



METRO REGIONAL TRANSIT AUTHORITY LAST/BEST OFFER

TO

TWU LOCAL 1

AKRON, OHIO

MAY 12, 2026

METRO's WAGE OFFER BROKEN DOWN

Given the company's firm position of not offering back pay and including two zero's in its place, the company's wage proposal of 0%-0%-3%-3%-3% would result in a total straight time salary for an Operator of \$344,858 over that five-year period beginning the day after expiration of the existing contract and ending on 6/1/2029. A proposal that features five equal wage increases of **1.2%** over the same period would yield the same straight time salary for an operator.

In other words, over the same period, the Authority's proposal is the equivalent of 1.2% wage increases beginning 6/1/2024 going back to contract expiration.

<u>Company Proposal</u>		Post-Expiration Period							
		2.0%	2.0%	2.0%	0.0%	0.0%	3.0%	3.0%	3.0%
Effective	6/1/2021	6/1/2022	6/1/2023	6/1/2024	6/1/2025	6/1/2026	6/1/2027	6/1/2028	
Wage	\$30.74	\$31.36	\$31.98	\$31.98	\$31.98	\$32.94	\$33.93	\$34.95	
Hours	2080	2080	2080	2080	2080	2080	2080	2080	
ST Salary	\$63,945	\$65,224	\$66,528	\$66,528	\$66,528	\$68,524	\$70,580	\$72,697	
Total Salary 6/1/2024-6/1/2029:								\$344,858	

<u>Equivalent Proposal</u>		Post-Expiration Period							
		2.0%	2.0%	2.0%	1.20%	1.20%	1.20%	1.20%	1.20%
Effective	6/1/2021	6/1/2022	6/1/2023	6/1/2024	6/1/2025	6/1/2026	6/1/2027	6/1/2028	
Wage	\$30.74	\$31.36	\$31.98	\$32.37	\$32.76	\$33.15	\$33.55	\$33.96	
Hours	2080	2080	2080	2080	2080	2080	2080	2080	
ST Salary	\$63,945	\$65,224	\$66,528	\$67,330	\$68,141	\$68,962	\$69,792	\$70,633	
Total Salary 6/1/2024-6/1/2029:								\$344,858	

METRO DEMANDS TO TWU LOCAL 1

ARTICLE

PROPOSAL

Red Language Added By Metro **Bold Underlined Is Language REMOVED**

Agreement	DOS Metro not agreeable to retro back pay. If retro awarded by fact-finder, request lump sum and have 3 years start at DOS
Article 3 section 1 second paragraph	...or create a situation in which no union Officers are available to conduct union business with Metro in person, by phone or electronic communication Language change from Director to Manager
Article 7 Section 4 E	Unless otherwise authorized by this agreement , the employee is out of the service of the Company (other than for injury or illness) for more than six(6) consecutive months (three 3 years in case of layoff) or for a period equal to his/her seniority if his/her seniority is less than six (6) months The employee does not return to work on the working day next following the expiration date of an approved leave of absence, sick card , or vacation without good cause.
Article 7 Section 4F Article 7 Section 4H	Notice #45 dated December 30, 1986 Operators who have attained six (6) current points against their license or are not insurable shall be suspended from duty until their points fall below six (6) or are insurable. If the points are not due to drop off within (12) months or the employee becomes insurable within 12 months , then employment will be terminated immediately.
Article 7 Section 4i does not exist adding this section	A disability retirement occurs
Article 8 sec 1k	The use of the sick card is for employee's legitimate illness only, and any employee found to be using same to absent himself from duty for any other reason will be subject to discipline up to and including discharge, If the operator has not been released to return to work after three months five days and every three months five (5) days thereafter, another sick card will be entered Detailers will go through a two year wage progression with a top rate of thirteen dollars (\$13.00) and fifty cents (\$13.50)
Article 8 sec 5q	Offer 3% at DOS \$32.95 (DOS+1 \$33.94) (DOS+2 \$34.96) DOS Metro not agreeable to retro back pay. If retro awarded by factfinder, request lump sum and have 3 years start at DOS
Article 10	The June 1, 2021 pay increase shall be retroactive to that date and paid within thirty (30) days following ratification of this agreement If the Union ratifies a successor agreement, members will be eligible for two ratification bonuses. First, any member employed on the date of Union ratification will receive a ratification bonus of two thousand eighty dollars (\$2080), which will be paid in the second paycheck following ratification of a successor Agreement. Second, any member still employed six (6) months from Union ratification of this Agreement will receive a second ratification bonus of five hundred dollars (\$500.00), which will be paid in the second paycheck following such date. Regular deductions will be withheld from each bonus.
Article 10 sec 2 Article 10 sec 3	Removal of SOLA RAISE AND SOLA BONUS TA ? A year End bonus has already been paid for 2021, but Metro agrees to pay the difference of \$1000 minus the amount paid for all employees who worked 2080 hours between July 1, 2020 and June 30, 2021 and are still employed by METRO. The bonus will be prorated for employees working less then 80% of 2080
Article 10 sec 3 continued.. Proposing to add this language	A year End Bonus has already been paid for 2024, and no additional bonus will be paid under this Agreement. If a new agreement is not reached by August 2025, the Company will pay the required bonus, and no additional bonus should be required of METRO

