

## **Wages and Fringe Benefits for the Management and Operation of Pomona Valley Transportation Authority (PVRTA)**

*Please note: The wages and benefits paid to all hourly employees of the Transdev PVRTA operation are governed by a collective bargaining agreement (CBA), with the exception of the Administrative Assistant & Road Supervisor. Full and part time bus operators, dispatchers, technicians, and utility are covered by a CBA between Transdev and ATU Local 1756. **The CBA expires December 31, 2027.***

### **BARGAINED EMPLOYEES**

#### **OPERATORS, DISPATCHERS, TECHNICIANS & UTILITY WORKERS -- BENEFITS**

**HOLIDAYS:** Full-time employees are paid for nine (9) holidays per year. Part time employees receive pay if they miss a scheduled workday

**VACATION:** Full time employees are eligible for paid vacation according to the following schedule:

| <b>Seniority</b> | <b>Vacation Days</b> |
|------------------|----------------------|
| 1 Year           | 5 days               |
| 2 Years          | 10 Days              |
| 5 Years          | 15 Days              |
| 10 Years         | 20 Days              |
| 20 Years         | 25 Days * Eff 2026   |

**SICK LEAVE:** Employees covered by this Agreement are eligible for five days per year.

**HEALTH BENEFITS:** The Company provides medical, dental PPO, and vision benefits for employees working full-time. The Company will contribute the following toward the plans.

### **Article 41. Health and Welfare**

#### **Kaiser Southern California plan:**

The Company will pay 90% of the premiums for the medical plan for employee only coverage. The employee shall be responsible for 10%.

The Company shall pay 80% of the premiums for the medical plan for employee plus one and family coverage. The employee shall be responsible for 20%.

The Company shall pay 90% of the cost for the dental plan for employee only coverage. The employee shall pay the remaining 10%.

The Company shall pay 80% of the cost for the dental plan for employee plus one and family coverage; for whichever plan the employee elects. The employee shall be responsible for the remaining 20%.

The Company shall pay 90% of the cost for the vision plan for employee only coverage. The employee shall pay the remaining 10%.

The Company shall pay 80% of the cost for the vision plan for employee plus one and family coverage; for whichever plan the employee elects. The employee shall be responsible for the remaining 20%.

**RETIREMENT 401K Plan:** ATU 401K with Company matching contributions of 50% up to 6%.

**JURY DUTY:** Should the employee be required to serve on a jury at a court proceeding, time off with pay will be granted for such service not to exceed three (3) days per year.

**BEREAVEMENT:** Employees receive pay for up to three (3) days of missed work and up to two (2) additional days unpaid.

**WAGES**

**Article 39. Wages**

Wages are retroactive to January 1, 2024 on all hours worked. All wage increases shall become effective upon the first full pay period following the dates identified below.

| Operators            |         |       |         |        |         |        |         |       |         |
|----------------------|---------|-------|---------|--------|---------|--------|---------|-------|---------|
|                      | 1/1/23  | %+    | 1/1/24  | %+     | 1/1/25  | %+     | 1/1/26  | %+    | 1/1/27  |
| Revenue to 12 Months | \$18.54 | 3.00% | \$19.10 | 10.00% | \$21.01 | 15.00% | \$24.16 | 5.00% | \$25.36 |

|                 |         |       |         |        |         |        |         |       |         |
|-----------------|---------|-------|---------|--------|---------|--------|---------|-------|---------|
| 13 to 24 Months | \$18.95 | 3.00% | \$19.52 | 10.00% | \$21.47 | 15.00% | \$24.69 | 5.00% | \$25.93 |
| 25 to 36 Months | \$19.36 | 3.00% | \$19.94 | 10.00% | \$21.94 | 15.00% | \$25.23 | 5.00% | \$26.49 |
| 37+ Months      | \$20.14 | 3.00% | \$20.74 | 10.00% | \$22.81 | 15.00% | \$26.24 | 5.00% | \$27.55 |

