

Memorandum

TO: The Golden Gate Bridge, Highway and Transportation District Board of Directors

FROM: Denis Mulligan, General Manager
Molly L. Kaban, Esq., Labor Negotiator

DATE: March 22, 2024

RE: **Summary of Terms of New MOU With ATU Administrative Unit**

Directors,

We are pleased to report that we have come to an agreement for an MOU with the Amalgamated Transit Union, Local 1575, which represents a new bargaining unit of administrative employees in the Bus Division. The major terms of the agreement are as follows:

1. Term: ratification to August 31, 2025
2. Wages:
 - 2.5% increase on July 1, 2024
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 - "Me too" provision for wages – if the Coalition negotiates a higher increase, their wage increase will match the Coalition.
3. Miscellaneous: we also included in the MOU all of the standard provisions that are in the District's other MOUs, in particular, the MOU with IFPTE Local 21, which represents administrative employees in the other divisions. Those provisions, include, but are not limited to:
 - Recognition
 - Grievance procedure
 - Discipline
 - Union security and dues checkoff
 - Union Access
 - Management rights
 - No strike/no lockout
 - Joint Labor Management Committee
 - Vacation, holidays, sick leave
 - Leaves of absence
 - Health insurance
 - Temporary assignments
 - Overtime and compensatory time off
 - Training and employee development
 - Layoff
 - Deferred compensation
 - Pension plan

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