

TWU Agreement Change Log

2021-2024 Agreement vs. 2024-2027 Tentative Agreement (JH Draft)

Purpose: Raw summary of substantive changes and where they appear in the agreements. Explanatory commentary intentionally omitted. This is a summary, not the contract itself. If anything here differs from the tentative agreement reached by the Union and METRO for a new Union contract June 1, 2027 to May 31, 2030, the agreement controls. When in doubt, check with your Union representative or Human Resources.

Location	2021-2024 Agreement	2024-2027	Where to Find It
Front Matter / Term	Agreement effective 6/1/2021-5/31/2024.	Adds tentative-agreement notes; only wage rates retroactive; separate 2027-2030 tentative agreement; \$2,000 conditional ratification bonus; 2027-2029 wage rates.	Old: PDF pp. 1, 5 New: Draft pp. 1-2
Article 2, §6	Uses “passengers.”	Changes to “customers.”	Old: PDF p. 6 New: Draft p. 3
Article 2, §7	Protected categories include race, sex, creed, color, religion, age, national origin, political affiliation, union affiliation/activity, handicap, sexual orientation.	Adds gender, marital status, ancestry, citizenship, physical or mental disability, perceived disability, veteran status; adds compliance with local law.	Old: PDF p. 6 New: Draft p. 3
Article 3, §1	No requirement to provide officer names/emails.	Union must provide names and email contacts of officers upon ratification and whenever changed.	Old: PDF pp. 6-7 New: Draft pp. 3-4
Article 3, §1	Up to 3 days per officer/month.	Changes to 3 working days; cannot create a situation where no Union officers are available for Union business.	Old: PDF pp. 6-7 New: Draft p. 4
Article 3, §1	Convention notice to Director of Employee Engagement.	Convention notice to Manager of Employee Engagement.	Old: PDF p. 7 New: Draft p. 4
Article 5, Step 2	Grievance submitted to Director/Manager of Employee Engagement.	Submitted to “Step 2 Designees”; METRO must provide/update names and emails.	Old: PDF p. 8 New: Draft pp. 5-6
Article 5, Step 3	Meeting request within 5 working days; no specific scheduling deadline.	Request must be written, including email; Step 3 meeting scheduled within 10 working days.	Old: PDF p. 8 New: Draft p. 6
Article 5, §1	No automatic remedy for missed grievance deadlines.	Union misses deadline = grievance dismissed; Company misses deadline = grievance granted, absent agreed extension.	Old: PDF pp. 8-9 New: Draft p. 6
Article 5, §3	Settlements binding.	Adds ability to resolve matters on a non-precedent-setting basis.	Old: PDF p. 9 New: Draft p. 7
Article 5, §4	Working days = Monday-Friday; general counting example.	Defines working/business days, excludes contractual holidays, defines calendar days, and submissions after 6:00 p.m. count next business day.	Old: PDF p. 9 New: Draft p. 7
Article 5, §5	Back pay limited to 12 months.	Adds arbitration hearing deadline of 6 months after Step 4 appeal; if missed, back pay limited to 6 months after appeal.	Old: PDF p. 9 New: Draft p. 7
Article 7, §1	Same-day hires ranked by date of application.	Changes to date of most recent application.	Old: PDF p. 10 New: Draft p. 7
Article 7, §2	90-day probation; extension to 120 days.	Clarifies 90 calendar days, 120 calendar days, and extension request due 10 calendar days before end.	Old: PDF p. 10 New: Draft pp. 7-8

