

TENTATIVE AGREEMENT SUMMARY

This summary is based on the Tentative Agreement reached by METRO RTA and TWU Local 1 for a successor collective bargaining agreement covering June 1, 2024 through May 31, 2027. It highlights the substantive changes METRO and TWU mutually agreed to, compared to the 2021–2024 contract. It is intended to help you make an informed decision. The Tentative Agreement itself controls; if anything here differs from that document, the Tentative Agreement governs.

RAISES: The top operator rate:

Effective	Top Operator Rate
June 1, 2024	\$32.95
June 1, 2025	\$33.94
June 1, 2026	\$35.13

That is roughly a **3% raise in 2024, 3% in 2025, and 3.5% in 2026** — nearly a **10% increase** to the top rate over the life of the agreement, a bigger step up than the 2% annual raises in the last contract. Office Personnel, Special Service Operators, and other classifications receive the same percentage increases.

- **Special Service Operators:** top pay jumps from **55% to 65%** of the top operator rate, and SSOs now receive **a full week of vacation** in addition to five personal days.
- **Office Personnel:** top wage rises to **\$26.07**, with the same annual percentage raises as operators.
- **Detailers:** move from a flat \$13.00 rate to **45% of the operator top rate**, which grows as operator pay grows.
- **New operators:** wage progression shortens from **five years to four years** at ratification.

BACKPAY: Because these raises reach back to June 1, 2024, the 2024, 2025, and 2026 increases will be paid **retroactively within 60 days after ratification**.

YEAR-END BONUS: – The annual Year-End Bonus **doubles from \$1,000 to \$2,000**, paid in your last paycheck each November. The requirement to obtain this bonus is not 90% of scheduled hours but includes overtime hours worked. SOLA bonus, which has not be included in several contract cycles, eliminated.

HEALTH INSURANCE: Beginning January 1, 2027, medical premiums do increase and move to a fixed, predictable amount of \$60 bi-weekly for single and \$105 bi-weekly for family coverage instead of percentage-based.

SICK CARDS: New policy will be implemented upon ratification, which is explained in detail in accompany document.

BOOT ALLOWANCE: Vehicle service will now receive \$150 instead of \$100.

PULL OUT TIME: garage departures are 15 minutes instead of 10.

2027-2030 COLLECTIVE BARGAINING AGREEMENT

The teams also reached a companion Tentative Agreement for 2027–2030 that, if ratified, carries the top operator rate to \$36.35 (2027), \$37.45 (2028), and \$38.57 (2029). The package also includes a one-time \$2,000 ratification bonus (subject to the conditions stated in the Agreement).