



**Metro**

Metropolitan Transportation Authority

One Gateway Plaza  
Los Angeles, CA 90012-2952

213.922.2000 Tel  
metro.net

**30**

MTA BOARD  
April 22, 2004

**SUBJECT:** INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 911

**ACTION:** AUTHORIZE THE CHIEF EXECUTIVE OFFICER TO EXECUTE A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 911

RECOMMENDATION

Authorize the Chief Executive Officer to execute a successor Collective Bargaining Agreement effective October 1, 2003, with the International Brotherhood of Teamsters, Local 911, ("Teamsters") which represent the Security Officers at the MTA.

ISSUE

On March 8, 2004, the MTA and the Teamsters reached a tentative agreement on a successor labor agreement for a term of three years, effective October 1, 2003 through September 30, 2006. The Teamsters' membership subsequently ratified the tentative agreement on March 16, 2004, and now the labor agreement is being presented to the Board for approval.

POLICY IMPLICATIONS

The new labor agreement with the Teamsters provides the Teamsters' membership with wage increases and health benefits consistent with those negotiated with the other unions.

FINANCIAL IMPACT

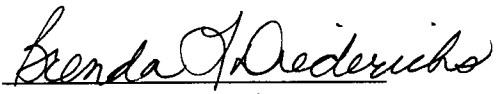
The monetary impact of the successor labor agreement complies with the fiscal direction provided by the Board of Directors at the February 26, 2004 meeting.

ATTACHMENT

The agreement between the MTA and the Teamsters effective October 1, 2003.



Prepared by: Ed Cabrera, Chief Administrative Analyst



Brenda L. Diederichs  
Executive Officer, Labor & Employee Relations



Roger Snoble  
Chief Executive Officer



**AGREEMENT BETWEEN**

**PUBLIC TRANSPORTATION SERVICES  
CORPORATION (PTSC)**

◆ AND ◆

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS**

**LOCAL 911**

**EFFECTIVE OCTOBER 1, 2003 TO SEPTEMBER 30, 2006**



**Metro**





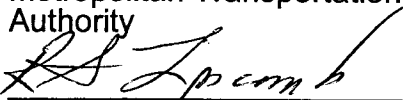
# TENTATIVE AGREEMENT

## PREAMBLE

## PURPOSE OF CONTRACT

The parties set forth the terms of this Agreement for the purpose of developing a labor relations environment that is conducive to improving service to the public and a harmonious relationship between the Union, its members, and the PTSC, while providing equitable wages, hours, and terms and conditions of employment.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 1-27-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 1/27/04

# TENTATIVE AGREEMENT

## ARTICLE 1

### RECOGNITION AND BARGAINING

#### 1.1 RECOGNITION

The Public Transportation Services Corporation (PTSC) recognizes the Teamsters as the exclusive representative for the purpose of collective bargaining, with respect to rates of pay, wages, hours of employment and working conditions, for all Public Transportation Services Corporation (PTSC) employees in the bargaining unit.

#### 1.2 DEFINITIONS

The parties agree that the term "employee" wherever used herein, whether singular or plural, means and applies only to those employees of the PTSC within said bargaining unit, and that this Agreement covers only said employees.

#### 1.3 NON-DISCRIMINATION

The PTSC and the Union agree that no employee shall be discriminated against because of Union Stewardship, Union Membership non-membership, race, religion, age, sex, sexual orientation, handicap, or national origin or for any other unlawful reason.

#### 1.4 COMPOSITION OF BARGAINING UNIT

The bargaining unit shall be comprised of all employees included within the classifications set forth in Article 5 of this Agreement.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipcomb

Date 1-27-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 1/27/04



# TENTATIVE AGREEMENT

## ARTICLE 2

### CONTINUITY OF SERVICE TO THE PUBLIC

#### 2.1 AGREEMENT

It is recognized that the parties are engaged in rendering a public service and that they will comply with all applicable valid rules, regulations and laws of the governmental authorities; therefore, the parties contract that nothing contained in this Agreement shall be construed to conflict or be inconsistent or incompatible with such rules, regulations or laws. To the extent that any of the terms or provisions of this Agreement shall be in conflict, inconsistent or incompatible with any such rules, regulations, or laws presently in effect or to be enacted during the terms of this Agreement, they shall be void and invalid, but all other terms and conditions of this Agreement shall remain in full force and effect. Such invalid terms and provisions will be reconsidered and renegotiated by the parties within thirty (30) days of the effective date of any such rules, regulations or laws.

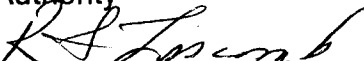
#### 2.2 NO-STRIKE CLAUSE

During the terms of this Agreement, neither the Union nor its members shall call or engage in any strike.

#### 2.3 NO LOCKOUT CLAUSE

During the term of this Agreement, the PTSC shall not cause or permit any lockout of any its employees.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 1-27-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 1/27/04

# TENTATIVE AGREEMENT

## ARTICLE 3

### PTSC RIGHTS

#### 3.1 DISCIPLINE

The Union recognizes that willful infractions of the PTSC's Rules and Regulations will constitute cause for disciplinary action.

#### 3.2 RETENTION OF AUTHORITY


It is understood and agreed that any of the rights, powers, or authority the PTSC had prior to the signing of this Agreement are retained by the PTSC except those specifically abridged, granted, or modified by this Agreement.

#### 3.3 MANAGEMENT RIGHTS

The management of the PTSC and the direction of the working forces, including, but not limited to, the right to hire, suspend, or discharge for just cause, assign or transfer employees, adopt new or changed methods of performing the work, prescribe reasonable general work rules, and to contract out work, is vested exclusively in the PTSC, and the PTSC retains all rights that is legally had, subject to the restrictions of law or a specific provision of this Agreement.

3.4 It is agreed that the provision of Article 3.3 - Management rights remains unchanged. The Authority reserves the right to utilize the services of outside security services at its discretion. It is not the intent of the Authority to remove the work covered by the contract between the PTSC and Teamsters. If the Authority elects to contract out security services, the PTSC will notify the Teamsters (Union) prior to the implementation of such action. The Teamsters may request, and the PTSC agrees to meet and discuss the impact, if any, of subcontracting such work, prior to its implementation.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 1-27-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 1/27/04

# **TENTATIVE AGREEMENT**

## **ARTICLE 4**

### **UNION RIGHTS AND RESPONSIBILITIES**

#### **4.1 RESPONSIBILITIES**

It is agreed that the Union and the PTSC shall endeavor to administer this agreement in a responsible manner and to cooperate with each other in order to achieve the goals set forth in Article 1.

#### **4.2 GRIEVANCE INVESTIGATION**

The PTSC agrees to grant official representatives of the Union the access to and right to discuss with any affected employee any grievance or problem arising under the terms of this Agreement during working hours, provided that advance notice is obtained from PTSC management whenever possible.

A Steward may leave his/her work during working hours with permission of the immediate supervisor for the purpose of presenting a grievance for adjustment to the grievant's supervisor or Watch Commander when so requested by an employee.

A Steward may be granted permission to leave work during working hours to attend a Union meeting if the Supervisor or Watch Commander is given forty-eight hours notice. Time spent at such Union meetings will not be paid by the PTSC.

The PTSC shall pay a Shop Steward a total of four hours at straight time per month for the processing and presentation of grievances. The Union shall request such time to be paid the various Shop Stewards in increments of thirty minutes; such time shall be cumulative up to a maximum of forty hours per year.

Each party will cooperate with the other in reducing to a minimum the actual time spent by Stewards in investigating, presenting and adjusting grievances or disputes.

#### **4.3 COLLECTIVE BARGAINING TIME**

A maximum of three employees may serve on the negotiating team at any one time.


Two employees participating in the meet-and-confer process shall be entitled to receive pay and benefits from the PTSC for up to ten negotiating sessions.

# TENTATIVE AGREEMENT

## ARTICLE 4

### UNION RIGHTS AND RESPONSIBILITIES

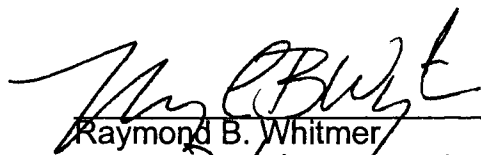
For the Los Angeles County  
Metropolitan Transportation  
Authority



Rudy Lipscomb

Date 1-27-04

For the Teamsters Union, Local 911



Raymond B. Whitmer

Date 3/16/04

**ARTICLE 5  
COMPENSATION**

**5.1 SALARY SCHEDULE - Effective October 1, 2000 2003**

A. Transit Security Officer II:

Step	<u>10/01/2000</u>	<u>10/01/2003</u>	<u>10/01/2004</u>	<u>10/01/2004</u>	<u>10/01/2002</u>	<u>10/01/2005</u>
A	\$ 10.88	<u>\$12.36</u>	\$ 12.00	<u>\$12.67</u>	\$12.36	<u>\$12.99</u>
B	11.58	<u>13.16</u>	12.78	<u>13.49</u>	13.16	<u>13.83</u>
C	12.35	<u>13.96</u>	13.55	<u>14.31</u>	13.96	<u>14.67</u>
D	13.16	<u>14.88</u>	14.45	<u>15.25</u>	14.88	<u>15.63</u>
E	14.03	<u>15.62</u>	15.17	<u>16.01</u>	15.62	<u>16.41</u>
F	14.73	<u>16.41</u>	15.93	<u>16.82</u>	16.41	<u>17.24</u>
G	15.47	<u>18.38</u>	17.85	<u>18.84</u>	18.38	<u>19.31</u>
H	17.33	<u>18.74</u>	18.19	<u>19.21</u>	18.74	<u>19.69</u>

Transit Security Officer II will be compensated in the following manner: new hires will initially be compensated at Step A and remain there for a six (6) month period before progressing to Step B; after twelve (12) months at Step B progress to Step C; and progression to each subsequent step will occur twelve (12) months after the prior progression.