A year End **Attendance** Bonus of **one thousand dollars and zero cents (\$1000)** will be paid in the last paycheck in November **2022 and November 2023** each year during the term of this agreement. This bonus will utilize a base year of **July November 1** to June 30 **October 31** of the prevailing year. The bonus will be based on a standard work year of 2080 hours. **The bonus will be prorated for employees working less than 80% of 2080 hours in the previous year.** **An employee must work at least one thousand eight hundred seventy-two (1,872) hours during the defined year to be eligible to receive the bonus; no pro-rated bonus will be paid if this condition is not fully satisfied.**

The Year End **Attendance** bonus will only be paid out to employees that have not terminated employment for any reason before November 15

Article 11 Sec 2

Employees on approved leave of absence **and employees using sick cards** shall retain and accumulate seniority, **but employees will not be eligible for any fringe and/or benefits while on an approved leave of absence or using consecutive sick cards exceeding thirty (30) calendar days unless otherwise required by law or this agreement.** Employees will be required to timely provide METRO their health insurance contributions during the first six (6) months of an approved leave of absence and/or while using sick cards unless the employee's contribution can be deducted for the employee's payroll: otherwise, METRO can issue a COBRA notice for employees to continue insurance on their own if they desire. After (6) months, employees wishing to continue their insurance during this time will be required to pay the Company one hundred percent(100%) of the total premium based on then COBRA rates) before the end of each calendar month. Employees who fail to timely pay their full insurance premium will be provided a COBRA notice for employees to continue insurance on their own if they desire.

Article 11 sec 5

Employees who become partially disabled and cannot perform their regular duties will after providing satisfactory medical evidence of such disability, be placed on indefinite sick leave. The continuation of any such disability shall be certified to the Company by the Union periodically. Any employee on **such** a sick leave due to a partial disability leave will be permitted to engage in other means of earning a livelihood. Should an employee be determined permanently and totally disabled **for purpose of disability pension benefits**, he/she shall be removed from the seniority list

Article 11 sec 3

For employees working less than **80% ninety (90%)** of their scheduled workdays during the previous vacation period, who are employed on Jan 1, pro rata vacations will be allowed, In the process of determining the **scheduled** workdays, **extra work** and overtime hours shall be considered and added to the base.

Remaing article

CCL

Article 13 sec1

In addition, an employee may select **four personal leave six(6) PTO/Sick Leave (PTO)**

In addition, an employee may select **four (4) personal leave SIX (6) PTO/ SICK LEAVE (PTO)**

Article 13 sec 1

subject to shceduling requirement.

sec 1b

Four (4) Six (6) personal leave PTO

sec 1c

Metro guarantes a maximum of three slots to be used for **personal leave PTO** or vacation days per day. Birthdays not designated as an optional floater take priority on the three guaranteed slots

sec 1

Employees **will can** receive **six (6) personal leave up to eight (8) PTO** days of which two (2) of the **personal leave** PTO days are to be taken on the day after Thanksgiving and/or Christmas Eve, if not scheduled to work. Employees shceduled to work on any of these days will be paid at straight time, an the unused **personal leave PTO** days can be scheduled anytime thereafter subject to scheduling requirements. **In lier of holiday, employees can request must be made to METRO's dispathc or designee at least five working days in advance of the holiday and an employee must satisfy the conditions in Section 3 of this Article.**

Article 13 sec 3

All permanent employees who hold seniority under this Agreement (except when on layoff or leave of absence) shall be entitled to holiday pay or a **personal PTO** day

sec 3a

language change personal to PTO

Article 13 sec 5

As of August 1, 1997, four (4) of the six (6) personal leave days shall be prorated.

