

FY15 Labor Expenses Analysis - SMART

Mode	FTEs / Labor \$	FY15 Annual Budget	FY15 YTD March Actual
Bus Division Transportation	SMART Operator FTEs	3,651	3,606
	SMART Operator Normal Time	\$ 158,128,034	\$ 115,293,862
	SMART Operator Scheduled O/T Base	\$ 11,051,326	\$ 8,437,896
	Ratio Scheduled O/T to Normal	7.0%	7.3%
	SMART Scheduled O/T Premium	\$ 11,702,612	\$ 8,722,811
	Average Scheduled O/T per FTE (incl Premium)	\$ 6,232	\$ 4,760
	SMART Unscheduled O/T Base	11,261,494	10,057,700
	SMART Unscheduled O/T Premium	\$ 5,630,747	\$ 5,028,850
	Ratio Unscheduled O/T to Normal	10.7%	13.1%
	TOTAL SMART O/T	\$ 39,646,179	\$ 32,247,257
	Average TOTAL O/T per FTE (incl Premium)	\$ 10,859	\$ 8,944
	Rail Division Transportation	SMART Operator FTEs	366
SMART Operator Normal Time		\$ 17,728,364	\$ 12,249,368
SMART Operator Scheduled O/T		\$ 2,069,123	\$ 1,396,675
Ratio Scheduled O/T to Normal		11.7%	11.4%
SMART Scheduled O/T Premium		\$ 1,700,845	\$ 1,292,747
Average Scheduled O/T per FTE (incl Premium)		\$ 10,300	\$ 7,662
SMART Unscheduled O/T Base		\$ 1,014,435	\$ 556,279
SMART Unscheduled O/T Premium		\$ 507,217	\$ 278,140
Ratio Unscheduled O/T to Normal		8.6%	6.8%
TOTAL SMART O/T		\$ 5,291,620	\$ 3,523,841
Average TOTAL O/T per FTE (incl Premium)		\$ 14,458	\$ 10,039

