

M Metro News Pressroom

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FOR IMMEDIATE RELEASE

MTA MOVES TO END THE STRIKE

LOS ANGELES (October 29, 2003) - MTA has issued a last, best and final multi-year contract offer to the ATU, representing striking mechanics. The offer was published in "The Communicator" newsletter and mailed and distributed to union members and MTA employees. Union members were asked to contact ATU leaders to request a ratification vote on the offer. "The Communicator" is republished here:



MTA MOVES TO END THE STRIKE

After 16 months of negotiations without reaching agreement on any economic issues, the MTA Board of Directors has declared impasse with the Amalgamated Transit Union.

In an effort to bring the negotiations to closure, get you back to work and get Los Angeles County moving again, the MTA is offering a generous and fair Last, Best and Final Multi Year Offer.

In light of tough economic times and the State budget crisis, we are fortunate to be in a position to provide our ATU employees increases in wages and benefits totaling more than \$30 million over the contract period.

The Health & Welfare Trust fund is in immediate jeopardy of becoming insolvent. It is important for the parties to conclude this strike to enable the MTA to immediately infuse the fund with \$4.7 million and then sustain it with higher monthly contributions from the MTA.

**FOR CONSIDERATION AND MEMBERSHIP RATIFICATION:
LAST, BEST AND FINAL - MULTI-YEAR OFFER**

<p>Article 36 -</p> <p>Medical Plan</p>	<ul style="list-style-type: none"> • Equal ATU & MTA co-management of the Health & Welfare Fund • Retroactive, cash infusion of \$4,700,000 to the Health & Welfare Fund • All administrative services will be provided by the MTA at no cost to the fund or employees • Active employees and eligible retirees will make monthly contributions equal to the difference between the MTA contributions and the plan cost • The contribution for active employees will be on a pre tax basis reducing the "out of pocket" costs • The MTA contributions for Active Employees increased by 14%, 15% & 15% as follows: <ul style="list-style-type: none"> ○ \$607/mo./Active employee retroactive to 7/1/03 ○ \$698/mo./Active employee effective 7/1/04 ○ \$803/mo./Active employee effective 7/1/05 • MTA contributions for retirees under age 65 remain at \$533 and over age 65 remain at \$142
<p>Article 1 -</p> <p>Schedule of Wages</p>	<p>RETROACTIVE INCREASES \$0.06 QWA effective 12/01/02 \$0.06 QWA effective 3/1/03 \$0.06 QWA effective 6/1/03</p>

<p>(QWA = Quarterly increase in hourly rate)</p>	<p align="center">(Annual increase of 1%) FUTURE INCREASES 1.50% Wage Increase effective 7/1/04 \$0.09 QWA effective 10/1/04 \$0.09 QWA effective 1/1/05 \$0.09 QWA effective 4/1/05 (Annual increase of 2.5%) 1.50% Wage Increase effective 7/1/05 \$0.09 QWA effective 7/1/05 \$0.09 QWA effective 10/1/05 \$0.09 QWA effective 1/1/06 \$0.09 QWA effective 4/1/06 (Annual increase of 2.5%)</p>
<p>Term</p>	<p align="center">October 1, 2002 to June 30, 2006 <i>(3 Years 9 Months)</i></p>
<p>Article 1 - Service Attendants</p>	<p>Service Attendants hired after ratification of contract will be subject to a wage tier starting at 70% of the post 1994 rate</p>
<p>Article 1 - New Skill Differential</p>	<p>Service Attendants will receive an additional \$0.40 per hour when installing seat inserts & window guards</p>
<p>Article 3 - Overtime</p>	<p>Section E - Compensatory Time Off (CTO) Annual Cap</p> <ul style="list-style-type: none"> • Employees will be able to accrue up to 48 hours of CTO annually for overtime worked. All remaining overtime will be immediately paid to each employee
<p>Article 7 - Selection of Work Assignments and Shifts and Choice of Working Schedules</p>	<p>Section I & J - New Seniority Options</p> <ul style="list-style-type: none"> • Warranty Equipment Mechanics will be able to prebid for WEM vacancies • The Regional Rebuild Center will conduct a shake-up only once per year
<p>Article 11 - Distribution of Work</p>	<p>Limited Subcontracting</p> <ul style="list-style-type: none"> • The MTA will retain its option of subcontracting work in addition to those items outlined in Article 11 of the Collective Bargaining Agreement - specifically, under Article 11, Section C, subsection 11: annually, the MTA to subcontract no more than one quarter of one percent of the annual maintenance budget
<p>Article 19 - Grievance Procedure</p>	<p>Section F (Record Review) - Increase notation to:</p> <ul style="list-style-type: none"> • 18 months beginning 10/1/03 • 24 months beginning 10/1/04 • 36 months beginning 10/1/05
<p>Article 29 - Sickness and Accident</p>	<p>Modify the number of days chargeable to sick leave for Workers Compensation Injuries as follows:</p> <ul style="list-style-type: none"> • Beginning 6/1/04, to 10 paid days • Beginning 6/1/05, to 5 paid days

	<ul style="list-style-type: none"> Beginning 6/1/06, to 3 paid days
Article 37 – Pension Plan	DROP Option <ul style="list-style-type: none"> Implement the “Deferred Retirement Option Plan” as proposed by ATU for 3-year trial period (1/1/04 through 1/1/07)
Sideletter 94-01	Alternative language for bidding light and heavy rail
New Sideletter #2003-02	Improvements to the Joint Apprenticeship Committee benefiting both the ATU and the MTA
Tentative Agreements	This offer incorporates all of the tentative agreements reached to-date between ATU and the MTA

MTA encourages you to carefully review this multi-year offer and contact the ATU leadership to request that the multi year offer be brought before the membership for a ratification vote. You have been on strike for over one pay period already, and the offer has not changed – there simply is no more money to be offered.

MTA Management

October 28, 2003

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