Employees must acquire 80% of the working hours for each quarter prior to August when personal leave days are to be awarded. Personal leave days are to be taken from August 1 through July 31.

QUARTER 1 August September October

QUARTER 2 November December January

QUARTER 3 February March April

QUARTER 4 May June July

Overtime hours shall be used for the purpose of this calculation. For the purpose of this calculation the quarters shall begin August 1 of each year.

Article 13 sec 5
continued with all new
language

On August 1, 2025, only, any personal days accrued by bargaining unit employees in accordance with the provisions of of Article 13 of the expired agreement shall be awarded to employees in a frontloaded amount. This paid time off will be considered PTO under this Agreement. On August 1, 2025 only, the amount of awarded time owed (up to 4 days) will be increased to six (6) PTO days and awarded concurrently in a frontloaded amount. In all subsequent years throughout the duration of this Agreement, employees will be awarded two (2) PTO days in a frontloaded amount regardless of hours worked throughout the four quarters in the previous calendar year on august 1. Employees can also earn a maximum of six (6) PTO days (excluding holiday pay conversions) throughout the twelve months period beginning on August 1 and ending on July 31. To qualify for additional PTO days, employees must acquire 90% of the working hours for each quarter prior to August when PTO is awarded

Overtime hours shall be used for the purpose of PTO hour accrual calculation. Calculation of PTO day accrual begins anew on August 1 of each calendar year

The value of one (1) PTO day is the employee's regular daily rate of pay as determined by the wage scale contained in Article 10 of this agreement. PTO will not be used or considered as time worked for the purpose of overtime. Accrued but unused PTO will not be used or considered as time worked for the purpose of overtime. Accrued but unused PTO days will not carry over from one twelve (12) month period. Unused PTO days as of July 31 will be cashed out so long as the individual is still employed

Article 13 new language
continued

Depending on the circumstances, the need to use PTO may be either foreseeable or unforeseeable

When the need to use PTO is reasonably foreseeable, employees are required to inform METRO's dispatch or designee or the need to use PTO no later than 1:00 pm on the working day prior to the day when the employee intends to use PTO. Examples of reasonably foreseeable events requiring the use of PTO include, but are not limited to scheduled appointments, scheduled events, and trips.

When the need to use PTO is unforeseeable, employees are required to inform METRO dispatch or designee of the need to use PTO as soon as practicable under the circumstances but no later than 30 minutes before the scheduled beginning of the employee's shift

When an employee notifies dispatch or the designee than an employee will be absent, the employee must indicate if they are requesting PTO at the time of the notification

Article 13 new language
continued

METRO retains the sole discretion to deny PTO usage requests depending on the number of employees requesting to use PTO using a particular workday. Under no circumstances may more than five (5%) of any discrete job classification use PTO in a single workday. PTO will be awarded based on the order employees call in to us PTO

Absence from a scheduled shift when a request to use PTO has been denied and/or absence from a scheduled shift when the request to use PTO does not comply with the procedures established by this Section shall be considered an occurrence unless excused for a different reason

Article 15

DOS PPO single 2.4% PPO family 4% and will increase \$25 per pay for each subsequent year

HMO. If section 2 of this article is not removed in its entirety, Metro is requesting the language remain except for the premium percentage, which should be increased to 5%

If employee's pay fails to fully cover premium, employee required to pay premium to Metro before the end of the next pay period

