

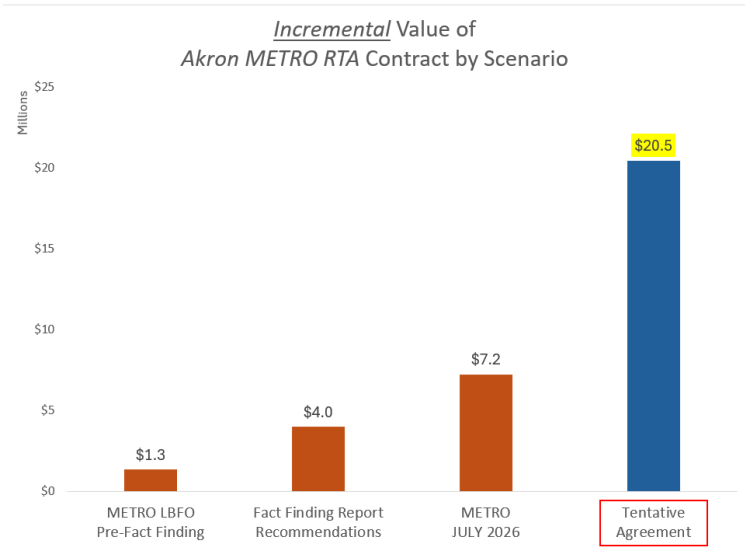
Economic Breakdown of Tentative Agreement

Wages

- The Fact Finder’s Report recommended a single 4% wage increase.
- METRO’s July proposal included a 7.2% raise on DOS with partial retro (+2%, +2%, +3%) but no further pay increases.
- The Tentative Agreement includes a 9.8% increase on DOS with **full retro** and an additional 9.8% increase over an additional three-year term for a total compounded pay increase of 20.6%.

Employee Share of Health Insurance Premiums

- The Fact Finder’s Report recommended an increase to 2.4% of base pay for single coverage and 4% of base pay for family coverage.
- METRO’s July proposal increased to 2.4% and 4%, similar to the Fact Finding recommendations, but these increases were retroactive.
- The Tentative Agreement includes an increase to \$60 per pay period for single and \$105 for family, the equivalent of 2% of base pay for Single and 3.5% of base pay for Family for a Bus Operator.
 - o **These increases are delayed until Jan 1 2027**, saving over \$2k and \$5k, respectively for employees with single and family coverage vs METRO’s retroactive demand included in their July proposal.



Total Value

- The Fact Finder’s Report recommendations would have added approximately \$2 million in total value over three years –or approximately \$6k per head.
- METRO’s July proposal would have added approximately \$2.3 million in total value over three years -or \$7k per head.
- The Tentative Agreement, if ratified, would add approximately \$5.9 million in total value over the first three-year term and an additional \$14.6 million over the second three-year term for a total of \$20.5 million in “new money” –or approximately \$65k per head.

Retro Pay and Ratification Bonus Example: Bus Operator at 80 hrs per pay period (straight-time only)

Retro Period:	June 2024 through May 2025	June 2025 through May 2026	June 2026 through October 2026 ¹
Current Wage Rate	\$31.99	\$31.99	\$31.99
Tentative Agreement Wage Rate	\$32.95	\$33.94	\$35.13
Difference	\$0.96	\$1.95	\$3.14
Hours Per Pay Period	80	80	80
Pay Periods during Period	26	26	8.7
Retro Owed (Difference in Wage Rates x 80 hours x # of pay periods)	\$1,996	\$4,052	\$2,186
Ratification Bonus:	-	-	\$2,000.00

