification and wage increase implementation.

2. **28.8.B. Shop Employees** There will be added to the aforementioned rates of pay ~~Seventy-Five Cents (\$.75)~~ **One Dollar and Fifty cents (\$1.50)** per hour for all work done by shop employees **other than Technicians** on any shift other than the regular day shift. **There will be a One Dollar and Fifty cents (\$1.50) per hour for all work done by shop employees other Technicians on Saturday and/or Sunday.** There will be Three Dollars (\$3.00) added to the aforementioned regular base rate including longevity pay for all ~~Mechanics~~ **Technicians** who perform work on Saturdays and Sundays. Premium pay of Three Dollars (\$3.00) per hour for ~~Mechanics~~ **Technicians** will apply to hours worked on Second and Third shift on weeknights. Premiums do not pyramid; i.e., work on a Saturday or Sunday night is only paid the Saturday/Sunday premium not the night premium.
3. The City will pay all employees a one-time lump payment equivalent to 2% of gross base wages to be factored at the following formula:
2,080 hours x hourly wage as of 07-01-2025 X 2% (.02). This will be paid out on or before the first paycheck of December, 2025.

All agreements are subject to ratification and approval by the International Brotherhood of Teamsters.