FY15 Labor Expense Analysis - ATU

Mode	FTEs / Labor \$	FY15 Annual Budget	FY15 YTD March Actual
3300 Facilities Maintenance	ATU Mechanical FTEs	181	177
	ATU Mechanical Normal Time	\$ 10,800,297	\$ 7,898,665
	ATU Mechanical O/T Base	\$ 816,656	\$ 1,663,957
	Ratio O/T to Normal	7.6%	21.1%
	ATU Mechanical O/T Premium	\$ 414,670	\$ 880,827
	Average O/T per FTE (incl Premium)	\$ 6,803	\$ 14,377
	ATU Non-Mechanical FTEs	52	55
	ATU Non-Mechanical Normal Time	\$ 2,749,644	\$ 2,205,937
	ATU Non-Mechanical O/T Base	\$ 50,950	\$ 288,282
	Ratio O/T to Normal	1.9%	13.1%
	ATU Non-Mechanical O/T Premium	\$ 78,794	\$ 150,260
	Average O/T per FTE (incl Premium)	\$ 2,495	\$ 7,973
3365 Bus Division Maintenance	ATU Mechanical FTEs	686	705
	ATU Mechanical Normal Time	\$ 38,278,101	\$ 30,116,642
	ATU Mechanical O/T Base	\$ 3,697,438	\$ 3,698,688
	Ratio O/T to Normal	9.7%	12.3%
	ATU Mechanical O/T Premium	\$ 2,355,561	\$ 2,331,764
	Average O/T per FTE (incl Premium)	\$ 8,824	\$ 8,554
	ATU Non-Mechanical FTEs	387	398
	ATU Non-Mechanical Normal Time	\$ 14,250,560	\$ 9,929,582
	ATU Non-Mechanical O/T Base	\$ 1,341,822	\$ 1,271,035
	Ratio O/T to Normal	9.4%	12.8%
	ATU Non-Mechanical O/T Premium	\$ 1,169,683	\$ 820,079
	Average O/T per FTE (incl Premium)	\$ 6,490	\$ 5,254
3500 Central Maintenance	ATU Mechanical FTEs	287	279
	ATU Mechanical Normal Time	\$ 16,158,495	\$ 11,501,241
	ATU Mechanical O/T Base	\$ 700,799	\$ 657,474
	Ratio O/T to Normal	4.3%	5.7%
	ATU Mechanical O/T Premium	\$ 338,009	\$ 329,048
	Average O/T per FTE (incl Premium)	\$ 3,620	\$ 3,536
	ATU Non-Mechanical FTEs	104	108
	ATU Non-Mechanical Normal Time	\$ 5,769,754	\$ 4,762,822
	ATU Non-Mechanical O/T Base	\$ 1,024,303	\$ 480,571
	Ratio O/T to Normal	17.8%	10.1%
	ATU Non-Mechanical O/T Premium	\$ 514,943	\$ 281,758
	Average O/T per FTE (incl Premium)	\$ 14,800	\$ 7,059
3902 Rail Maintenance of Way	ATU Mechanical FTEs	174	173
	ATU Mechanical Normal Time	\$ 10,429,531	\$ 7,419,335
	ATU Mechanical O/T Base	\$ 352,572	\$ 1,072,691
	Ratio O/T to Normal	3.4%	14.5%
	ATU Mechanical O/T Premium	\$ 183,432	\$ 645,749
	Average O/T per FTE (incl Premium)	\$ 3,080	\$ 9,933
	ATU Non-Mechanical FTEs	1	1
	ATU Non-Mechanical Normal Time	\$ 44,152	\$ 34,938
	ATU Non-Mechanical O/T Base	\$ -	\$ 10,107
	Ratio O/T to Normal	0.0%	28.9%
	ATU Non-Mechanical O/T Premium	\$ -	\$ 5,053
	Average O/T per FTE (incl Premium)	\$ -	\$ 15,160

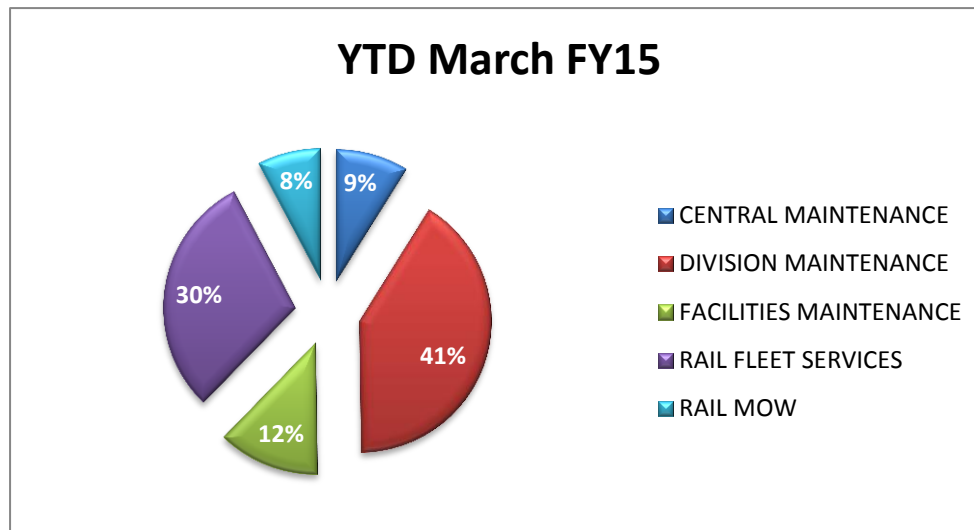
Mode	FTEs / Labor \$	FY15 Annual Budget	FY15 YTD March Actual
3903 Rail Fleet Services	ATU Mechanical FTEs	218	205
	ATU Mechanical Normal Time	\$ 13,401,597	\$ 9,839,049
	ATU Mechanical O/T Base	\$ 1,523,253	\$ 3,743,052
	Ratio O/T to Normal	11.4%	38.0%
	ATU Mechanical O/T Premium	\$ 641,510	\$ 2,077,529
	Average O/T per FTE (incl Premium)	\$ 9,930	\$ 28,393
	ATU Non-Mechanical FTEs	105	113
	ATU Non-Mechanical Normal Time	\$ 4,127,681	\$ 3,212,555
	ATU Non-Mechanical O/T Base	\$ 345,638	\$ 550,821
	Ratio O/T to Normal	8.4%	17.1%
	ATU Non-Mechanical O/T Premium	\$ 204,283	\$ 334,903
	Average O/T per FTE (incl Premium)	\$ 5,237	\$ 7,838