The hourly salary schedule for all Transit Security Officer I's is as follows:

Step	<u>10/01/2000</u>	<u>10/01/2003</u>	<u>10/01/2004</u>	<u>10/01/2004</u>	<u>10/01/2002</u>	<u>10/01/2005</u>
I	\$ 15.48	<u>\$16.42</u>	\$ 15.94	<u>\$16.83</u>	\$ 16.42	<u>\$17.25</u>

B. Senior Transit Security Officers

Senior Transit Security Officers shall receive a premium of \$1.00 above the base rate of a Transit Security Officer II.

**5.2 INSTRUCTOR PREMIUM PAY**

A. Field Training Officer

Transit Security Officers designated by management as Field Training Officer shall receive an additional \$1.15 per hour during the time they physically perform the duties of Field Training Officer.

This shall be in addition to any other compensation provided under any other provision of this Agreement. This premium does not include those personnel who on occasion may be required to work with a new recruit.

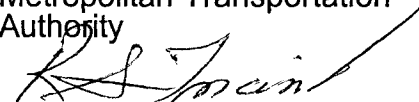
**B. Dispatcher**

Transit Security Officers and Senior Transit Security Officers shall receive an additional \$1.15 per hour during the time they physically perform the duties of Dispatcher.

**C. Rangemaster or Armorer**

Transit Security Officers and Senior Transit Security Officers who are qualified as Rangemaster or Armorer, shall be paid an additional \$1.15 per hour during the time they physically perform the duties of Rangemaster or Armorer.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 3-8-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 3/8/04

**ARTICLE 6**  
**SHIFTS AND SCHEDULES**  
**(NO CHANGE)**

**6.1 SHIFT**

For the purpose of applying shift differential, the work day shall be divided into three shifts:

The day shift shall commence at 6:00 a.m. and terminate at 2:30 p.m.

The swing or evening shift shall commence at 2:00 p.m. and terminate at 10:30 p.m.

The graveyard or night shift shall commence at 10:00 p.m. and terminate at 6:30 a.m.

In all instances where the term "shift" is used, the term "watch" is considered interchangeable.

**6.2 LOCKERS**

Employees shall be provided lockers by the PTSC at their work locations for the purpose of storing clothing and appropriate personal effects.

**6.3 SHIFT DIFFERENTIAL**

All employees who work the major portion of their work day on swing shift shall receive shift premium pay equal to 3% of the hourly rate and all employees who work the major portion of their work day on the graveyard shift shall receive premium pay equal to 5% of the hourly rate.

Transit Security Officers assigned to Revenue Collection on the early morning assignment will be paid the appropriate differential for shift.

**6.4 MEAL PERIODS**

Employees covered by this Agreement shall receive a thirty (30) minute meal period.

**6.5 BREAK PERIODS**

Employees covered by this Agreement shall receive two paid fifteen (15) minute breaks in addition to their meal period each work shift.

**6.6 WORK SCHEDULE**

The PTSC reserves the right to schedule employees as it deems appropriate to meet the PTSC's needs. The PTSC shall consider employee preferences relative to work assignments.

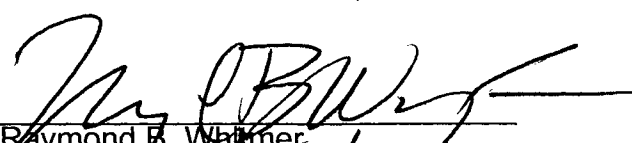
The PTSC agrees to notify the Union in advance of any changes in Department procedures established for Transit Security Officer shift assignments.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 3-8-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 3/8/04



# TENTATIVE AGREEMENT

## ARTICLE 7

### ISSUANCE OF PAYCHECKS

#### 7.1 PAY PERIODS AND PAYDAYS

Pay periods will end every other Saturday night to include all assignments for the last day of the pay period. Paychecks will be issued bi-weekly on the first Friday following the close of the pay period, except in those weeks in which a holiday occurs. Every effort will be made to issue paychecks during the week when the holiday falls. If unable to issue checks and make delivery on Friday, the checks will be issued no later than the following Monday.

#### 7.2 VACATION ALLOWANCE

Paychecks for vacation allowance will be made available to employees before vacation begins, provided a request is made at least ten days prior to the beginning of vacation.

Paychecks for regular work days will not be made available for persons receiving payment for vacation allowance in advance of regular paydays.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 1-27-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 1/27/04

**ARTICLE 8**

**OVERTIME**

**8.1 REGULAR OVERTIME PROVISION**

All employees shall be paid one and one-half (1 1/2) times their straight time hours for all work they perform in excess of forty (40) hours per week, at their regular straight time hourly rate of pay.

Sick leave time shall not be counted as time worked for the computation of overtime pay.

**8.2 OVERTIME FOR DOUBLE SCHEDULING**

In the event a unit member reports to work for a regularly scheduled shift, and the Watch Commander determines that he/she is not needed to work and must be sent home, the unit member shall be entitled to three (3) hours overtime pay at one and one-half (1 1/2) times their regular straight time hourly rate of pay.

**8.3 PROVISION AGAINST PYRAMIDING**

Where more than one (1) provision is involved, only that provision which creates the greatest compensation shall apply.

**8.4 OVERTIME CALCULATION**

Overtime shall be calculated and compensated on a minute-by-minute basis.

**8.5 OVERTIME SCHEDULING**

It is the intent of the PTSC, where practical, to distribute overtime equally among affected employees.

As overtime requirements are identified on an assignment, they shall be filled in accordance with the following procedures:

- A. Qualified employees on the same shift as the overtime assignment shall be contacted and offered the overtime work in seniority order. Overtime shall be distributed equally among qualified employees in their respective classifications when practicable on a rotation basis. Failure of an employee to accept overtime when offered will have the same effect as if that employee had worked as far as his/her turn in rotation is concerned. The rotation process will start over on the first day of each month;

**B. Overtime – Revenue and Sweep Team**

In the event that overtime is needed for the Revenue and Sweep Team assignments, overtime shall be offered in seniority order to security officers currently assigned to work the Revenue or Sweep Team assignment on that shift where overtime is needed.

If the overtime is unable to be filled by regularly assigned officers on the Revenue or Sweep Team on the shift where overtime is needed, then officers assigned to that shift (i.e., Day, E.M.) and are assigned to Patrol or Gateway Building (USG) assignments will be given the opportunity to work the overtime. Overtime scheduling will be canvassed in seniority order.

- C. If the overtime assignment is not filled as set forth in above, the overtime assignment shall be posted and thereby made available to employees on other shifts. A more senior employee, on another shift, may displace the employee who bid the overtime assignment, up to seventy-two (72) hours before the start of the overtime assignment.

The above procedure is only applicable when the overtime requirement is known to the Department at least seventy-two (72) hours prior to the time of such available overtime.

Absent the seventy-two (72) hours advance knowledge or if the PTSC is unable to fill the overtime after exhausting the shift seniority list the PTSC reserves the right to schedule employees as it deems appropriate to meet PTSC needs.

**8.6 SCHEDULING OF OVERTIME FOR "SPECIAL EVENTS (i.e., for the Rose Bowl Parade, Hollywood Bowl, etc.)**

All Officers available to work on an overtime basis for "Special" Events during the following quarter will notify the Watch Commander/Security Coordinator in writing prior to the scheduling date for the next quarter.

The names of these volunteers will be posted by classification in seniority order.

During the deployment period the person drawing up the daily schedules shall ask those Officers listed, in seniority order, to work overtime for special events.

Officers who are offered and accept this overtime assignment will be placed on the daily schedule and all work day and other rules relating to a normal work shift will apply.

The overtime list for "special events" shall be established each quarter in seniority order. Officers shall be offered overtime in seniority order of the established list starting with the most senior officer for each event. This method will be utilized regardless as to the number of "special events" that occur within that quarter.

Officers, who are offered and refuse this overtime, shall be treated as if he/she had worked as far as his/her turn in the rotation is concerned. The rotation process will start over on a quarterly basis.

The above procedure only applies to overtime scheduling for "special events" and is only applicable when the request for Officers for special events is received at least seventy-two (72) hours prior to the commencement of the security assignment. If seventy-two (72) hours notice is not received, the PTSC reserves the right to schedule employees as it deems appropriate to meet its operational needs.

**8.7 Mandatory Overtime**

In the event that overtime is not filled by voluntary overtime, said overtime will be assigned in inverse seniority order rotation, within classification. The rotation process will start over on the first day of each month.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 3-8-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 3/8/04

# TENTATIVE AGREEMENT

## ARTICLE 9

### WORK DAY AND WORK WEEK

#### 9.1 GUARANTEE


All employees covered by the Agreement, who are available and work their assignments, shall be guaranteed eight (8) hours per day, and forty (40) hours per week, except as provided elsewhere in this Agreement.

Employees who are absent from duty and unavailable for work for part of a day, shall receive pay on a minute basis for only the portion of a day worked, and the minimum allowance of eight (8) hours shall not apply.

#### 9.2 LENGTH OF WORK DAY AND WORK WEEK


In all classifications, work shifts shall be set up on the basis of eight (8) hours per day, forty (40) hours per week. The union and the PTSC will meet and confer over alternative work schedules prior to implementation.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 1-27-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 1/27/04

# TENTATIVE AGREEMENT

## ARTICLE 10

### MILEAGE


#### 10.1 PTSC BUSINESS

Any employee covered by this agreement who is required by the PTSC to use his/her personal car on PTSC business or to travel from one assigned location to another, after signing on for duty, shall be compensated for such travel at the PTSC's mileage rate.

#### 10.2 INSURANCE COVERAGE

Any employee desiring benefits pursuant to this Article must comply with applicable insurance requirements established by the PTSC.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 1-27-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 1/27/04

# TENTATIVE AGREEMENT

## ARTICLE 11

### LEAVES OF ABSENCE

#### 11.1 PERSONAL LEAVE

##### A. Short-term Leave

Any employee covered by this Agreement may, upon written permission from the Department, be granted a leave of absence of up to fifteen (15) working days, provided that the employee gives forty-eight (48) hours notice prior to the commencement of the leave. Employees granted such leave must use any accrued vacation time or floating holidays for compensation during such leave. Such personal leave may be used for the following reasons:

1. Personal emergencies where the employee must be away from work for a short period to resolve urgent personal business.
2. Inability to report for work because of natural causes, such as severe weather, earthquake, flood, fires, road conditions, which prevent the employee from reporting to work.