Location	2021-2024 Agreement	2024-2027	Where to Find It
Article 7, §4(c)	Loss of seniority after 3 consecutive days absent without notice.	Changes to 3 consecutive working days; notification permitted through end of third workday.	Old: PDF p. 10 New: Draft p. 8
Article 7, §4(d)	Recall by certified letter/telegram.	Adds personal service and email; employee responsible for current address/email.	Old: PDF p. 10 New: Draft p. 8
Article 7, §4(f)	Failure to return after leave or vacation.	Adds failure to return after expiration of a sick card.	Old: PDF p. 10 New: Draft p. 8
Article 7, §4(h)	Suspension based on 6 license points.	Adds “or are not insurable”; termination if insurability not restored within 12 months.	Old: PDF pp. 10-11 New: Draft p. 8
Article 7, §7	Disabled employee receives first consideration for available outside positions.	Changes to “consideration.”	Old: PDF p. 11 New: Draft p. 9
Article 8, §1(a)	Sign-up notice 10 days / schedules 5 days.	Changes both to working days.	Old: PDF p. 11 New: Draft p. 9
Article 8, §1(b)	Contains school tripper/BOE provisions.	School tripper/BOE provisions deleted.	Old: PDF pp. 11-12 New: Draft p. 9
Article 8, §1(k)	New sick card entered after 3 months and every 3 months thereafter.	Recurring automatic sick-card entry language deleted; doctor-note standard changed to 4 consecutive working days.	Old: PDF pp. 13-14 New: Draft p. 11
Article 8, §2 - VSE Holiday Pay	Vehicle Service employee work on holidays paid at one and one-half (1½) times the regular hourly rate.	Holiday-pay method changed: work on holidays now paid "in accordance with Article 13" rather than a fixed 1½x rate.	Old: Art. 8 §5(d) / New: Draft p. 17 (§4(d))
Article 8, Hours/Pullout	Garage pull-out time 10 minutes.	Garage pull-out time increased to 15 minutes.	Old: Article 8 §2 New: Draft approx. p. 15
Article 8, Charters	Separate Section 4 - Charters.	Charter section deleted; subsequent sections renumbered.	Old: PDF p. 18 New: Draft approx. pp. 16-20
Article 8, VSE/Detailers	Detailer top rate \$13/hour.	Detailer top rate = 45% of regular top operator rate.	Old: Article 8 New: Draft p. 19
Article 8, VSE	Prior DOT physical timing/general requirements.	DOT physical allowed within 30 calendar days before expiration; all new hires required except specified classifications; CDL reimbursement cross-reference added.	Old: Article 8 New: Draft p. 19
Article 8, Overtime Credit	“Death of employee’s immediate family”	Term changed to “paid bereavement leave”	Old: Art. 8 §5(i) / New: Draft p. 18 (§4(i))
Article 8, Temporary Assignments	Existing temporary-assignment eligibility.	Retains the 3-year full-time seniority requirement and adds an exception where no one volunteers; renumbered as Section 5.	Old: Article 8 New: Draft pp. 19-20
Article 10, §1 - Wages	Prior top-rate schedule under 2021-2024 agreement.	Top operator rates: \$32.95 (6/1/24), \$33.94 (6/1/25), \$35.13 (6/1/26).	Old: Article 10 New: Draft p. 21
Article 10, §1 - Progression	5-year progression: 60% / 65% / 70% / 75% / 100%.	Effective 1/1/27: 4-year progression: 65% / 70% / 75% / 100%.	Old: Article 10 New: Draft pp. 21-22
Article 10 - Retroactivity	Prior agreement contains prior retroactivity provisions.	Only new wage rates retroactive; payment within 60 days after ratification; no retroactive wages to individuals not employed at ratification.	Old: Article 10 New: Draft pp. 1, 21
Article 10, §2 - SOLA	Detailed sales-tax/SOLA wage-adjustment formula.	Detailed formula removed from body; states prior SOLA applied in 2024 and 2025; possible 2026 use.	Old: Article 10 §2 New: Draft p. 22

Location	2021-2024 Agreement	2024-2027	Where to Find It
Article 10, §2 - Attendance Bonus	Prior \$1,000-related bonus/SOLA structure.	\$2,000 Year-End Attendance Bonus; Nov. 1-Oct. 31 base year; 1,872-hour minimum; no prorating; must remain employed through Nov. 15.	Old: Article 10 §2 New: Draft p. 22
Article 10, §3	\$250/month Union business credit with prior date qualifier.	\$250/month credit retained; prior date qualifier removed.	Old: Article 10 §3 New: Draft p. 22
Article 11, §1	Leave up to 30 days, extendable to six months.	Clarifies 30 calendar days.	Old: PDF p. 21 New: Draft p. 22
Article 11, §2	No detailed premium-payment provision.	Adds medical-update requirement and employee health-premium payments during first 6 months of approved leave/sick cards; after 6 months, 100% COBRA-rate premium unless otherwise required by law.	Old: PDF p. 21 New: Draft pp. 22-23
Article 11, §5	Includes indefinite sick-leave/Union certification language for partially disabled employee.	Indefinite sick-leave/Union certification language removed; partial-disability outside earnings and permanent-total-disability language retained.	Old: Article 11 §5 New: Draft p. 23
Article 15 - Premiums	Percentage-of-base-hourly-rate employee premium structure.	Effective 1/1/2027: flat \$60 biweekly single / \$105 biweekly family premiums, with a 28-calendar-day delinquency provision triggering a COBRA notice. Note: interim (pre-1/1/2027) treatment differs by plan — the traditional-plan percentage premium is not carried forward, while the HMO/EPO 3.00% premium is retained until the flat premiums begin.	Old: Article 15 New: Draft approx. pp. 29-30
Article 15 - Prescription	Lifestyle drugs provision.	Replaced/clarified as erectile-dysfunction drugs, 15 pills/month absent medical necessity.	Old: Article 15 New: Draft p. 31
Article 15- Coverage During Leave	Insurance continued during a leave of absence for the first 30 days, and (for medical leaves) medical coverage continued for up to eighteen (18) months	The up-to-18-months medical-leave continuation is deleted. See new Article 11, §2 health insurance continues for up to six (6) months.	Old: Art. 15 §4 / New: Draft p. 30
Article 16 - Life Insurance	Supplemental life coverage provisions.	Adds employee responsibility for transmitting contributions for purchased additional life insurance.	Old: Article 16 New: Draft approx. p. 32
Article 18 - Management Rights	Contains Section 2 non-waiver language.	Section 2 deleted.	Old: Article 18 New: Draft p. 33
Article 19 - Payroll Deductions	Includes U.S. Savings Bonds deduction.	Savings Bond deduction removed.	Old: Article 19 New: Draft p. 34
Article 19 - VSE Boots	\$100 allowance.	Increased to \$150.	Old: Article 19 New: Draft approx. p. 34
Article 19 - Complaints	Existing employee complaint procedure.	If employee absent/off and cannot meet in person, certified letter procedure added; 7 calendar days to respond.	Old: Article 19 New: Draft approx. pp. 34-35
Article 19, §15 - PAC	10-day notice language.	Changes relevant deadlines to 10 working days.	Old: Article 19 §15 New: Draft p. 36
Article 19, §16 - CDL	\$25 without receipt or actual cost with receipt; Finance office; older retroactive language.	Actual cost with receipt only; submit to Director of Operations/designee within 30 calendar days; old retroactive language removed.	Old: Article 19 §16 New: Draft p. 36