FY15 Labor Expense Analysis - TCU

Mode	FTEs / Labor \$	FY15 Annual Budget	FY15 YTD March Actual
3233 Bus Division Transportation	TCU FTEs	16	23
	TCU Normal Time	\$ 737,530	\$ 499,580
	TCU O/T Base	\$ 22,552	\$ 20,324
	Ratio O/T to Normal	3.1%	4.1%
	TCU O/T Premium	\$ 11,274	\$ 10,325
	Average O/T per FTE (incl Premium)	\$ 2,114	\$ 1,333
3300 Facilities Maintenance	TCU FTEs	209	235
	TCU Normal Time	\$ 7,844,603	\$ 6,332,032
	TCU O/T Base	\$ 229,614	\$ 521,572
	Ratio O/T to Normal	2.9%	8.2%
	TCU O/T Premium	\$ 191,740	\$ 370,510
	Average O/T per FTE (incl Premium)	\$ 2,016	\$ 3,796
3365 Bus Division Maintenance	TCU FTEs	63	66
	TCU Normal Time	\$ 3,243,980	\$ 2,261,771
	TCU O/T Base	\$ 566,231	\$ 372,391
	Ratio O/T to Normal	17.5%	16.5%
	TCU O/T Premium	\$ 366,582	\$ 234,638
	Average O/T per FTE (incl Premium)	\$ 14,807	\$ 9,197
3500 Central Maintenance	TCU FTEs	5	5
	TCU Normal Time	\$ 285,782	\$ 192,772
	TCU O/T Base	\$ 23,726	\$ 20,812
	Ratio O/T to Normal	8.3%	10.8%
	TCU O/T Premium	\$ 15,687	\$ 11,081
	Average O/T per FTE (incl Premium)	\$ 7,883	\$ 6,379
3902 Rail Maintenance of Way	TCU FTEs	-	1
	TCU Normal Time	\$ -	\$ 33,037
	TCU O/T Base	\$ -	\$ 4,323
	Ratio O/T to Normal	0.0%	13.1%
	TCU O/T Premium	\$ -	\$ 2,453
	Average O/T per FTE (incl Premium)	\$ -	\$ 6,776
3903 Rail Fleet Services	TCU FTEs	9	8
	TCU Normal Time	\$ 404,467	\$ 290,392
	TCU O/T Base	\$ 14,250	\$ 42,331
	Ratio O/T to Normal	3.5%	14.6%
	TCU O/T Premium	\$ 3,868	\$ 25,643
	Average O/T per FTE (incl Premium)	\$ 2,013	\$ 8,497
3905 Rail Division Transportation	TCU FTEs	39	44
	TCU Normal Time	\$ 2,115,794	\$ 1,560,705
	TCU O/T Base	\$ 25,581	\$ 171,040
	Ratio O/T to Normal	1.2%	11.0%
	TCU O/T Premium	\$ 12,785	\$ 133,778
	Average O/T per FTE (incl Premium)	\$ 984	\$ 6,928