Such absences may be unpaid if the employee has no accrued time off available.

##### B. Long-term Personal Leave

All leaves of absence in excess of fifteen (15) calendar days or more may be requested by completing leave of absence ~~Form RTD~~ in memo form, which must be approved by the employee's Department Head, the Director of Personnel, the appropriate Executive Staff member, and the Chief Executive Officer or his/her designee. The approval shall not be withheld for capricious or discriminatory reasons.

##### C. Benefits during Personal Leave.

Employees on Personal Leave of Absence of up to ninety (90) days will continue to receive and accrue all their benefits. The employee on leave of absence for fifteen (15) days or more shall be billed for normal life, dental and medical insurance premiums and any other employee benefits requiring payroll deductions during a period in which no gross pay is earned. Unpaid contributions will be collected upon return to work, by taking a double deduction until the unpaid balance is paid in full, providing that such double deductions do not constitute a hardship on the employee. In the event of such "hardship", arrangements will be made with the employee for the repayment schedule. In the event of a leave of absence in excess of ninety (90) days, the employee who does not have paid time off accrued will be required to pay one-half (1/2) of the cost of medical, life, dental and long-term disability insurance.

## TENTATIVE AGREEMENT

### 11.2 EXTENDED LEAVE OF ABSENCE DUE TO ILLNESS OR INJURY

Employees covered by this Agreement who are disabled from their present position due to illness, injury, pregnancy or child birth are eligible for an extended leave of absence.

An extended leave of absence is defined as an absence due to illness or injury for a period from fifteen (15) consecutive working days up to twelve (12) months from the last day worked.

A Leave of Absence may be granted, without loss of seniority, when employees submit medical verification of their illness or injury and of their inability to return to their current position due to their temporary disability. This verification must be in the form of an Attending Physician's Statement and must include an approximate return-to-work date. Employees who are off work and are not expected to return to work for an extended period (30 calendar days or more) of time shall be placed on Indefinite Leave. While on an extended Leave of Absence, the employee must submit an Attending Physician's Statement within thirty (30) days of the last Attending Physician's Statement on file and on a monthly basis thereafter to substantiate the employee's inability to perform his/her regular duties and provide an expected return to work date. Failure to submit an updated Attending Physician's Statement in a timely manner each month may subject the employee to disciplinary action.

If an employee returns to work from an extended Leave of Absence and subsequently becomes disabled again, the PTSC will review the reasons for the request and the employee's record to determine whether or not to grant the request. If the PTSC decides not to grant the request, the Union will be notified.

Employees returning to work after an extended illness must provide a release from their doctor permitting them to resume their duties.

While the employee is on leave of absence, due to illness or injury, the PTSC will continue to provide the PTSC-paid portion of life insurance coverage and maintain the employees in the medical, dental and vision insurance programs. Employees will be billed for their normal payroll deductions for pension contributions, supplemental life, accidental death and dismemberment insurance, and, if applicable, dependents' medical coverage. These benefits will terminate at the expiration of the leave of absence. Employees may continue their benefits by converting to an individual plan, if their policy has provision for conversion.

Employee contributions to the pension plan will be deferred until the employee returns to work or severs his/her relationship with the PTSC.

This provision does not affect State of California Workers' Compensation benefits being received by an occupationally injured employee.

Medical coverage benefits will terminate at the expiration of the leave of absence. Employees may continue their benefits by converting to individual plans, if their policies have provisions for conversion, or they may remain in their current plans for a limited period if they pay the premium(s) to the PTSC pursuant to the Rules and Regulations under the COBRA Federal Legislation (Public Law 99-272, Title X).



# TENTATIVE AGREEMENT

## 11.3 FAMILY CARE LEAVE

Family Care Leave will be granted in accordance with PTSC policy, in conformity with the Family Rights Act of 1991 and the Federal Family and Medical Leave Act of 1993.

Employees eligible for family care and/or medical leave under the PTSC's policy may take up to 12 work weeks of leave in a "rolling" 12 month period for one of the following reasons:

- (1) to care for the employee's child after birth, or placement with the employee for adoption or foster care;
- (2) to care for the employee's spouse, child or parent who has a serious health condition; or
- (3) for a serious condition that renders the employee unable to perform his/her job.

Employees may use one-half of their annual sick leave accrual for the care of family members. Employees may use all of their sick leave for the employee's serious health condition. Employees may utilize other paid leave banks to continue in a paid status while on a Family Care Leave.

Applicable leaves granted pursuant to Sections 11.2 and 11.3 will be included in the 12 weeks of Leave of Absence authorized for Family Care and/or Medical Leave.

Any other leave of absence, i.e., worker's compensation, short or long term disability, etc., may be counted as Family Care Leave by PTSC with notice to the employee, as required by law.

## 11.4 BEREAVEMENT LEAVE

A Bereavement Leave of Absence up to three (3) consecutive working days shall, without any reduction in pay, be granted to employees as a result of a death in the immediate family. The immediate family is defined for the purposes of applying this section of Article 11 as employee's parents (including step-parents or foster parent); grandparents; sisters; brothers; spouse and children; spouse's parents (including step-parents or foster parents); grandparents; sisters and brothers; grandchildren of the employee or the employee's spouse.

An employee who has a death in the immediate family and who actually travels outside a 350 mile radius to attend the funeral or memorial service will be allowed two additional days of bereavement leave for the purpose of travel, provided the funeral or memorial service is held at the time of the death of the relative.

The bereavement leave must include the day of the funeral or memorial service or be in connection with the day of death, and must be the employee's regular scheduled work days.

## TENTATIVE AGREEMENT

Employees may use up to five (5) days of accrued floating holidays and/or vacation in conjunction with bereavement leave with the approval of their supervisor.

The supervisor must be notified as soon as possible when an employee intends to request Bereavement Leave. The supervisor may request proof of the date of the funeral or memorial service or the death and the relationship of the deceased to the employee. Proof consists of printed documentation of the funeral date, including funeral cards, announcements, or newspaper articles and notices.

### 11.5 MILITARY LEAVE

If an employee is drafted or voluntarily enlists in the Armed Forces of the United States or State National Guard, he/she will be placed on military leave with no loss of service credit. Employees with one or more years of PTSC service are entitled to receive their usual compensation for the first thirty (30) calendar days of military leave. Upon separation from military service, the employee must present the PTSC with a copy of his/her separation papers (DD214) and report for work within ninety (90) days of the date of separation to be eligible for reinstatement to his/her former position. This applies only to the initial tour of active military service. Voluntary re-enlistment lasting longer than one year will automatically terminate the employee's eligibility for reinstatement to the previously held job.

PTSC employees who are members of a reserve component of the U.S. Armed Forces, State National Guard, or the Naval Militia, and who have at least one year of PTSC or recognized military service\* are entitled to a leave of absence under the California Military and Veteran's Code, with pay for up to thirty (30) calendar days each fiscal year while away on ordered Active Duty for Training at summer camps or cruises. Employees who are required to be on military leave must furnish the PTSC Personnel Department with a signed copy of the military orders, along with a leave of absence ~~Form RTD 38-33~~ request in memo form. Failure to submit proper documentation, including orders and leave of absence ~~form~~ memo, will result in the denial of salary payment.

Employees are to notify their supervisors as early as possible of anticipated military leave and, where possible, are to schedule such leave in accordance with the workload of their department.

Military leave with pay will not be granted for Inactive Duty or Training (weekend drills, appointments for physical exams, etc.). However the PTSC will cooperate and assist, to the degree work requirements allow, by adjusting employees' schedules and by allowing employees to trade days off to attend Inactive Duty or Training activities.

\*NOTE: Recognized military service is full-time service during a period in which the United States is at war, or a period when the Government has declared a state military emergency.

TENTATIVE AGREEMENT

ARTICLE 11

LEAVE OF ABSENCE

For the Los Angeles County  
Metropolitan Transportation  
Authority

*Rudy Lipscomb*  
Rudy Lipscomb

Date 1-27-04

For the Teamsters Union, Local 911

*Raymond B. Whitmer*  
Raymond B. Whitmer

Date 1/27/04

# TENTATIVE AGREEMENT

## ARTICLE 12

### SICK LEAVE

#### 12.1 ACCRUAL

Employees accrue (8) hours of paid sick leave per each two months of service from their date of hire to the second anniversary of employment.

Beginning on the second anniversary of employment, and continuing up to the sixth anniversary of employment, employees accrue 13.333 hours of paid sick leave after each two month period of service.

Beginning on the sixth anniversary of employment and annually thereafter employees will accrue 20 hours of paid sick leave after each two month period of service.

The maximum accumulation allowed is two hundred and ten (210) days (1680 hours) of sick leave. One hundred percent (100%) of accumulated sick leave is payable upon death, and seventy five percent (75%) is payable upon retirement.

#### 12.2 SICK LEAVE CASH OUT

In October of each year, employees may cash out sick leave at 75% of the value of the hours being cashed out, with a minimum balance requirement of 120 hours after the cash out.

#### 12.3 STATE DISABILITY INSURANCE

Sick leave may be offset by State Disability Insurance (SDI) or Workers' Compensation, where applicable.

When sick leave is paid in conjunction with SDI benefits or Workers' Compensation, the employee's monthly salary is converted to an hourly rate and he/she is paid the difference between the outside benefit and his/her days' normal pay. Only that proportion of sick time actually paid to the employee is charged against his/her accrued sick leave.

#### 12.4 DOCTOR'S RELEASE

After a verbal counseling an employee may be required, at his/her supervisor's discretion, to bring a doctor's release upon returning to work when he/she is absent because of illness or injury.

An employee will be required to submit a doctor's release if he/she has been hospitalized for any reason or if he/she is absent for fifteen (15) successive working days. This release shall indicate the nature of the illness or problem for which he/she has been treated. Failure to present

## TENTATIVE AGREEMENT

this doctor's release when requested may result in the employee being withheld from service without pay, sick pay, or other compensation until an acceptable release is presented.

