



2021 Labor Negotiations Ratification

BART Board of Directors

December 3, 2020



Overview of Tentative Agreement

- **Term:** 3 years
 - July 1, 2021 – June 30, 2024
- **Wages:** FY22: 0%
 - FY23 – FY24:
 - The potential for wage increases is dependent upon Average Weekday Ridership, calculated as a percentage of Pre-COVID Ridership levels.
 - The Average Weekday Ridership shall be evaluated on July 1 and January 1 of each year, based on the preceding three (3) months.
 - If ridership increases between July and January, the January increase will only be the difference from the July increase up to the max increase for the year.

Overview of Tentative Agreement

- **Wages:**

60%	246,000	0.40%	0.75%
65%	266,500	0.50%	0.85%
70%	287,000	0.75%	1.00%
75%	307,500	1.00%	1.25%
80%	328,000	1.20%	1.50%
85%	348,500	1.40%	1.75%
90%	369,000	1.60%	2.00%
95%	389,500	1.80%	2.25%
100%	410,000	2.00%	2.50%

Overview of Tentative Agreement

- **eBART:** Ends separate & distinct bargaining unit structure
 - Divisions of eBART will be incorporated into Transportation, Rolling Stock & Shops, and Maintenance & Engineering Departments
 - Provides for more streamlined operations
 - Adds Station Agents at Antioch Station
 - Cost-neutral

- **BHQ:** No objection to contracting out building management and maintenance work at BART's new Headquarters, 2150 Webster St.
 - Allows the District to focus on our core mission.
 - Revisit 5 years after move-in date, taking into consideration the economy and best interests for BART and its workforce, at that time.

Overview of Tentative Agreement

- **ATU Scheduling Flexibility:** Increase the District's ability to assign Train Operators to 4-10 schedules, from 40% of employees up to 60%.
 - Accommodates the longer run times resulting from the Berryessa extension opening.
- **Medical Contributions:** Continue the additional \$37 per month for Active employees and Retirees.
- **Reopener:**
 - If a reduction in force is anticipated, the Parties may, with mutual agreement, open the contract and commence negotiations to identify potential cost savings to reduce or avoid the need for such reduction in force.

Overview of Tentative Agreement

- Result of an extraordinary process of collaboration, continued labor peace
- Supports financial stability and predictability during BART's most dire financial crisis
- Settling the contracts six months early is the latest example of BART employees stepping up in unprecedented times
- Doesn't preclude the possibility of needing to revisit additional cost cutting measures

