

All Agreements are Tentatively Pending Full Agreement on Total Package. All Agreements are Subject to Ratification by the ATU Membership, and Approval by the Board of Directors.

## **VTA and ATU CBA Negotiations**

### **VTA Counter Proposal of Total Compensation Package on February 13, 2025**

All compensation increases in the first year of the successor CBA will be effective the first full pay period following Board approval of the new CBA in open session.

The following represents a complete package; specifics of each proposal in the package are attached:

- Term 3 years
- Salary 3%/3%/3%
- Part A, Section 5.3(b) – Progression Periods and Rates and Operator Merit Increase – as proposed by ATU on 1/7/25
- Part A, Section 15.2 - Dental – as proposed by ATU on 1/7/25
- Year 1 we will provide a one-time payment of \$500 in exchange for:
  - Part A, Section 10.4 - Work a full day before and after a holiday – as presented by VTA on 12/3/24
  - Part A, Section 14.1 - Reducing long-term leave from 2 years to 1 year – as presented by VTA on 1/7/25

VTA is willing to continue discussions on Part A Section 20.2 (What May be Arbitrated)

This includes all Tentative Agreements signed to date:

- Part A Section 8.5 - COC: Removal from Change of Class List - Signed on 9/3/24
- Part A, Section 8.10 – COC: Posting of COC Lists – Signed on 8/23/24
- Part A, Section 10.3 - Floating Holidays – Signed on 1/21/25
- Part A, Section 14.5 - Workplace Trauma Leave – Signed on 9/3/24
- Part B, Section 8.1 – Regular Runs – Signed on 12/12/24
- Part B, Section 8.2 – Fragmentary (Combination) Runs – Signed on 12/12/24
- Part B, Section 10 – Report Time – Signed on 12/12/24
- Part B, Section 16 – Bidding – Signed on 8/27/24
- Part B, Section 16.7 – Hold Down Sign-Up – Signed on 12/10/24
- Part B, Section 21.8 – Trading Runs or Days Off – Signed on 1/28/25
- Part C, Section 5- Apparel – Signed on 11/12/24
- Sideletter Hold Down Bidding – Signed on 8/27/24

In the hopes of continuing good faith bargaining, should the parties come to an Agreement after the expiration of the current Agreement, VTA will provide 2 weeks retroactive wage compensation.

Note: All Agreements are tentative pending full agreement on a Total Package