

FIRST TRANSIT 1070 INFORMATION – CITY OF MADERA, CA

The wage and benefits paid to the hourly employees (Dispatchers and Drivers) of First Transit Madera operation are governed by a collective bargaining agreement (CBA) between First Transit and the Amalgamated Transit Union Local 1027.

The current CBA expires June 30, 2022.

Guaranteed Hours

A Driver who reports to work as scheduled at the time of his shift and who does not absent himself from any part of the shift shall be guaranteed two (2) hours of work or pay

Overtime

Employees covered by this agreement shall be paid overtime wages in accordance with state labor codes.

Leave of Absences

The following leaves are provided as unpaid leaves of absences: Personal, Medical, Military, and Civic.

Family Leave

The Company shall comply with State and Federal Leave Law.

Holidays

All non-probationary, regular employees shall receive pay for the following holidays.

1. New Year's Day
2. Memorial Day
3. Independence Day
4. Labor Day
5. Veterans Day (effective July 1, 2021)
6. Thanksgiving Day
7. Christmas Day

Employees who complete ten (10) years of continuous employment shall receive in addition to the above holidays one (1) floating holiday per year; subject to the presence of necessary employees required to cover all work assignments it being recognized that a maximum of one (1) employee per day may take their floating holiday.

Wages

Section 17.1 - Drivers

	7/1/2017	7/1/2018	7/1/2019	7/1/2020	7/1/2021
Training Rate				\$13.00	\$14.00
New Hire	\$11.42	\$11.65	\$12.12	\$15.00	\$16.05
1+ Years	\$12.03	\$12.27	\$12.76	\$15.79	\$16.90
2+ Years	\$12.66	\$12.91	\$13.43	\$16.62	\$17.79
3+ Years	\$13.10	\$13.36	\$13.90	\$17.21	\$18.41
4+ Years	\$13.41	\$13.68	\$14.23	\$17.61	\$18.84
5+ Years	\$14.29	\$14.58	\$15.16	\$18.77	\$20.08
6+ Years	\$14.85	\$15.15	\$15.75	\$19.50	\$20.87
7+ Years	\$16.17	\$16.49	\$17.15	\$21.23	\$22.72
8+ Years	\$16.54	\$16.88	\$17.55	\$21.73	\$23.25
9+ Years	\$18.48	\$18.85	\$19.61	\$24.27	\$25.97

Section 17.2 – Dispatchers

	7/1/2017	7/1/2018	7/1/2019	7/1/2020	7/1/2021
New Hire	\$12.73	\$12.98	\$13.24	\$15.03	\$16.01
1 + years	\$14.86	\$15.16	\$15.46	\$17.55	\$18.69
2 + years	\$15.16	\$15.46	\$15.77	\$17.90	\$19.06
3 + years	\$15.46	\$15.77	\$16.09	\$18.26	\$19.44
4 + years	\$15.77	\$16.09	\$16.41	\$18.62	\$19.83
5 + years	\$16.09	\$16.41	\$16.74	\$19.00	\$20.23

Trainers selected by the Company shall be paid \$.50 per hours for all time actually spent doing such training.

Vacation

All regular employees shall receive, after one (1) year continuous employment, paid vacation as further detailed in this Article. If an employee separates from employment at any time for whatever reason, the employee shall be cashed out the vacation hours he has accrued.

Vacation may be used with the advance approval of the Company.

Full-time Employees:

- After one (1) year of service - .42 days per month = 5 days
- After three (3) years of service - .83 days per month = 10 days
- After six (6) years of service - 1.25 days per month = 15 days

Part-time Employees:

- After two (2) years of service - Twenty-Four (24) hours
- After six (6) years of service - Forty (40) hours

Insurance

The Company shall continue to provide to eligible bargaining unit employees the same group health plan(s), a group dental plan(s) and a group vision plan(s).

Eligibility

Full-time employees and their families will be eligible for health insurance. Newly eligible employees shall be eligible to be enrolled in the plans at the beginning of the calendar month immediately following the end of their probationary period.

Medical Insurance Contribution

The Company will contribute seventy-five percent (75%) of the total monthly premium for the employee coverage only.

Current rates:

Option Desc	Tier Desc	Total Monthly Cost	EE Monthly Cost	EE % of Cost
Kaiser Northern California	EE Only	\$799.33	\$199.83	25%
Kaiser Northern California	EE + 1	\$1,562.07	\$968.48	62%
Kaiser Northern California	EE + Family	\$2,195.14	\$1,602.45	73%

Dental Insurance Contribution

The employee shall pay premiums for dental insurance.

Current rates:

Option Desc	Tier Desc	Total Monthly Cost
Cigna DMO	EE Only	\$18.93
Cigna DMO	EE + 1	\$38.98
Cigna DMO	EE + Family	\$58.00
Cigna PPO	EE Only	\$28.10
Cigna PPO	EE + 1	\$56.24
Cigna PPO	EE + Family	\$91.56

Vision Insurance Contributions

The employee shall pay premiums for vision insurance.

Current rates:

Option Desc	Tier Desc	Total Monthly Cost
VSP Company Plan	EE Only	\$6.11
VSP Company Plan	EE + 1	\$11.99
VSP Company Plan	EE + Family	\$17.29
VSP Company Premium Plan	EE Only	\$12.77
VSP Company Premium Plan	EE + 1	\$25.07
VSP Company Premium Plan	EE + Family	\$36.15

401 (k)

Full-time drivers, after ninety (90) days of service, may enroll in the company 401(k) savings plan during the next enrollment period. The Company makes no contribution to the plan.

Sick Leave

Sick leave accumulation: All full-time employees shall begin to accrue paid sick leave from their date of hire. employees shall be entitled to Forty (40) hours of paid sick leave per year, on July 1 of each year. Part-time employees shall be entitled to Twenty-Four (24) hours of paid sick leave per year, on July 1 of each year.

Funeral Leave

Company shall pay for the following funeral leave: In the event of death in the immediate family of an employee who has one or more years of continuous service, he/she shall, upon request, be granted such days off with pay (up to eight (8) hours at the regular pay rate) as is necessary to make arrangements for the funeral and attend same, not to exceed two (2) regularly scheduled working days. Employees who attend funerals out of state or over one hundred fifty (150) miles will be allowed one (1) additional day of funeral leave pay. For the purpose of this provision, the immediate family shall be restricted to father, mother, brother, sister, spouse, domestic partner, child mother-in-law, father-in-law, grandparents, grandchildren and legal stepchild.