\*GPPV Certified operators shall receive a 1.25 per/hour in addition to the above hourly wage rate. Drivers who maintain and/or receive a GPPV certification will be paid at the higher rate. If a driver fails to maintain such certification, the drivers pat will be reduced to the lower rate which does not include the \$1.25 premium.

| Utilities            |         |       |         |       |         |        |         |        |         |
|----------------------|---------|-------|---------|-------|---------|--------|---------|--------|---------|
|                      | 1/1/23  | %+    | 1/1/24  | %+    | 1/1/25  | %+     | 1/1/26  | %+     | 1/1/27  |
| Revenue to 12 Months | \$17.51 | 3.00% | \$18.04 | 5.00% | \$18.94 | 20.00% | \$22.72 | 13.00% | \$25.68 |

| Mechanics            |         |       |         |       |         |       |         |       |         |
|----------------------|---------|-------|---------|-------|---------|-------|---------|-------|---------|
|                      | 1/1/23  | %+    | 1/1/24  | %+    | 1/1/25  | %+    | 1/1/26  | %+    | 1/1/27  |
| Revenue to 12 Months | \$33.99 | 3.00% | \$35.01 | 5.00% | \$36.76 | 5.00% | \$38.60 | 5.00% | \$40.53 |

| Dispatch  |  |  |  |  |  |  |  |  |  |
|---|--|--|--|--|--|--|--|--|--|
| 1. Dispatchers who are currently paid below the top operator rate shall receive 4% above the top operator rate (post the percent increases identified above).   |  |  |  |  |  |  |  |  |  |
| 2. Dispatchers who are currently paid above the top operator rate shall receive 4% increase on January 1, 2024, 4% increase on January 1, 2025, 4% increase on January 1, 2026, and a 4% increase on January 1, 2027. |  |  |  |  |  |  |  |  |  |

**PREMIUMS:**

- Driver/Trainer: Will be paid \$0.50 per hour in addition to their regular rate of pay for each hour spent training.

**ASE Certification:**

Wage scales do not include ASE certification wage increases. Such increases will be added to an employee's base wages. If the mechanics fail to maintain ASE certification their wages will be reduced to the wage scale above.

The Company will pay a premium of \$0.25 per hour in addition to the regular hourly wage to technicians for each Transit ASE (Automotive Service Excellence) certification in Transit Bus (H1 thru H8).

The Company will pay an additional premium \$0.25 per hour to technicians for a Transit ASE Master Certification.

Mechanics shall receive reimbursement for purchase of boots one time per calendar year up to \$125. The Company will pay up to \$150 for a Mechanic's prescription safety glasses when the Mechanic is hired and when the Mechanic's prescription safety glasses need to be replaced.

**NON – BARGAINED, NON-EXEMPT EMPLOYEE BENEFITS –**

**ADMINISTRATIVE ASSISTANT & ROAD SUPERVISOR**

**VACATION:** Employees accrue forty (40) hours of Paid Time Off (PTO) annually during the first year of full-time employment, eighty (80) hours 2<sup>nd</sup> to 4<sup>th</sup> year and one hundred twenty (120) hours of PTO each year thereafter.

**HOLIDAYS:** Employees also receive pay for nine (9) holidays each year.

**SICK LEAVE:** All employees shall receive pay for five (5) days of sick leave each year.

**CIVIC LEAVE:** Employees required to serve on jury duty will be paid at the employee's regular base rate for three (3) days per calendar year.

**BEREAVEMENT LEAVE:** An employee shall be granted up to three (3) days with pay to attend a funeral.

**HEALTH BENEFITS:** The Company offers medical, dental and vision coverage to employees with a company contribution.

**401K/RETIREMENT:** Transdev's matching formula pays 50% for every dollar deferred up to 6% of the individual's gross pay. Combined contributions are vested according to a five (5) year plan at 20% per year.