



OFFICE OF THE
GENERAL MANAGER

July 3, 1972

GM No. 31-72

TO: BOARD OF DIRECTORS
FROM: General Manager
SUBJECT: New Labor Contract

Terms of a new labor contract as negotiated by our team and representatives of Division 192, Amalgamated Transit Union, are being presented to the union membership.

Their executive committee has recommended approval but balloting will not take place until Thursday, July 6. Results will not be known until 7:00 p.m.

Major provisions are summarized below:

TERM ,

Two years, effective July 1, 1972.

WAGES

A new hourly rate of \$5.20 for operators, presently totalling 1165, represents an increase of 26¢ the first year (6.2%, including fringes) and an increase of 27¢ or \$5.47 per hour during the second year.

Rates for mechanics, ranging up to \$6.42 per hour represent increases between 20¢ and 41¢ the first year.

Clerical employees will receive an increase of 15¢ per hour.

During the second year wages will be increased 5.5% across the board.

COST OF LIVING

The current cost-of-living formula will remain in effect except that adjustments will be on a quarterly basis

instead of semi-annually. The base index shall be the month of June, 1972. Adjustments shall not exceed the permissible amounts under Wage Stabilization Board guidelines.

MEDICAL PLAN

The contract calls for contributions up to \$47.13 per employee per month to cover the employee and qualified dependents, effective January 1, 1973 and an additional amount, if any, necessary to continue the present level of benefits, effective March 1, 1973.

DENTAL PLAN

Effective September 1, 1972, the District will pay up to \$7.83 per employee per month to cover the employee and qualified dependents and, effective July 1, 1973, an amount up to \$12.50 to cover improved benefits.

NEW PROVISION

One important provision relates to leaves of absence for employees electing to accept priority employment with BART as a result of the arbitrator's partial decision on June 20, 1972.

Present employees shall be granted a leave for a period not to exceed six months, and their seniority at AC Transit shall continue during this period.

The employee shall pay to AC Transit the monthly premiums required to retain his medical, dental and group life insurance coverage.

Vacation credits shall be paid to the employee or the employee may assign such amount to BART, but the employee will not be entitled to collect sick leave pay.

The leave of absence shall terminate within five days after the cessation of employment with BART, and any employee returning from a leave shall notify AC Transit two weeks prior his planned return. Upon return the employee shall retain his original seniority and all rights and benefits.

Not more than 50 AC Transit employees shall be granted such leave of absence.

SUMMARY OF COSTS

The wage package will cost approximately \$1,175,000 the first year and although a 5.5% increase is built into the second year, we anticipate the total will be less due to a reduction in the number of pay hours.

Alan L. Bingham

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GENERAL MANAGER

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*Harold Davis
Kneel Wright*

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5.26 - diff bet operators

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MEDICAL PLAN

Agreement
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35⁰⁰ per month premium

DENTAL PLAN

Effective September 1, 1972, the District will pay up to \$7.83 per employee per month to cover the employee and qualified dependents and, effective July 1, 1973, an amount up to \$12.50 to cover improved benefits.

*\$ 2.50 per month
per employee since
Jan 73
6 months for*

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1/1/74 - vacation bonus when the employee wish - seniority schedule

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