If an employee becomes ill for more than three (3) days during his/her scheduled vacation time he/she may submit a doctor's verification of his/her illness in order to utilize his/her sick leave benefits instead of vacation time. The vacation time missed will then be rescheduled at a later time.

An employee may take a leave of absence due to illness as provided for in Article 11 of this Agreement.

To care for an ill spouse, dependent child, or parent, a unit member may be authorized to use up to one-half of the annual accrual of sick leave. Such leave may be included in the 12 weeks of Leave of Absence authorized for Family Care and/or Medical Leave.

An employee may take a leave of absence due to illness as provided for in Article 11.2.

### 12.5 CATASTROPHIC LEAVE DONATION

Employees may donate sick leave hours to other employees who may need additional hours due to unique and unusual circumstances. The hours donated will not extend the normal leave period of the employee receiving the donated hours.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 1-27-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 3/16/04

**ARTICLE 13**  
**VACATIONS**  
**(NO CHANGE)**

**13.1 VACATION ACCRUAL**

On June 1st of each year, employees will earn paid vacation as follows:

<u>AMOUNT OF SERVICE</u>	<u>AMOUNT OF VACATION</u>
1 Year Service	2 Weeks
5 Years Service	3 Weeks
10 Years Service	4 Weeks
15 Years Service	5 Weeks
26 Years Service	6 Weeks

If an employee's hire date is other than June 1st, during the first year of employment the employee's vacation is ~~pro-rated~~ prorated at one-twelfth (1/12) of two weeks for every month of service.

Vacation should be taken prior to June 1st of the year following the date earned. Under exceptional circumstances, vacation balances for the previous year only may be carried forward upon recommendation of the Department Head, and approval of the Chief Executive Office (CEO).

Any employee, who by reason of illness, injury or leave of absence, is absent from his/her duties for one hundred (100) working days or less during the year's service, will be entitled to a full vacation.

Employees absent from their duties for more than one hundred (100) working days during the year will be entitled to only one-twelfth (1/12) of their normal vacation for each month, or major fraction thereof, they worked. These employees will not be entitled to their bonus week.

Employees absent because of injury sustained while on duty will not be subject to this provision.

The sole factor for determining vacation accrual will be the employee's years of service with the agency.

**13.2 VACATION BIDDING**


Bidding for vacation benefits will be conducted once a year. Seniority, as defined in 27.1, privileges will prevail until April 1st of each year. Personnel who do not submit their vacation request by April 1st will not be permitted to exercise seniority privileges.

Employees who choose to defer all, or a portion of, their vacation benefits, will be permitted to do so, but will relinquish seniority and bidding privileges until remaining departmental personnel have concluded bidding.

Employees may split their vacation periods at the time of initial bids. If the entire vacation is not bid initially, the employee must wait until all others have made an initial bid, and then may, in seniority order, select the remainder. He/she will then be allowed to split as many times as he/she desires provided there are sufficient vacation periods open.

Subject to approval of the appropriate supervisor, employees will be permitted to modify vacation dates in instances of proven emergencies only.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 3-8-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 3/8/04

# TENTATIVE AGREEMENT

## ARTICLE 14

### HOLIDAYS

#### 14.1 DESIGNATED HOLIDAYS

All employees covered by this Agreement are entitled to thirteen (13) holidays each year, paid at eight (8) hours at the straight time rate of pay. They are:

NEW YEAR'S DAY  
MEMORIAL DAY  
INDEPENDENCE DAY  
LABOR DAY  
THANKSGIVING DAY  
CHRISTMAS DAY  
SEVEN (7) FLOATING HOLIDAYS\*

\*Earned as of June 1st of each year

#### 14.2 FIXED HOLIDAYS

Of the thirteen (13) holidays earned each year, six (6) are considered fixed, that is, they are official national holidays. These fixed holidays are to be taken on the designated official day unless the PTSC requires the employee to work. If required to work on a holiday, the employee will receive two and one-half (2 1/2) times pay for such work if the employee works the full shift. If a holiday falls on a regularly scheduled day off, the employee will be paid eight (8) hours straight time pay in lieu of the holiday. If a holiday falls during vacation or bereavement leave, the employee will be paid eight (8) hours straight time pay in lieu of the holiday. If a holiday falls on a Sunday, the PTSC will usually recognize it by giving the following Monday off. If a fixed holiday occurs while the employee is absent due to sickness or on a leave of absence, he/she will not be paid for that holiday. The employee must work eight (8) full hours before and after a holiday to receive pay for it.

#### 14.3 FLOATING HOLIDAYS

The remaining seven (7) holidays are considered floating. Floating holidays must be approved in advance by the department head or his/her designee. The employee shall provide the PTSC with a five (5) day notice when he/she desires to use a floating holiday.

When an employee meets the requirements, as set forth above, for requesting a floating holiday, such request shall be granted provided the minimum deployment for the affected shift has been met. Minimum deployment is defined as the minimum number of employees required to work a shift without causing overtime.



**ARTICLE 15**

**TRANSPORTATION PASSES**

**(NO CHANGE)**

**15.1 EMPLOYEE AND DEPENDENTS**

Each employee will be given transportation privileges at the time of employment; and his/her spouse will receive these privileges after completion of the employee's probationary period. Employee's dependent children will be given school transportation privileges after completion of employee's probationary period. Retired employees, in the application of this rule, are considered employees. Upon the death of the retiree, the spouse and dependent children will continue to be granted free transportation for life or until remarriage of the spouse.

**15.2 EMPLOYEES TAKING CASH SEVERANCE IN LIEU OF RETIREMENT**

Employees eligible for retirement but electing to take cash severance benefits in lieu of retirement benefits under the Retirement Income Plan will, retroactive to May 29, 1969, be considered in the same category as retired employees, in the application of this transportation privileges rule.

**15.3 REPORTING OF LOST PASSES**

Lost passes must be immediately reported to the employee's division or department. Failure to report loss of pass, allowing an unauthorized person to use said pass, defacing, or destroying or vandalizing PTSC property will result in cancellation of the pass privilege.

**15.4 REPLACEMENT OF LOST PASSES**

A fifteen dollar (\$15.00) administrative fee will be levied for replacement of lost or stolen employee or dependent passes. This administrative fee shall be three dollars (\$3.00) for retired employees or their dependents. Only one lost or stolen pass will be replaced for each employee or dependent each year.

**15.5 TERMINATION OF EMPLOYMENT**

All passes must be surrendered at the time of termination of employment. Employees who fail to surrender passes will be charged twenty dollars (\$20) per month for the balance of the period for which each pass is issued.

## TENTATIVE AGREEMENT

The PTSC may grant or deny a floating holiday when extenuating circumstances exist.

Employees may accumulate and carryover from year to year a maximum of three floating holidays. If PTSC Management is unable to authorize an employee to utilize the floating holidays, any floating holidays remaining at year end, in excess of the three which may be carried forward, shall be paid off.

All holidays are guaranteed, which means that the employees earn holidays when they are on vacation, or during approved paid leave(s) other than sick or indefinite leave.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 1-27-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 1/27/04

3. The following absences shall not be counted as attendance instances:
- a. Family Care and Medical Leave
  - b. Vacation
  - c. Holidays
  - d. Military Leave
  - e. Off with Permission
  - f. Court Appearances Under Subpoena
  - g. (Witness Appearance per 21.1 of union contract)
  - h. Bereavement Leave
  - i. Jury Duty
  - j. Union Business
  - k. Occupational Injury/Illness
  - l. Natural Disaster where employee is personally affected and therefore unable to report
  - m. Dentist or Medical Doctor Appointments with 48 hours advance written notice for up to 2 hours per work day limited to 6 appointment per floating 6 month period,
  - n. First Day of hospitalization of an immediate family member of the employee
  - o. Hospitalization of an employee
  - p. Disciplinary Suspension
  - q. Leaves of Absence per contract Article 11
4. If medical conditions dictate an employee with a serious, on-going illness or condition such as cancer or an employee who is pregnant may inform the immediate supervisor/manager and present the immediate supervisor/manager with medical verification of such illness or condition. The supervisor/manager will meet with the employee to discuss arrangements for doctor appointments and treatments to cause the least disruption to the work place and cause the least attendance problem for the employee.

The manager or designee may exercise discretion in applying discipline when an employee is non-compliant with this article if compelling or mitigating circumstances for the ~~employees~~ employees' excessive absenteeism exist.

### **Definitions**

- Instance** An absence period of 1 or more consecutive working days or a portion of a day or 1 hour or more, or 2 tardies, and/or cuts, or 4 tardies of less than 5 minutes.
- Tardy** An absence of less than 1 hour at the beginning of the work shift, It is counted as one-quarter of an instance.
- Cut** An absence of less than 1 hour at the end of the work shift, It is counted as one half on an instance.

**Procedure**

Progressive discipline will be applied to correct employees excessive absenteeism. All discipline shall be recorded in the employees' file.

**Employee Responsibilities:**

1. Maintain an attendance record in conformity with this Sideletter.
2. Report to work on time for regular and overtime assignments.
3. Notify his/her immediate manager/supervisor prior to the start of the work shift if unable to report for work. The employee must state the reason for the absence and the expected duration. If the duration is unknown the employee shall call on a daily basis.
4. If an employee calls off without a mitigating reason, he or she must leave a telephone number to be reached at for the two (2) hours immediately following the call-in.
5. Schedule medical appointments during non-work hours when possible, or at the beginning or end of a work day, to minimize disruption of the work schedule.
6. Unless an employee stated the date of expected return on the first day of absence, the employee shall notify manager/supervisor of his/her intention to return to work no later than 3:00 ~~p.m.~~ p.m. of the day prior to the day employee will return to work.
7. When requested by management, an employee will be required to bring a doctor's release when the criteria of Article 12.3 of union contract applies.
8. Falsification of sickness is grounds for discipline up to and including termination.

**Guidelines Guidelines**

1. Attendance, tardiness, and cut standards shall be enforced to maximize department efficiency and the operation. Strict tardiness enforcement (down to the minute) is appropriate when the job demands are such that any deviation from the scheduled hours would interfere with effective performance on the job.
2. Employees whose absences are excessive shall be subject to progressive discipline including suspension and termination. Progressive discipline will be applied whenever an employee's absences are excessive. Employees who fail to notify the manager or designee as provided in item #3 under "Employee Responsibilities" above, may be subject to disciplinary action.