Article 15 continued	<p>If an employee falls more than 28 days behind in paying full premium contributions to METRO, METRO will issue the employee a COBRA notice, and the employee will be responsible for the employee and METRO's premium contribution moving forward. Metro will return to contributing its premium contributions for the employee following the next open enrollment so long s the employee's premiums have all been paid in full and METRO has been fully reimbursed for premiums paid on behalf of the employee</p> <p><u>Effective August 1, 2017</u> The Company will provide sickness and accident insurance benefits of \$450 per week for a maximum of 13 weeks during a roling twelve-month period. After the first(13) thirteen weeks are exhausted an employee is eligible for an additional (13) thirteen weeks of sickness and accident benefits paid at \$350 per week in a 12 month period</p>
Article 15 sec 3	<p><u>Effective with medical leaves beginning on or after year two of the Agreement (i.e. August 1, 20050</u> medical coverage will continue for up to eighteen months, rather than for two years. This does not affect anyone on a medical leave that commences prior to August 1, 2005. The company and/or its insurance carrier has the right to recover money paid to the employee by a third party which duplicates what the insurer of the Company has paid</p> <p>Lifestyle drugs shall be limited to 30 pills in any 30 day period, absent demonstration of a medical</p>
Article 15 sec 6	<p>necessity</p> <p>Effective Jan 1, 2018, <u>Lifestyle drugs</u> Sexual Disfunction drugs shall be limited to fifteen (15) pills per month in any thirty (30) day period absent demonstration of medical necessity.</p>
Article 16 sec 1	<p>but the employee will be solely responsible for providing all contribution payments to the provider to cover the additional life insurance</p>
Article 17	CCL
Article 18	CCL
Article 19 sec 4	<p>Company agrees to make payroll deductions, without poundage being assessed, for the credit union, United way, union fees, life insurance US Savings bonds and court ordered deductions (TA)</p>
Article 19 sec 7	<p>All vehicle service employees will be provided a shoe/boot allowance/reimbursement of up to \$100 \$150 during the life of the contract</p> <p>10 days to discipline from date of incident and Metro proposing 15 days from Metro's knowledge of</p>
Article 19 sec 9	<p>If employee is absent from work and company cannot meet with the employee in person, the Company will send the employee a certified letter providing the employee an opportunity to respond in writing within 7 days</p>
New language in sec 9	
Article 19 sec 16	<p>Reimbursement of renewal of license. Full amount refunded with receipt and \$25 without. Proposing to eliminate refunding without receipt added if timely and proper reimbursement sought</p>
Article 19 sec 17	<p>Employees shall be required to recertify for FMLA every 3 months. Paid time off and vacation must be used concurrently when employees use FMLA</p>
Article 19 sec 19	<p>Employee must report if they have criminal charges or with an OVI. Not permitted to work until resolved. Metro wants to give them 6 months. Also seeking that criminal charges will be considered by METRO on a case-by-case basis with up to 6 months unpaid leave</p>
Article 19 sec 20	<p>An employee may not accumulate more than ten (10) sick cards within a rolling twelve 12 month period (each full day occurrence sick card limited to Three (3) month a five (5) workday maximum) and partial day occurrence will be construed to equal one (1) occurrence</p> <p>The attendance policy is independent of misses as referenced in Article 8 sec 3 and absences under the Family Medical Leave Act</p> <p>want 10 sick cards to be dischargeable and go on last chance at 9 sick cards</p>
Article 21	<p>Safe Driving Bonus requires you to also work 80%. Want to increase to 90%</p> <p>Hourly top wage for Special Service Operators shall be 55% 65% of the top Bus Operator</p> <p>Trying to raise their salary by changing the percentage to equal 1st year CDL operators versus increasing the starting wage. These operators do not have CDL.</p>
Article 22 sec 1	<p>Full time job classification seniority shall prevail within the office personnel classifications with more than one employee within them, when an opening is posted</p>
Article 22 sec 6	<p>Eliminating 13 weeks of sickness and accident</p>

Article 24

Removal of Joint Committee's. Preventable Accident Committee, Safety Committee, Sign UP Committee.

Side Letter 3

Pull out time Committee

Appendix A

Removal of Drug and Alcohol Policy

Change **Last Chance agreement to 9** instead of 10

Appendix B

Removing language that upon completion of probationary period either become a member of the Union or (2) pay a fair share fee, or apply for and obtain religious exemption