Historical OT Consumption Hours by Department

Overtime Hours	FY10	FY11	FY12	FY13	FY14	YTD March FY15
CENTRAL MAINTENANCE	59,230	46,963	51,232	48,657	64,353	59,022
DIVISION MAINTENANCE	369,979	384,213	270,544	218,171	248,385	273,704
FACILITIES MAINTENANCE	44,840	55,743	59,424	79,396	91,546	83,544
RAIL FLEET SERVICES	48,925	66,808	110,530	174,919	202,326	200,764
RAIL MOW	16,547	24,999	34,651	40,314	46,114	51,468



AGREEMENT



&



Los
Angeles
County
Metropolitan
Transportation
Authority

Amalgamated
Transit
Union
Local 1277

JULY 1, 2013 — JUNE 30, 2017



ARTICLE 3

OVERTIME

SECTION A - REGULAR OVERTIME PROVISION

All employees shall be paid one and one half (1½) times their straight time hours for all work they perform in excess of eight (8) hours per day or forty (40) hours per week, at their regular straight time hourly rate of pay.

SECTION B - WORK ON DAYS OFF

All employees who complete their assignment when working on their regular or assigned days off shall be paid one and one half (1½) times their straight time hours worked, with a minimum allowance of twelve (12) straight time hours, at their regular straight time hourly rate of pay provided the employee works their regularly scheduled five (5) day forty (40) hour work week.

All employees not completing their assignment when working on their regular or assigned day off shall be paid one and one half (1½) times their straight time hours worked at their regular straight time hourly rate of pay provided the employee works their regularly scheduled five (5) day forty (40) hour work week.

No employee will be required to work on that employee's regular day off unless there are substantial abnormalities in service requirements; provided, however, this requirement for work will be mutually agreed to in advance between the Authority and the Union and the twelve (12) hour minimum allowance as referred to in the first paragraph of this section shall remain in effect, regardless of whether the employee completes his/her five (5) day, forty (40) hour work week.

SECTION C - PROVISIONS AGAINST PYRAMIDING

Where more than one overtime provision is involved, only that provision which creates the greatest compensation will apply.



SECTION D - EMERGENCY WORK ON DAYS OFF

An emergency work on days off roster will be established for the Facilities Maintenance Department at each shake-up. Employees who sign up are indicating that they will respond when called for emergency work. When an emergency occurs, the Authority will call workers on this roster by seniority order to work the emergency. If no employee is available or there is no employee on the roster who is within the job classification to do the emergency work, the Authority is free to contract out the emergency work.

SECTION E - COMPENSATORY TIME OFF (CTO)

The Authority will offer a program for compensatory time off (CTO) which shall be available for overtime worked.

The employee shall have the right, on a voluntary basis, to participate in the CTO program.

CTO shall be earned at the rate of one and one half (1½) hours of CTO for each hour of overtime worked within the meaning of this Article. For example, a person who works two overtime hours would earn three hours of CTO. All shift and skill differential payments shall be paid to the employee in the pay period the overtime is worked and the CTO time is credited.

The employee shall request that he/she receive CTO instead of overtime pay at the time the employee performs the overtime work in question. The request shall be in writing submitted to the employee's Supervisor.

The maximum amount of CTO that may be earned during the twelve (12) month period between June 1 and May 31 of a given year is eighty (80) hours. If an employee has used the maximum amount of CTO during the twelve (12) month period, any overtime will automatically be paid to the employee consistent with the Authority's present payroll practices.

If an employee has CTO time available to take off, he/she may request a particular day off. CTO may be taken at a minimum of four (4) hours. The employee shall give his/her Supervisor at least twenty four (24) hours notice of a request to use CTO. On days except



Saturday or Sunday, one person per classification per work location per shift may take CTO. In addition, if there is an open vacation day or floating holiday available on any day, then CTO may be taken. Otherwise, CTO can only be taken with permission of the Supervisor. For purposes of this section, "classification" is as defined in Article 10 Section B. A Supervisor's grant of a CTO day off cannot be changed, except with agreement of the employee. Requests to use CTO will be decided on a "first come, first serve" basis. Any current specific practice for allowance of CTO can continue but either party can cancel that practice on thirty days notice and thereafter this provision will apply.