**ARTICLE 17**  
**DISCIPLINE**  
**(NO CHANGE)**

**17.1 GRIEVING DISCIPLINARY ACTION**

Disciplinary action against Unit employees shall be imposed only for just cause. Disciplinary hearings shall be held within twenty (20) days from the date the PTSC has factual knowledge of occurrence of the incident to be investigated.

Before an employee covered by the contract is discharged or disqualified from any type of service, a hearing shall be held at which time the employee may present his/her position in writing to the specific charge. The time and place of the hearing shall be given sufficiently in advance to afford the employee the opportunity to arrange representation.

The employee will be given a copy of, or provided access to, written materials, reports and documents, if any, upon which the action is based.

Disciplinary appeals shall be subject to the grievance procedure that is a part of this Agreement, but the grievance procedure shall begin at Step Two. Disciplinary appeals must be filed within twenty days of the imposed disciplinary action and processed in accordance with the grievance procedure set forth in Article 18.

**17.2 COMPLIANCE WITH RULES**

The Union agrees that its members shall fully and faithfully comply with all Transit Security Officers rules and regulations applicable to Transit Security Officers, including those relating to conduct and work performance. The PTSC agrees that application of Department rules and regulations, which affect working conditions and performance shall be subject to the grievance procedure.

**17.3 ATTENDANCE POLICY**

This Sideletter outlines attendance standards for the Teamsters employees and general, responsibilities of employees.

All Teamster employees are expected to be punctual and to maintain good attendance in accordance with this Sideletter.

The PTSC encourages positive health practices by its employees and will try to accommodate employees requests for health care appointments.

An employee may be dismissed for absenteeism in accordance with this article.

**16.3 SAFETY SHOES**

All Transit Security Officers will be issued an initial pair of safety shoes, which will be replaced as needed. Transit Security Officers who need to replace worn-out safety shoes must submit for inspection their old safety shoes to the Director of Security or his/her designee, who will, based on criteria established by the Risk Management/Safety Department determine if another pair is needed. If new safety shoes are deemed necessary, the employee shall be issued a voucher to purchase a new pair at the PTSC's expense.

**16.4 REIMBURSEMENT TO THE PTSC**

An employee who leaves the PTSC before completing one (1) year of service shall reimburse the PTSC for the cost of the initial issue of uniform pants, shirts, jackets, shoes, Sam Browne gear and ties. This reimbursement will be deducted from the final paycheck. After completing one year of service, these initial uniform items will become the property of the employee. Only after four (4) years of service will the Sam Browne gear become the property of the employee.

**16.5 DESIGNATION OF DUTY UNIFORM**

The Director of Security has the exclusive right to determine the uniform worn by members of the department. The Watch Commander may alter the designated uniform for long-sleeve versus short-sleeve shirts on a watch, as long as all persons assigned to that watch are dressed alike.

**EXAMPLE:**

The Director of Security determines that beginning on November 1st the designated uniform is long-sleeve shirts. On November 10th the temperature is high. The Watch Commander may designate the short-sleeve shirt for that day for all persons on his/her watch.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 3-8-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 3/8/04

ARTICLE 16

UNIFORMS AND EQUIPMENT

16.1 INITIAL ISSUE OF UNIFORMS

The PTSC shall furnish all required uniforms and equipment to new employees.

16.2 UNIFORM ALLOWANCE

The PTSC will pay annually to each Transit Security Officer II, on ~~his/her Anniversary Date~~ July 1<sup>st</sup> of each year, the amount of \$720 ~~\$900~~ for the purpose of purchasing uniforms.

The PTSC will pay annually to each Transit Security Officer I, on ~~his/her Anniversary Date~~ July 1<sup>st</sup> of each year, the amount ~~OF \$650~~ of \$830 for the purpose of purchasing uniforms.

SPECIAL PROVISIONS

For the purpose of phasing in the new uniform allowance, same-date annual payment provision, the following process shall be adhered to:

Any Officer whose company Anniversary hire date falls between January 2004 and June 2004 shall receive an additional \$180.00 uniform allowance in order to make the employee whole for the calendar year of 2004.

All other Officers whose company Anniversary hire date falls after June 30, 2004 shall receive the new uniform allowance of \$900.00 on July 1, 2004, which will mark the implementation of the same-date annual uniform allowance provision of the collective bargaining agreement. Thus, the company Anniversary hire date uniform allowance payment provision will be discontinued after July 1, 2004.

Effective July 1, 2005 and thereafter, all Transit Security Officer II's will receive an annual uniform allowance of \$900.00 and all Transit Security Officer I's will receive an annual uniform allowance of \$830.00.

**15.6 DEATH PRIOR TO RETIREMENT**

Upon the death of an employee, after the completion of ten (10) years of continuous service, the spouse and dependent children will continue to be granted free transportation for life or until remarriage of the spouse. Dependent children are entitled to passes while under the age of 19 or under the age of 23 if a full time student.

**15.7 DEFINITION OF DEPENDENT CHILDREN**

For the purpose of this Section, dependent children will be considered to be eligible until their nineteenth (19th) birthday, or in the case of full-time students, until their twenty-third (23rd) birthday.

**15.8 FUTURE REVISIONS**


Any revisions to the PTSC's policy on Transportation Passes applicable to non-contract personnel will also apply to employees covered by this Agreement. Should the PTSC's Transportation Passes program, which corresponds to Section 15.1, 15.2, 15.3, 15.4, 15.5 and 15.6 above, be discontinued or modified Section 15.1 through 15.6 shall be nullified or modified accordingly.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 3-8-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 3/8/04



Discipline Guidelines and Steps	Instances	Recommended Discipline
1 <sup>st</sup> Step	5 instances or 3 instances approaching 60 totaling 52 hours of work time lost.	Verbal Counseling
2 <sup>nd</sup> Step	6 instances or 3 instances of 60 hours or more of work time lost	Written warning if instance is within six months from a verbal warning (See AWOL)
3 <sup>rd</sup> Step	This step is triggered by the next instance if employees record falls within the definition of excessive absenteeism.	3 days suspension if instance is within six months from a written warning (See AWOL)
4 <sup>th</sup> Step	This step is triggered by the next instance if employees record falls within the definition of excessive absenteeism	10 days suspension if instance is within six months from a 3 day suspension
5 <sup>th</sup> Step	This step is triggered by the next instance if employees record falls within the definition of excessive absenteeism	Termination hearing if instance is within six months from a 10 or more day suspension

**17.4 NOTICE TO UNION**

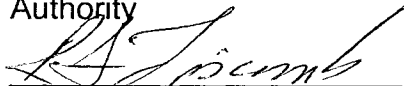
The PTSC agrees that the Union will be consulted on proposed amendments to Transit Security Officers rules and regulations affecting working conditions and performance.

**17.5 COMPUTATION OF TIME LIMITS**

The time limits referred to in this Article exclude Saturdays, Sundays and Holidays.


By written mutual agreement between the PTSC and the Union, the time limits set forth in Section 17.1 may be extended to specific times in individual cases. Such extensions may only be authorized by the Secretary/Treasurer of Local 911 or his designee.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
Rudy Lipscomb

Date 3-8-04

For the Teamsters Union, Local 911

  
Raymond B. Whitmer

Date 3/8/04

**Review Period**

The six-month floating period that starts from the first day of the instance. The instance is no longer chargeable after the six-month floating period. Refer to discipline guidelines to determine if number of instances or hours in the six month floating period is a violation of the attendance policy, All instances must be signed for within 20 days worked by employee returning from illness, injury, tardy, or cut.

**Off With Permission**

With management's approval an employee may be absent without pay, when an employee needs time off for an emergency or special event, but has not accrued leave time to use, "Off With Permission" may be granted to workers whose attendance record is in compliance with this article and the department workload can accommodate such absence.

**Excessive Absenteeism**

Six (6) or more instances of absences in a floating 6 month period, or three (3) or more instances with a total work time lost of 60 hours or more in a floating 6 month period.

**Absent Without Leave**

An employee who does not notify his supervisor within the first four hours of his shift that he/she will be absent, will be charged with absent without leave (AWOL), Unless the employee was unable to call due to a hospitalization or other mitigating circumstances the employee will be charged with violating the attendance policy. If the employee calls in to notify his supervisor that he/she is not coming in but has no mitigating circumstances, the supervisor may request the employee to come in. If the employee refuses and no mitigating circumstances are found the employee will be charged with (AWOL). The review period for (AWOL) is a 12-month floating period. The discipline will start no lower than Step 2 of the discipline guidelines and will be considered excessive absenteeism when an employee is already in violation of the policy.

## **TENTATIVE AGREEMENT**

circumstances related to the grievance in an effort to resolve the dispute. The Department Head or his/her designee shall render a decision in writing within fifteen (15) days from the date of the second step hearing or the case will automatically default and move to the next step of the appeal process, if not responded within the designated time frame. Copies of the decision of the Department Head or designee shall be mailed to the Union and the grievant on the day that the decision is rendered.

### **18.4 STEP THREE**

If the grievant and the Union do not concur with the decision of the Department Head or his/her designee the grievance may be advanced to Step Three, providing that the grievance is moved within ten (10) days of the Union's receiving the decision of the Department Head or designee.

In Step Three the grievance is submitted to the Chief Executive Officer or his/her designee.

The Step Three hearing may involve the Secretary-Treasurer or his/her designee, the grievant, relevant witnesses and/or representatives from departments affected. Although the third step is to be informal, the Union will present at this meeting all relevant facts, including the name and testimony of the Grievant and witnesses, when and where the alleged violation occurred, the specific Articles and Section of the Contract which were allegedly violated, and the Union's position.

### **18.5 SOLE MEANS OF SETTling DISPUTES**

It is understood and agreed that the provisions of this Article and Article 19 shall be the sole and exclusive means of settling any dispute or controversy arising out of the application and interpretation of this Agreement.