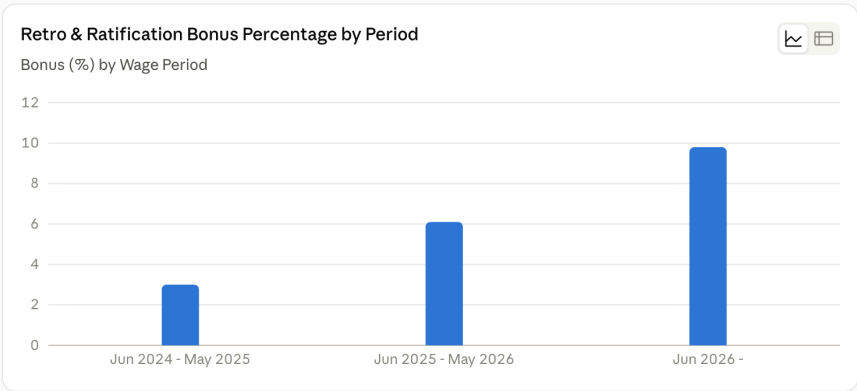
Total Lump Sum Bonus Following Ratification: \$10,234.67

Retro and Ratification Bonus Explained

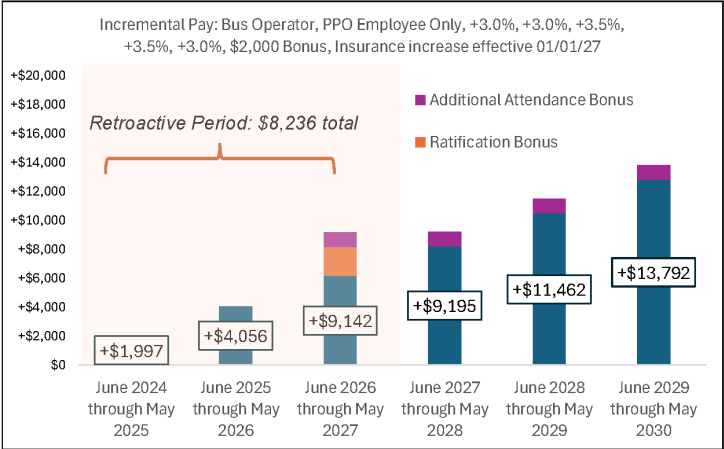
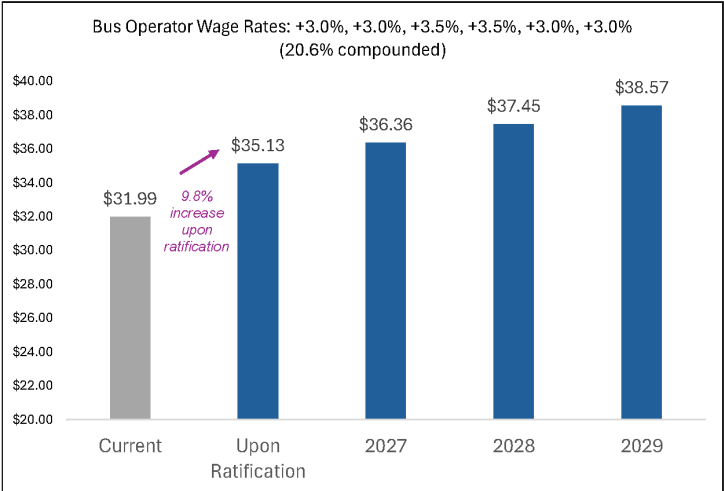
If the contract is ratified, you will receive a lump sum bonus approximately equal to:

3% of wages earned June 1, 2024 to May 31, 2025 PLUS 6.1% of wages earned June 1, 2025 to May 31, 2026 PLUS 9.8% on wages earned June 1, 2026 to ratification PLUS \$2,000

For a top-of-scale Bus Operator paid 40 hours per week this will equal approximately \$8,200 in retroactive pay increases plus the \$2,000 ratification bonus for a total of \$10,200.