Location	2021-2024 Agreement	2024-2027	Where to Find It
Article 19, §19 - OVI/Criminal Charges	OVI employee cannot work until resolved.	Adds up to 6 months unpaid approved leave for OVI; criminal charges handled case-by-case for up to 6 months unpaid leave.	Old: Article 19 §19 New: Draft pp. 36-37
Article 19, §20 - Sick Cards	Maximum 10 sick cards in rolling 12 months; each sick card maximum 3 months; 10 cards = discharge or LCA.	Maximum 10 sick cards; each sick card maximum 90 consecutive workdays; adds 130 total workday cap in rolling 12 months; 10 cards requires LCA; 130-day threshold can result in discharge without LCA.	Old: Article 19 §20 New: Draft p. 37
Article 19, §20 - Personal Day	No sick cards in year = extra personal day; older effective-date wording.	Retained; wording changed to calendar year and old effective-date qualifier removed.	Old: Article 19 §20 New: Draft p. 37
Article 19, §22	Safety/emergency language located elsewhere/committee language.	Adds/relocates emergency-procedure referral to Safety Committee.	Old: Article 19 New: Draft p. 37
Article 21 - SSO Leave	4 personal days (increased to 5 effective 1/1/2016).	5 personal days + 1 week vacation.	Old: Article 21 New: Draft approx. p. 40
Article 21 - SSO Holidays	Prior Christmas/holiday treatment.	Christmas/holiday scheduling language revised.	Old: Article 21 New: Draft approx. p. 40
Article 21 - SSO Wage	55% of top bus-operator rate.	Increased to 65%.	Old: Article 21 New: Draft p. 40
Article 21 - Full-Time Movement	New SSO after 1/1/15 must move to full-time when available.	Changes to may move; CDL testing limited to 2 attempts; Company pays first; second within 30 calendar days.	Old: Article 21 New: Draft pp. 40-41
Article 22, §8 - Office Wages	Top Specialist/Maintenance Clerk rate \$22.37 as of 8/31/21.	\$26.07 as of 8/31/24; future increases track Article 10 percentage.	Old: Article 22 §8 New: Draft p. 42
Article 24 - Duration	6/1/2021-5/31/2024.	6/1/2024-5/31/2027; notice period stated as 60-75 calendar days.	Old: PDF p. 54 / Article 24 New: Draft p. 44
Article 24 / Signature	Executed prior agreement signature block.	2026 execution language plus "<< ADD SIGNATURE BLOCK >>" placeholder.	Old: End of agreement New: Draft pp. 44-45
Appendix / Side Letters	Contains prior side letters/MOAs including privatization, drug/alcohol policy, committees, school tripper provisions, Appendix B/fair-share material.	Several prior side letters/MOAs and Appendix B not carried into draft.	Old: Appendices/side letters New: Draft pp. 45-47
Appendix A - Last Chance Agreement	LCA based primarily on 10 sick-card occurrences.	Updated to include new sick-card-day cap language and 10-card LCA provisions.	Old: Appendix A New: Draft p. 46
Successor Bargaining MOA	Successor negotiations triggered by TWU request.	May be triggered by TWU or METRO; negotiations begin 120 days before expiration.	Old: MOA New: Draft p. 47

No material substantive change identified: Articles 1, 4, 6, 9, 12, 13, 14, 17, 20, and 23.