### **18.6 COMPUTATION OF TIME LIMITS**

The time limits referred to in this Article exclude Saturdays, Sundays and Holidays.

By written mutual agreement between the PTSC and the Union, the time limits set forth in Sections 18.2, 18.3, and 18.4 may be extended to specific times in individual cases. Such extensions may only be authorized by the Secretary/Treasurer of Local 911 or his designee.

### **18.7 APPEAL OF FINAL DECISION**

The right to appeal to a court of law, the final decision made at any step of the grievance procedure, is governed by Code of Civil Procedure, Section 1094.5. Any petition for judicial review of such decision must be filed within ninety (90) days of the date of the final decision.

# TENTATIVE AGREEMENT

## ARTICLE 18

### GRIEVANCE PROCEDURE

#### 18.1 PHILOSOPHY

It is the desire of the Union and the PTSC that employee and supervisor develop a relationship that not only encourages the settlement of disputes, but creates an atmosphere that prevents the development of disputes. Keeping this in mind, it is important that the PTSC, Union, and its members make every effort to resolve issues at the lowest level before filing grievances.

When a grievance or dispute with regard to the application or interpretation of the terms of this Agreement has been presented to the PTSC within twenty (20) days following knowledge of the act or condition which is the basis of the complaint by an employee or an authorized Union representative, and has not been satisfactorily adjusted by an authorized PTSC representative, and the employee or the Union wishes to pursue the issue further, it shall then be adjusted according to the following procedure.

#### 18.2 STEP ONE

The grievant shall submit the grievance in writing on Form RTD/MTA/Teamsters #1, and shall meet to discuss the nature of the grievance in an informal meeting with the supervisor. The grievant shall be entitled to have a Union representative present at the informal meeting with the supervisor.

The supervisor shall render an answer in writing to the grievant within fifteen (15) days following the informal meeting or the case will automatically default and move to the next step of the appeal process, if not responded within the designated time frame.

#### 18.3 STEP TWO

If the grievant does not concur with the supervisor's answer or, if no answer was received, the grievant may appeal the grievance to Step Two, providing he/she does so within ten (10) days from the date the grievant receives or should have received the supervisor's answer pursuant to Step One.

In Step Two the grievance is submitted to the Department Head or his/her designee in written form on MTA/Teamsters Form #1. A hearing shall be held within ten (10) days from the date that the grievance is submitted to the second step. The second step hearing may be attended by the Union's business agent, the appropriate shop steward, the grievant, any relevant witnesses, and the Department Head or his/her designee. The hearing shall be conducted in an informal manner and both the Union and the PTSC shall endeavor to present all the known facts and

# TENTATIVE AGREEMENT

## ARTICLE 19

### ARBITRATION PROCEDURE

#### 19.1 REQUEST FOR ARBITRATION

If the Union is not satisfied with the response of the Chief Executive Officer or his/her designee in Step Three, the Union may, within twenty (20) days, give a written "Demand for Arbitration" to the PTSC to move the matter to arbitration. Either the Union or the PTSC shall have the right to move a grievance or dispute to arbitration. If the question of the arbitrability of an issue is raised by the PTSC, such question shall be decided in the first instance by the arbitrator.

#### 19.2 SELECTION OF AN ARBITRATOR

Within ten (10) days after receipt of the "Demand for Arbitration" the PTSC and the Union shall meet to mutually select an arbitrator.

If an arbitrator cannot be selected by mutual agreement the arbitrator shall be selected from a list of five (5) qualified arbitrators furnished by the American Arbitration Association from which the Union will strike one, PTSC one, then Union one, PTSC one, and the remaining person is selected. If the arbitrator is unable to serve, the parties shall request a new list from the State Conciliation Service and thereafter strike off names as provided above. The party striking first shall be determined by lot.

#### 19.3 DATE OF ARBITRATION

The date of the hearing will be agreed to by the arbitrator, the PTSC, and the Union.

#### 19.4 RESULTS OF ARBITRATION

The parties agree that: (1) the findings of the Arbitrator shall be final and binding on the parties and the employee; (2) each party shall pay its own representative; (3) all other expenses of arbitration shall be borne equally by the parties, and said expenses may include the verbatim recording of the proceedings and a transcript of that record, if it is deemed necessary by both of the parties; (4) a written decision or award shall be rendered at a date to be mutually agreed upon by the parties.

All grievances or disputes shall be considered finally settled and not subject to arbitration unless a written demand for arbitration has been served as provided in this Article.


The parties may call any employee as a witness in any proceedings before the Arbitrator. If the employee is on duty, the PTSC agrees to release such employee so that he/she may appear as a witness. If an employee witness is called by either party, the party calling such employee will reimburse such employee for the time lost.

TENTATIVE AGREEMENT

ARTICLE 18

GRIEVANCE PROCEDURE

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 1-27-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 1/27/04

# TENTATIVE AGREEMENT

## ARTICLE 20

### ON-DUTY INJURY

#### 20.1 INJURY WHILE PERFORMING A SECURITY FUNCTION

In the event a Transit Security Officer is physically injured in the line of duty while involved in an interrogation, apprehension, detention, arrest, is a victim of an assault while in the performance of regularly assigned duties or is engaged in aggressive preventive patrol as determined by the Director of Security, and such injury results in loss of time, the PTSC shall compensate the employee for 100% of time, lost from work for the first thirty (30) calendar days of disability. If Workers' Compensation benefits are provided during the period of absence, the basis of payment will be as provided above, less Workers' Compensation benefits. It is proper reports must be filed in the conjunction with the injury, pursuant to the Rules of Practice and Procedure for the Workers' Compensation Appeals Board (W.C.A.B.)

In the event a Transit Security Officer is shot and wounded in the line of duty, as described above in 20.1, at the discretion of the Director of Security, the PTSC may extend the injured on-duty (IOD) pay, at 100% less Workers' Compensation benefits, for an additional 180 days.

Consideration will not be given to extending the IOD pay if the gunshot wound results from negligence on the part of the employee.

The decision of the Director to extend the on-duty injury pay will be final and not subject to the grievance procedure.

#### 20.2 SUBSEQUENT COVERAGE

The decision of the Director of Security as to which injuries are covered by this section is final.

At the conclusion of the thirty (30) day period, the employee will be covered by the Workers' Compensation provisions for a period of twelve (12) months.

#### 20.3 INDUSTRIAL INJURIES

Industrial injuries that do not result from security actions and that can be occasioned by any employee of the District such as, but not limited to, slips and falls and similar injuries which are determined not to be covered in Section 20.1, will be covered only by Workers' Compensation.

# TENTATIVE AGREEMENT

## 19.5 SCOPE OF THE ARBITRATOR

The arbitration shall be limited to issues specifically set forth in the written grievance which may remain unsettled after the procedures set forth above have been exhausted. Nothing in this Agreement shall be construed to empower the Arbitrator to change or modify any provision of this Agreement.

## 19.6 ARBITRATOR'S TIME LIMIT

All Arbitrators are requested to expedite their decisions as the parties normally expect a decision issued within twenty (20) days after the conclusion of the hearing.

## 19.7 CALCULATION OF TIME LIMITS

The time limits referred to in this Article exclude Saturdays, Sundays and Holidays.

## 19.8 ARBITRATOR COSTS

Arbitrator costs shall be shared equally by the parties.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
Rudy Lipscomb

Date 1-27-04

For the Teamsters Union, Local 911

  
Raymond B. Whitmer

Date 1/27/04



**ARTICLE 21**

**WITNESS PAY/JURY DUTY**

**(NO CHANGE)**

**21.1 WITNESS PAY**

The Authority agrees to compensate any employee at the rate of pay prescribed by the terms of this Agreement, less any other compensation received, as a result of an appearance in a court of competent jurisdiction either at the request of the PTSC or by subpoena by law enforcement agency in any criminal proceedings wherein the employee's presence is required due to witnessing occurrences while on duty.

Off-duty appearance: Hour-for-hour pay with a three (3) hours minimum paid at one and one-half (1½) times their straight time rate.

Off-duty On Call no appearance: three(3) hours minimum paid at their straight time rate.

**21.2 JURY DUTY**

Employees will complete, sign, and return Prospective Juror Questionnaires directly to the court.

An employee summoned to serve as a juror, upon receipt of the Jury Summons, should arrange for time off with his/her supervisor. An employee may submit a written postponement request to the Director of Security. The Director of Security may submit a letter to the Court to request a postponement on behalf of the employee.

An employee who is required to perform jury duty shall have his/her schedule changed to reflect Saturday and Sunday off for the duration of said jury duty.

**21.3 COMPENSATION FOR TIME ON JURY DUTY**

The PTSC will reimburse employees for time away from work while on jury service. Employees must follow these steps to receive reimbursement:

1. Submit the jury summons to their supervisor before jury service begins.
2. Request a verification form from the court to submit to the department at the conclusion of jury service. This form, which may be called, "Certification of Jury Service", "Certification of Attendance", "Work Slips", or "Confirmation of Service", is to be completed and signed by the Jury Supervisor to verify the dates the employee was paid by the court.

# TENTATIVE AGREEMENT

## 20.4 AUTHORITY

The Director of Security or his/her designee shall determine which injuries are covered by what section. This decision is subject to the grievance procedure.

## 20.5 NOTIFICATION OF INJURY

Employees who are injured on-duty must notify their supervisor immediately.

## 20.6 PROTECTION OF SENIORITY

No employee shall lose seniority due to an on-duty injury for up to twelve (12) months from the last day worked.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 1/27/04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 1/27/04

# TENTATIVE AGREEMENT

## ARTICLE 22

### HEALTH AND SAFETY

#### 22.1 COMPLIANCE WITH THE LAW

The PTSC agrees that it will take every reasonable measure to create and maintain a healthy and safe working environment and to comply with all applicable City, County, State and Federal Safety and health rules, regulations and laws. When there is good and sufficient evidence that safety standards are not being complied with, the Teamsters may present such violation to the PTSC as a grievance under the grievance procedure set forth in this Agreement.

#### 22.2 EQUIPMENT

Transit Security Officers I have the option to carry a nightstick approved by the PTSC while on duty, under the terms and conditions established by the Director of Security. Transit Security Officers I will bear all costs should they elect to exercise this option.