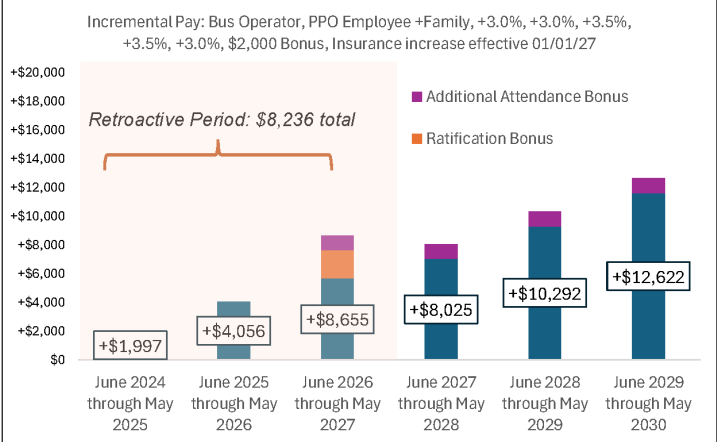
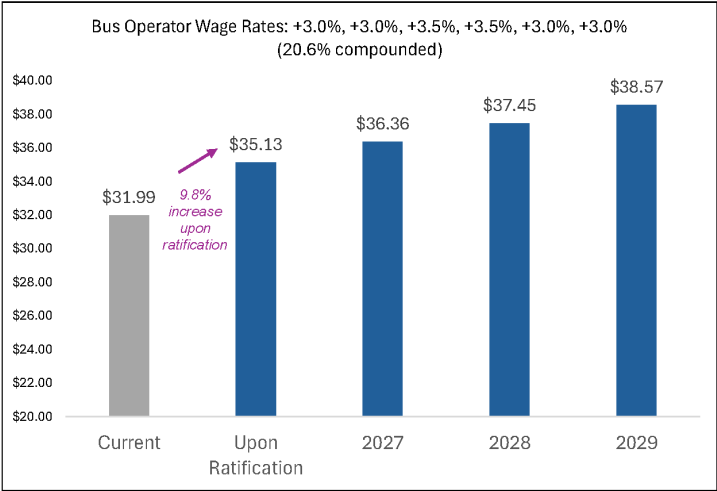


TWU Local 1 - Akron Metro RTA: Tentative Agreement Analysis	
Incremental Value Estimate: Bus Operator, PPO Employee Only	
Retroactive Pay Estimate (straight-time):	\$8,236
Lump Sum Bonus:	\$2,000
Additional Attendance Bonus Oct '26 through May '30:	\$4,000
Additional Wages Oct '26 through May '30:	\$38,481
Cost of Insurance Changes Jan '27 through May '30:	-\$3,057
Total Additional Wages and Bonuses, Net of Insurance Changes, Duration of Agreement	\$49,660
Add'l Savings from Delaying Insurance Change Implementation:	\$2,212



Retro and forward-looking pay estimates based on 2,080 paid hours plus assumed 0 hours of overtime per year and 3.0% pay increase effective 06/01/24, 3.0% pay increase effective 06/01/25, 3.5% pay increase effective 06/01/26, 3.5% pay increase effective 06/01/27, 3.0% pay increase effective 06/01/28, and 3.0% pay increase effective 06/01/29. Health insurance savings estimates based on Authority proposed increases and estimated ratification date.

TWU Local 1 - Akron Metro RTA: Tentative Agreement Analysis	
Incremental Value Estimate: Bus Operator, PPO Employee +Family	
Retroactive Pay Estimate (straight-time):	\$8,236
Lump Sum Bonus:	\$2,000
Additional Attendance Bonus Oct '26 through May '30:	\$4,000
Additional Wages Oct '26 through May '30:	\$38,481
Cost of Insurance Changes Jan '27 through May '30:	-\$7,054
Total Additional Wages and Bonuses, Net of Insurance Changes, Duration of Agreement	\$45,663
Add'l Savings from Delaying Insurance Change Implementation:	\$5,235



Retro and forward-looking pay estimates based on 2,080 paid hours plus assumed 0 hours of overtime per year and 3.0% pay increase effective 06/01/24, 3.0% pay increase effective 06/01/25, 3.5% pay increase effective 06/01/26, 3.5% pay increase effective 06/01/27, 3.0% pay increase effective 06/01/28, and 3.0% pay increase effective 06/01/29. Health insurance savings estimates based on Authority proposed increases and estimated ratification date.