

# **AGREEMENT**

by and between

**KITSAP TRANSIT**

and

**EVERGREEN STATE DIVISION NO. 1384 OF THE  
AMALGAMATED TRANSIT UNION  
AFL-CIO**

**(ACCESS SERVICE)**

**May 1, 2007 – February 15, 2008**

# AGREEMENT

by and between

**KITSAP TRANSIT**

and

**LOCAL NO. 1384  
OF THE AMALGAMATED TRANSIT UNION  
AFL-CIO**

**(ACCESS SERVICE)**

## RECITALS

The current Collective Bargaining Agreement between Kitsap Transit and Local 1384 of the Amalgamated Transit Union (“Union”) expires on April 30, 2007. The contract between Kitsap Transit and the Union covering Routed Service expires on February 15, 2008. Kitsap Transit and the Union have agreed to enter into a Bridge Contract running from May 1, 2007 through February 15, 2008, with the stated purpose of having the two contracts expire at the same time.

For this Bridge Contract, the parties agree to continue the terms and conditions of employment set forth in the May 1, 2004 – April 30, 2007 Contract, unless expressly indicated otherwise in this Bridge Contract. A copy of the 2004-2007 Contract is attached hereto as Appendix A. The parties agree that by entering into this Bridge Contract the union is not waiving any right to negotiate any mandatory subjects of bargaining, or effects of changes, and specifically not waiving the unfair labor practice complaint (# 20250-U-06-5162) pending the hearing examiners decision.

The parties agree to a three-percent (3%) general wage adjustment for each step of the current ACCESS wage table, effective with the first full pay period after May 1, 2007. The wage table with the general wage adjustment is contained below:

<b>ACCESS Wages Effective 5/1/2007 - 2/15/2008</b>								
		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
<b>Training</b>	<b>Post Training</b>	<b>12 mos.</b>	<b>12 mos.</b>	<b>12 mos.</b>	<b>12 mos.</b>	<b>12 mos.</b>	<b>12 mos.</b>	<b>12 mos.</b>
\$12.27	\$13.67	\$13.95	\$14.64	\$15.37	\$16.14	\$16.95	\$17.79	\$19.14

Article 20, Section 5, of the 2004-2007 ACCESS Contract will be eliminated, as the time periods specified in that section have all passed.

Article 28 of the 2004-2007 ACCESS Contract will be amended to reflect a May 1, 2007 effective date and a February 15, 2008 termination date.

Appendix A will be revised to include the new wage table, as set forth above. The Group Merit Pay Plan will use the same December time frame as set forth in the current ACCESS Contract. The Individual Bonus Program will use the same quarterly time frame as set forth in the current ACCESS Contract.

In addition to the general wage adjustments set forth above, the Employer agrees to provide a Three Hundred Dollar (\$300.00) signing bonus for each employee on the payroll at the time of ratification of this Bridge Contract. Such signing bonus shall be disbursed within thirty (30) days of ratification. The Union agrees to withdraw the grievances currently set for arbitration relating to non-payment of the signing bonuses.

The parties agree to form a sub-committee during the term of this Bridge Contract to make sure that all contract language is gender neutral.

The parties agree that all Memorandums of Understanding that do not expressly have an expiration date, shall continue in full force and effect.

The parties agree to change Article 7, Section 1.A, by striking the word “not.”

The parties also agree to change Article 20, Section 2, to add a new Section D that would provide as follows:

“D. Upon completion of probation, the Employer shall pay each operator a shoe allowance of Fifty Dollars (\$50.00) per year.”

Kitsap Transit agrees to discontinue the current practice of allowing B Board Operators to bid for packets of work. Instead, work remaining after assigning to other classes of Operators will be assigned to B Board Operators. The Union agrees to withdraw outstanding grievances related to this practice.

Dated this \_\_\_\_ day of April, 2007.

**EMPLOYER:  
KITSAP TRANSIT**

**UNION:  
AMALGAMATED TRANSIT UNION  
LOCAL 1384**

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\_\_\_\_\_

By: \_\_\_\_\_  
(printed name)

By: \_\_\_\_\_  
(printed name)

Its: \_\_\_\_\_  
(title)

Its: \_\_\_\_\_  
(title)