The PTSC will provide Transit Security Officers I body armor.

#### 22.3 TRAINING

The PTSC shall train Transit Security Officers to perform their duties as determined by the Director of Security.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 1-27-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 1/27/04

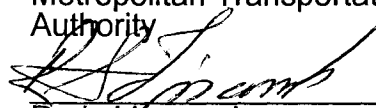
For each day the employee takes off for jury service, the department will deduct from their salary an amount equal to the court's compensation then in effect.

In the event the employee fails to submit a valid verification document to the department, their wages will be docked for the entire period of absence from work.

Jury duty is not subject to shift differential pay.

Jury Pay is limited to ten (10) days.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 3-8-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 3/8/04

# TENTATIVE AGREEMENT

## ARTICLE 24

### PROBATIONARY PERIOD


#### 24.1 LENGTH

Employees covered by this Agreement shall have a probationary period. The probationary period in each unit job classification shall be for twelve (12) months actual service which may be extended with the concurrence of the Union and the PTSC. In the event of an extension, and weekly during the normal probationary period, the employee shall be given in writing those areas that require improvement in order for the employee to complete the probationary period successfully. The employee shall have the opportunity to meet with the supervisor and the Shop Steward to review his/her deficiencies. The employee shall not have the right to grieve a probationary termination.

#### 24.2 FALSIFICATION OF RECORDS

It is understood that evidence of falsification of application and any other documents for employment shall subject the employee to termination, if such evidence is discovered within twelve (12) months of date of employment. After twelve (12) months of service the falsification must be of substantial nature and of relevant significance to their job to subject the employee to discipline or discharge.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 1-27-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 1/27/04

# TENTATIVE AGREEMENT

## ARTICLE 23

### RETIREMENT

#### 23.1 RETIREMENT PLAN

Employees will be covered by the PTSC Non-Contract Employees Retirement Income Plan - The New Plan and accordingly will not make any contributions to this Retirement Income Plan.

If the PTSC Non-Contract Employees Retirement Income Plan-The New Plan is amended during the term of this Collective Bargaining Agreement, such plan modification(s) shall automatically apply to the Teamsters bargaining unit, without further negotiation.

If the PTSC adopts a new retirement plan for its non-represented employees of the former LACMTA and does not continue to maintain the PTSC Non-Contract Employees Retirement Income Plan-the New Plan, employees represented by the Teamsters will be covered by the newly adopted PTSC plan on the same terms and conditions as the non-represented employees of the former MTA.

#### 23.2 401K PLAN

It is agreed that the members of the Teamsters Local 911 are eligible to participate in the PTSC's established 401k plan.

All contributions shall be made by employees. Contributions will be deducted bi-weekly on a pre-tax basis.

The 401K plan will be administered by the PTSC's Plan Administrator in accordance with IRS regulations.

#### 23.3 RETIREE MEDICAL BENEFITS

The MTA is presently studying the non-contract retiree medical benefits. Teamsters will receive any benefit modifications, if any, which are provided to non-contract employees.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 1-27-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 1/27/04

# TENTATIVE AGREEMENT

## ARTICLE 26

### UNION BULLETIN BOARDS

The PTSC will provide locked bulletin boards at the major security posts (Central Maintenance Facility, One Gateway Plaza, Cash Room, location 20 South Park and Division 09) and any future major posts mutually agreed to between the parties, at no cost to the Union, for the purpose of posting material related to Union business.

Where it is impractical to maintain a bulletin board a clipboard will be provided and accessible to the employees.


The Union agrees not to post or distribute any derogatory or inflammatory material on PTSC property.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 1-27-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 1/27/04

# TENTATIVE AGREEMENT

## ARTICLE 25

### RULES AND REGULATIONS

A copy of this Agreement and all rules, regulations and general orders shall be available at every duty station.

Whenever a new order or rule is issued relating to job performance or work rules pertaining to Transit Security Officers, a copy will be forwarded to the Union.

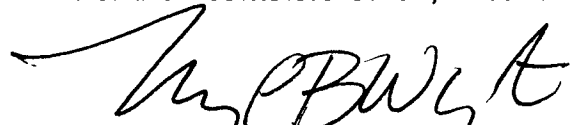
A Rules and Regulations Book for Transit Security Officers will be implemented within six (6) months of ratification of the Agreement by the PTSC's Board of Directors.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 1-27-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 1/27/04

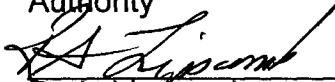


TENTATIVE AGREEMENT

ARTICLE 27

SENIORITY

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 1-29-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 1/27/04

# TENTATIVE AGREEMENT

## ARTICLE 27

### SENIORITY

#### 27.1 SENIORITY

Employee seniority shall be based upon time spent as an employee in a position represented by the Union.

Employees who were reclassified by Board action on July 5, 1981, shall be credited with seniority for the time spent in the former job classification (e.g. Special Agents, Security Guards III).

#### 27.2 REDUCTION IN FORCE

When necessary to reduce forces, reduction will be made in the order of least seniority, as defined in Section 27.1, in the classification being reduced.

In the event of a reduction in force, employees shall first be reduced within class, based upon the employee's seniority within the class. The reduced employee shall utilize his/her unit seniority to bump the least senior employee in the lower classification. In any event, regardless of classification, the employee with the least unit seniority shall be laid off first.

An employee laid off or reduced on account of reduction in force shall have his/her name carried on the seniority roster for twelve months, and shall be given preference in the order of seniority, subject to qualifications, over other employees when the force is increased or vacancies occur.

An employee reduced from Senior Transit Security Officer to Transit Security Officer shall be reinstated, at any time, to Senior Transit Security Officer when either a vacancy occurs or a new position is established within the Senior Transit Security Officer classification.

#### 27.3 APPOINTMENT TO NON-BARGAINING POSITIONS

When a member of the bargaining unit accepts a Non-Bargaining unit position after the effective date of this Agreement he/she has six (6) months with the continued payment of dues and fees from the effective date of the assignment to a Non-Bargaining position to determine if he/she wants to return to a Teamster represented position or remain in the Non-Bargaining position. If the employee does not return to the Teamster covered position within six (6) months he/she will forfeit all seniority rights accrued under this Agreement and the Union shall be notified by the PTSC in writing of such forfeiture.

# TENTATIVE AGREEMENT

## ARTICLE 29

### UNION SECURITY/AGENCY SHOP

#### 29.1 MEMBERSHIP AND DUES

Each employee covered by this Agreement must within thirty (30) days following the beginning of employment or in the case of current employees, within thirty (30) days after official notification by the Union, acquire membership in the Union or pay to the Union a monthly service fee equal to the amount of monthly membership dues as a condition of employment. This service fee represents a contribution by non-Union members toward the administration of this Agreement and the representation of employees.

#### 29.2 INITIATION FEES

All new employees shall pay an initiation fee to the Union.


#### 29.3 PAYROLL DEDUCTION

The Union dues, agency fees, and initiation fee may be paid through payroll deduction.

#### 29.4 EMPLOYEE ROSTER


The PTSC shall supply the Union with a written list of the names and addresses of new employees as soon as practicable.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 1-27-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 1/27/04

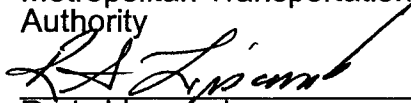
# TENTATIVE AGREEMENT

## ARTICLE 28

### UNION BUTTONS

Employees may wear a regulation Teamster Union button or pin while in uniform and on duty.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 1-27-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 1/27/04

# TENTATIVE AGREEMENT

## **30.6 DATE AND PRIORITY OF DEDUCTIONS**

Deduction may be made by the PTSC on only one payroll audit per month designated by the PTSC. If employee's earnings during a particular payroll audit designated by the PTSC are insufficient to permit full deductions, no deduction will be made and the PTSC will not be responsible therefore. The following payroll deductions shall have priority over deductions covered by this Article:

- Social Security Act--Employee Income Tax Deductions
- Group Life Insurance Contributions
- Repayable Advances on Salaries
- Accounts Receivable
- State Disability Insurance
- Health Insurance Contributions

## **30.7 PTSC'S RESPONSIBILITY**

Responsibility of the PTSC shall be limited to remitting to the Union amounts actually deducted from the wages of employees pursuant to this Article, and the PTSC shall not be responsible for failing to make deductions or for making improper or inaccurate deductions.

## **30.8 INDEMNIFICATION BY UNION**

The Union agrees that it will indemnify, defend and save harmless the PTSC from any and all liability arising from entering into or complying with the terms of this Article.

## **30.9 TERMINATION FOR GRADE OR CLASS**

In the event the Union no longer represents the employees, or a grade or class of employees of the PTSC, this Article becomes void for the employees, or grade or class of employees no longer represented as of the date representation terminates.

## **30.10 PTSC TO FURNISH VOUCHERS**

The PTSC will forward to the designated representatives of the Union, vouchers for the amount of deductions, together with a statement showing the changes, if any, in the lists submitted by the Union.

# **TENTATIVE AGREEMENT**

## **ARTICLE 30**

### **UNION DUES - CHECKOFF**

#### **30.1 PAYROLL DEDUCTION OF DUES**

The PTSC will, each month, deduct from wages due, all sums for periodic Union dues, initiation fees, assessments and insurance (not including fines and penalties) payable to the Union by employees of the PTSC who are members of the Union.

#### **30.2 AUTHORIZATION FOR DEDUCTIONS**

For each employee for whom deductions referred to in Section 1 above are to be made, the Union will furnish to the PTSC the employee's authorization to make such deductions. Such authorization shall be furnished to the PTSC prior to the time the affected employee's name first appears on the deduction list referred to in Section 3 of this Article.

#### **30.3 DEDUCTION LIST FURNISHED BY UNION**

The designated officers or representatives of the Union shall submit to the Controller, at least ten (10) days before the end of the payroll period designated by the PTSC as the period in which deductions will be made, a deduction list showing necessary detail in such form as approved by the PTSC.

