

PIERCE TRANSIT BOARD MEETING

**Training Center, Rainier Room
September 10, 2012**

AGENDA

Page

CALL TO ORDER

ROLL CALL

APPROVAL OF VOUCHERS

PUBLIC COMMENT

PRESENTATIONS

1. Vision 2040 Award Bob Drewel, Executive Director
Puget Sound Regional Council
2. Operator of the Month of June – Gary Polk Scott Gaines, Fixed Route Asst. Mgr.
Operator of the Month of July – Mike Cissell Scott Gaines

ACTION AGENDA

1. Adopt a Resolution Authorizing a Master Labor Agreement with Amalgamated Transit Union, Local 758 Covering the Term of July 1, 2011 through June 30, 2014 Alberto Lara,
VP of Administration

INFORMATIONAL/DISCUSSION BOARD ITEMS

1. Executive/Finance Committee Update Commissioner Talbert
2. Financial Update Wayne Fanshier,
VP of Finance
3. Sound Transit Update Commissioners McCarthy & Strickland

STAFF/POLICY DISCUSSIONS

1. Sole Source Disclosure Wayne Fanshier

EXECUTIVE SESSION

Pursuant to RCW 42.30.110(1)(g): To review the performance of a public employee. However, subject to RCW 42.30.140, when the Board elects to take action setting the salary of an individual employee, that action shall be taken in a meeting open to the public.

ADJOURNMENT

FACT SHEET

TITLE: Adopt a Resolution Authorizing a Master Labor Agreement with Amalgamated Transit Union, Local 758 Covering the Term of July 1, 2011 through June 30, 2014

DIVISION: Administration

ORIGINATOR: Alberto Lara

PRECEDING ACTION: Resolution 08-039 Ratifying the 2008 – 2011 Master Labor Agreement

COORDINATING DEPARTMENT: Office of Labor Relations

APPROVED FOR SUBMITTAL:

Vice President

APPROVED FOR AGENDA:

Chief Executive Officer

Legal Counsel

ATTACHMENTS: Resolution

BUDGET INFORMATION

2012 Budget Amount
N/A

Required Expenditure
N/A

Impact
N/A

Explanation: There are no retroactive changes to the July 1, 2011 wage scales for the term of this contract. Both medical plans (Premera Blue Cross and Group Health Cooperative) will be redesigned with a January 1, 2013 effective date. It is anticipated that these modifications will result in an estimated savings of \$711,735 in 2013 and an estimated savings of \$391,454 for the first six months of 2014.

BACKGROUND: The Master Labor Agreement between Pierce Transit and the Amalgamated Transit Union, Local 758 expired on June 30, 2011. The terms and conditions of the contract were continued by written mutual agreement of the parties. The two teams began negotiations in May 2011 and entered into mediation in February 2012. After six sessions, a mediator assigned by the Public Employment Relations Commission declared an impasse, thus moving the process to interest arbitration. The parties continued to meet and reached a tentative agreement prior to an arbitration hearing. The general membership of the union ratified this agreement on August 29, 2012. The contract governs wages, benefits and working conditions for approximately 700 employees.

Highlights of the proposed contract are:

Wages

Effective July 1, 2011 – 0%

Effective July 1, 2012 – 0%

Effective July 1, 2013 – 0%

Insurance and Other Benefits

Medical and Dental

Effective January 1, 2013 – Medical plans will be redesigned to increase cost effectiveness. The modifications will mitigate projected premium increases. When compared to existing design, the overall impact will be a reduction in these expenses. There will be no increase in employee contribution toward monthly premium.

Effective January 1, 2014 – Employee contributions will remain at 2013 levels provided that in the event total premiums increase in excess of 10%, the Employer and Union agree to discuss either selecting a less costly plan or split any increase in premium over 10% equally between Employer and employee.

Personal Holiday

Effective January 1, 2013, employees shall be eligible for an additional Personal Holiday per calendar year subject to existing contractual terms and conditions.

ALTERNATIVES: The alternative is to reject the proposed settlement and proceed to interest arbitration. This can be a lengthy and expensive process with an unpredictable outcome.

RECOMMENDATION: Authorize the Chief Executive Officer to execute the proposed Master Labor Agreement for the term of July 1, 2011 through June 30, 2014, with Amalgamated Transit Union, Local 758.

RESOLUTION NO. 12-

A RESOLUTION of the Board of Commissioners of Pierce Transit
Authorizing a Master Labor Agreement with Amalgamated Transit Union, Local 758 Covering the Term of
July 1, 2011, through June 30, 2014

WHEREAS, the Master Labor Agreement between Pierce Transit and the Amalgamated Transit Union, Local 758, expired on June 30, 2011; and

WHEREAS, representatives of Pierce Transit and the Amalgamated Transit Union, Local 758 have concluded negotiations and have agreed upon a new Master Labor Agreement, a three-year contract covering the period July 1, 2011, through June 30, 2014, and subsequently this agreement was ratified by the union membership on August 29, 2012; and

WHEREAS, the Chief Executive Officer has recommended that the Board of Commissioners of Pierce Transit also ratify the proposed labor agreement; and

WHEREAS, the Board of Commissioners of Pierce Transit concur with the Chief Executive Officer's recommendation;

NOW, THEREFORE, BE IT RESOLVED by the Board of Commissioners of Pierce Transit as follows:

Section 1 The Chief Executive Officer of Pierce Transit is hereby authorized to execute this Master Labor Agreement on behalf of Pierce Transit. The Master Labor Agreement is to be substantially in the form of the documents on file in the office of the Clerk of the Board and by this reference incorporated herein as though fully set forth.

ADOPTED by the Board of Commissioners of Pierce Transit at a regular meeting thereof held on the 10th day of September, 2012.

Marilyn Strickland, Chairman
Board of Commissioners

ATTEST:

Barbara B. Schatz, CMC
Acting Clerk of the Board

Change Orders & Amendments - Sole Source Over \$10,000					
	Name	Description/Project	Explanation	Contract Amount	Eff. Date
1	EFS West	Change Order No. 3, contract for CNG station construction.	Change in contractor would cause delays/hardships/added costs.	\$42,160	11/18/2011
2	Project Dimensions	Amendment No. 4, CNG project oversight management services deductions and increases to scope of work.	Change in contractor would cause delays/hardships/added costs.	\$27,251	5/23/2012
Contracts/Proprietary - Sole Source Over \$10,000					
	Name	Description/Project	Explanation	Contract Amount	Eff. Date
	N/A				
Other - Sole Source Over \$10,000					
	Name	Description/Project	Explanation	Contract Amount	Eff. Date
3	The Howell's Group	Consulting services for leadership development, strategic alignment, and developing departmental workplans.	Familiarity with Pierce Transit and the transportation industry.	\$11,000	7/31/2012
4	Microsoft	Desktop replacement project.	Service provider for existing systems.	\$65,000	9/1/2012
5	Simon & Company, Inc.	Federal legislative liaison.	Familiarity with Pierce Transit and the transportation industry.	\$40,500 plus expenses	6/30/2012

Change Orders & Amendments: Master Agreements sometimes have Change Orders and Amendments. The reason could be for time extensions to a contract, or a situation where changing a contractor before the work is complete could cause delays, hardships, and/or added costs to the project. Change Orders and Amendments most often happen with construction contracts.

Contracts/Proprietary: The service or product is not provided by another vendor.

Other: A special circumstance when specialized knowledge or skill is needed for a project and there is limited time and vendors with the expertise.