The employee shall have the right, at any time, to cash out any accrued, unused CTO. The employee shall receive his/her base rate of pay for each hour of CTO that is cashed out.

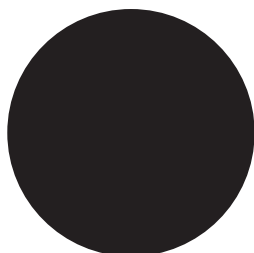
All accrued CTO must be taken by the employee on or before May 31 of each year. Any accrued, unused CTO as of May 31 will be paid to the employee with the second paycheck in June.



Agreement
Between
Los Angeles County
Metropolitan Transportation Authority

&

Transportation Communications Union
IAM (Local 1315)
International Association of
Machinists and Aerospace Workers



ARTICLE 5

HOURS OF SERVICE

a) DAY'S WORK

Except as otherwise provided in this Agreement, eight (8) consecutive hours or less, exclusive of the meal period, shall constitute a day's work for which eight (8) hours pay will be allowed.

Employees who of their own accord leave before completion of the day's work will be paid for actual time worked at the applicable rate.

The terms "positions" and "work" used in this Article refer to service, duties, or operations necessary to be performed a specified number of days per week which remains the same for any employee who holds the position and/or performs the work.

The Authority will maintain, for all regularly assigned employees subject to this Agreement, a work week of forty (40) hours, consisting of five (5) days of eight (8) hours each, with two (2) consecutive days off in each seven (7) days; so far as practicable, the days off shall be Saturday and Sunday. Employees working 4/40 work schedules may be subject to split rest days.

b) REST DAY ASSIGNMENTS

- 1) All possible Rest Day Assignments with five (5) days of work and two (2) consecutive rest days will be established to do the work necessary on rest days of assignments in six (6) or seven (7) day service or combinations thereof, or to perform relief work on certain days and such types of other work on other days as may be assigned under this Agreement.
- 2) Assignments for Rest Day Positions may on different days include different starting times, duties and work locations for employees of the same class, provided they take the starting time, duties, and work locations of the employee or employees whom they are relieving.
- 3) Rest day relief assignments shall be assigned in such a way as to afford incumbents thereof at least ten (10) hours off duty between assigned work periods.
- 4) Employees assigned to Vacation or Authority Relief Positions will be accorded eight (8) hours off duty between positions they are relieving for vacation purposes.

c) BEGINNING OF WORK WEEK

The term "work week" for employees shall mean a period of seven (7) consecutive days starting with Sunday.

d) AUTHORITY RELIEF POOL (ARP)

The ARP positions are Full-Time assignments that do not have scheduled hours or scheduled days. It is the intent of the Authority to have a pool of Full-Time positions for the purpose of covering open assignments. These relief assignments shall be guaranteed forty (40) hours pay per week for work performed.

For purposes of filling overtime/short vacancies, when an ARP is assigned to a location for purposes other than filling a vacancy (i.e. special projects/double coverage), they shall be considered for the overtime/short vacancy only after the regularly assigned employees at the location have been canvassed.

1) PROCEDURE

- (a) The ARP positions shall be filled and bulletined in accordance with Article 15, except such bulletins will not designate regularly assigned rest days and duties, but will specify a home location. The pay for such positions will be at the rate for the positions being protected, or of the work being performed, or the training rate when applicable.
- (b) When a vacancy exists, and if it is to be filled, qualified employees in the ARP for that department will be used to fill such vacancy before applying the provisions of Article 17b), provided the employees are available at the straight time rate.
- (c) ARP employees not protecting a vacancy, nor performing extra work on any day, may be trained on any position or in a classroom environment as determined by management.
- (d) ARP employees may be trained on specific or all positions on their roster until qualified rather than used to protect vacancies.
- (e) ARP employees who move from one assignment to another shall be placed in such a way as to afford the employee at least eight (8) hours rest between assignments.
- (f) An employee displacing in the ARP shall displace the junior employee in the ARP.

- (g) ARP positions may be assigned on a bi-weekly basis to cover known vacancies. In the event of an emergency or unanticipated situation, assignments may be adjusted.

Written requests from ARP employees designating shift and/or location preference which are received prior to the preparation of the bi-weekly schedule will be considered in seniority order in preparing the bi-weekly schedule.

- (h) Travel pay will be afforded in accordance with Article 9.

e) FLEXIBLE WORK SCHEDULE

- 1) Flexible Work Schedules may be established by mutual agreement between management and the Union.
- 2) Participation may be limited by management to 10% of the employees in the Department/Location/Section in which the Flexible Work Schedule is established.
- 3) Management will determine which assignments will be on the flexible schedule. Employees in the Department/Location/Section will be given the opportunity to participate based on their seniority and the availability of assignments for which they have fitness, skill and ability.
- 4) The flexible hours program may be canceled by either party six (6) weeks prior to a shake-up or with four (4) weeks written notice if the department does not have shake-ups.
- 5) The Department may elect either a 4/10 or a 9/80 schedule.
 - a) A 4/10 schedule will consist of workdays of ten (10) hours each. A majority of the positions in the Department/Location/Section on a 4/10 schedule will have three (3) consecutive days off. The remaining schedules will have two (2) consecutive days off and one non-consecutive day off.
 - b) A 9/80 schedule will consist of a payweek of four (4) workdays at nine (9) hours each, one workday at eight (8) hours, and another payweek of four (4) workdays at nine (9) hours each. A majority of schedules will have three (3) consecutive days off. The remaining schedules will have two (2) consecutive days off and one non-consecutive day off.
 - c) The Departments may adopt a 9/80 schedule with two (2) consecutive days off and one non-consecutive day off, with different days off between week 1 and week 2 of the two week pay period.

- 6) Workweek
 - a) For employees on a 4/10 schedule, there will be no change in the definition of workweek.
 - b) For employees on a 9/80 schedule, the workweek will be modified to begin at mid-day on the day serving as the employee's "flex day".
 - c) For employees on a 4/10 schedule, an additional eight (8) minutes per day in break time shall be given each employee.

- 7) Overtime will not be paid:
 - a) for the ninth and tenth hours worked by an employee on a 4/10 schedule.
 - b) for the ninth hour worked by an employee on a 9/80 schedule, except for the ninth hour on the day when the employee is only scheduled to work eight.

- 8) Paid Time Off Benefits
 - a) Jury Duty - The provisions of Article 28 of the contract will apply to a maximum of the number of hours scheduled to be worked that day.
 - b) Sick Leave - In accordance with Article 36 of the contract, employees will be paid the number of hours scheduled to work (8, 9, or 10) on the day of the absence, to the extent the employee has accumulated hours in his sick leave bank.
 - c) Vacation - Vacation may be used in one week increments to a maximum of forty (40) hours per week. To the extent one day vacations are permitted, employees may take one day vacations and receive vacation pay for the number of hours scheduled to work, as long as there are vacation hours in the employee's vacation bank.
 - d) Holidays will be paid as follows:
 - (1) For holidays falling on an employee's scheduled day off, eight (8) hours at the employee's straight time rate of pay.
 - (2) For holidays falling on an employee's scheduled work day, but which aren't worked, the employee will be paid eight (8) hours at the straight time rate of pay.

Employees may elect to use accrued hours of floating holidays or vacations in order to be paid for the remaining hour(s) of the scheduled shift.

(3) Employees who work on a holiday will be paid eight (8) hours holiday pay and time and one-half (1½) times the straight time rate of pay for all hours worked.

e) Bereavement – The provisions of Article 40 of the contract will apply to a maximum of the number of hours scheduled to be worked that day.

The Parties agree to meet and discuss in attempt to resolve any problems which may arise.