#### **30.4 DUE DATE FOR AUTHORIZATION**

To be effective for a particular month, an individual's deduction authorization must be in the actual possession of the Controller not later than the date established for the Controller's receipt of the regular monthly deduction list for that particular month. The PTSC shall have the right to refuse to accept or act upon any authorization which is illegible or which is not fully or properly executed, or which inadequately identifies the employee involved.

#### **30.5 ERROR IN DEDUCTION LISTS**

Errors in the deduction list shall be corrected by the Union by adjustment included in the subsequent list furnished by the Union to the PTSC. Questions arising as to the correctness of the amount shown on the deduction list will be handled directly with the Union by the employees.

# TENTATIVE AGREEMENT

## ARTICLE 31

### CLASSIFICATION PAY

#### 31.1 HIGHER CLASSIFICATION

If a Transit Security Officer I is required by the PTSC to wear a gun in the course and scope of his/her duties and has met the certification requirements, he/she will be compensated at the Transit Security Officer II rate at the step closest to but not lower than his/her current rate.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 1-27-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 1/27/04

# TENTATIVE AGREEMENT

## 30.11 VOLUNTARY POLITICAL CONTRIBUTIONS

The PTSC agrees to deduct from the paycheck of all employees covered by this Agreement voluntary contributions to Democrat Republican Independent Voter Education (D.R.I.V.E.).

D.R.I.V.E. shall notify the PTSC of the amounts designated by each contributing employee that are to be deducted from his/her paycheck on a weekly basis for all weeks worked. The phrase "weeks worked" excludes any week other than a week in which the employee earned a wage. The PTSC shall transmit to D.R.I.V.E. National Headquarters on a monthly basis, in one check the total amount deducted along with the name of each employee on whose behalf a deduction is made, with the employee's social security number and the amount deducted from that employee's paycheck. The International Brotherhood of Teamsters shall reimburse the PTSC annually for the PTSC's actual cost for the expense incurred in administering the weekly payroll deduction plan.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 1-27-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 1/27/04



ARTICLE 33  
TERM OF AGREEMENT

33.1 DURATION AND TERMINATION

Except as otherwise provided herein, this Agreement shall be made effective October 1, ~~2000~~ 2003 and shall remain in full force and effect to and including September 30, ~~2003~~ 2006. Unless notice in writing of termination has been served upon the other not later than ninety (90) days prior to September 30, ~~2003~~ 2006. If neither party so serves such notice of termination, this Agreement, after September 30, ~~2003~~ 2006, may be terminated by either party serving upon the other written notice of the termination not later than ninety (90) days prior to the time it is proposed to make such termination.

33.2 REQUESTS TO MODIFY

Any request to modify or change this Agreement, or any portion thereof, shall be made in writing and shall be served on the other party not later than ninety (90) days prior to September 30, ~~2003~~ 2006, and if the Agreement is in effect after such date by reason of the provisions of Section A above, not later than ninety (90) days prior to the time it is proposed to make such change or modification.

33.3 SUBSEQUENT INTERPRETATION

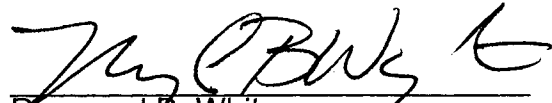
After the effective date of this Agreement, no interpretation of this agreement will be binding on either party to this Agreement unless it is in writing and signed by the authorized representatives of the parties to this Agreement.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
Rudy Lipscomb

Date 3-8-04

For the Teamsters Union, Local 911

  
Raymond B. Whitmer

Date 3/08/04

# TENTATIVE AGREEMENT

## ARTICLE 32

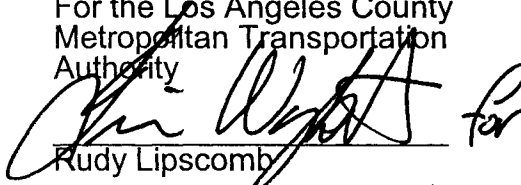
### HEALTH INSURANCE

#### 32.1 COVERAGE

- A. The PTSC agrees to pay to the Trustees of the Teamsters Health and Welfare Plan the amount indicated below for each employee covered by this Contract. This monthly contribution will be used to defray the cost of a Health Plan designed for the benefit of the employees of the PTSC who are represented by the Teamsters, and their dependents.
- B. The monthly amount to be paid by the PTSC will be as follows:
1. Effective October 1, 1995 ~~2003~~ - up to ~~\$480.00~~ \$607.00 per month.
  2. Effective October 1, 2004 – up to \$698 per month.
  - ~~2. Effective October 1, 2001 – increase monthly contribution to the Teamsters' Health and Welfare trust fund up to, but not to exceed, \$48 per month.~~
  3. Effective October 1, 2005 – up to \$803 per month.
- C. The PTSC further agrees to hold the amount of \$48,982.00 and make up to such amount available to the Trustees of the Teamsters Health and Welfare Plan during the term of this Contract to defray the cost of a Health Plan for PTSC employees represented by the Teamsters in the event that Health Plan costs exceed the monthly payments by the PTSC as set forth in this Article. Any funds still held by PTSC pursuant to this section will no longer be available to the Teamsters Health and Welfare Plan after this Contract expires.


---

For the Los Angeles County  
Metropolitan Transportation  
Authority

 for  
Rudy Lipscomb

Date 3-12-04

For the Teamsters Union, Local 911

  
Raymond B. Whitmer

Date 3/16/04


# TENTATIVE AGREEMENT

## SIDELETTER OF AGREEMENT

1997-03

Active members of the Teamsters Local 911 are eligible to participate in the PTSC's established Non-represented Educational Assistance Program. The Teamster-represented employees participating in the program shall be subject to all policies and procedures of the program as specified in Human Resource Policy HR 8-1.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 4/27/04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 1/27/04

# TENTATIVE AGREEMENT

## ARTICLE 34

### ASSIGNABILITY

If the Public Transportation Services Corporation is, by operation of law, formally merged or consolidated into another transit system or public agency, the acquiring entity shall assume this labor contract with the Teamsters Local 911.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 1-27-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 1/27/04

**SIDELETTER OF AGREEMENT**

**2000-02**


Senior Transit Security Officers assigned the duties of Watch Commander shall receive five percent (5%) in addition to any other compensation under any other provision of the collective bargaining agreement while performing the duties of Watch Commander.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
Rudy Lipscomb

Date 1-27-04

For the Teamsters Union, Local 911

  
Raymond B. Whitmer

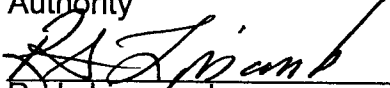
Date 1/27/04

**SIDELETTER OF AGREEMENT**

**2000-01**

Anytime there is an internal posting for the newly created Senior Transit Security Officer position, a list of all applicants who have applied and are deemed eligible by the Authority's Human Resources shall be submitted to the Director of Security. When the Director of Security determines that two or more employees are essentially equally qualified to fill a position, the seniority shall be the deciding factor in filling that position. A promotional decision made by the Director of Security shall be final.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 1-27-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 1/27/04

**OFF DAYS:**

Employees will be allowed to select their days off within the shift every third deployment period on Department seniority basis, provided the needs of the department are satisfied. For purposes of this provision, Revenue and Sweep Team assignments will be treated as separate shifts.

**HARDSHIP CONSIDERATION**

Requests for changes in days off or shift assignment must meet the following criteria and comply with the Authority's Family Care and Medical Leave policy:

Allowance may be made when necessary to accommodate extreme illness/injury of the employee or of the employee's immediate family (mother, father, spouse, daughter or son) requiring the employee's presence and assistance.

The employee must provide documentation to verify such illness/injury and substantiate why the employee's presence is needed.


Once the accommodation is made the employee must make every effort to remedy the hardship as soon as possible.

**LONGEVITY**

Employees with twenty or more years of departmental service shall be given preference as to work location, provided the operational needs are satisfied.

---

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 3-8-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 3/8/04

**SIDELETTER OF AGREEMENT**

**2000-03**

**SCHEDULING OF DAYS OFF**

It is the intent of Management to schedule Transit Security Officers and Senior Officers in a manner that distributes our personnel resources as effectively as possible.

Transit Security Officers:

Shift schedules with designated days off will be determined by management. Transit Security Officers will bid on the available shifts based on Bargaining Unit Seniority.

Senior Transit Security Officers:

Shift schedules with designated days off will be designated for senior officers within watch or assignment by management in the following manner and in the following order:

1. Friday/Saturday
2. Sunday/Monday
3. Tuesday/Wednesday or Wednesday/Thursday
4. Saturday/Sunday

Should any more than four seniors be on a single assignment, the designated days off available, will be repeated. Senior officers assigned to Administration and Revenue shall be exempted from this Day Off assignment format due to the operational schedules of those units. Senior Officers will bid for the available slots based on seniority within the bargaining unit.

Upon mutual agreement of all senior officers on a specific watch/assignment and with management approval, senior officers may rotate their days off each Deployment period. When only two senior officers are scheduled to a specific watch/assignment, with mutual agreement between the senior officers and with management approval, the affected senior officers may designate different days off as long as there is no overlap in those days off.

Days off schedules for senior officers will be determined independently for the following watches or assignments:

1. Day Watch
2. Revenue Team
3. PM Watch
4. EM Watch
5. MRL Sweep Team
6. Administration

Trading will not be permitted if such results in an employee working in excess of forty hours a week.



# TENTATIVE AGREEMENT

## PROPOSED SIDELETTER OF AGREEMENT

2003 – 02

### SENIOR TRANSIT SECURITY OFFICER DUTIES AND RESPONSIBILITIES

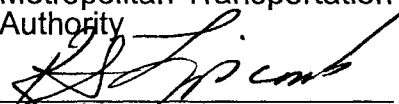
#### AUTHORITY OF SENIOR TRANSIT SECURITY OFFICERS

While on-duty, Senior Transit Security Officers (Sr. S/O II) shall have full supervisory authority over Security Officer I, Security II and Field Training Instructors on the shift in which they are on duty. The parties also agree that the (Sr. S/O II) will not conduct Internal Affairs investigations or recommend or impose discipline on members of the Teamsters Union. However, the Sr. S/O II may, on occasion, be ask to assist in preliminary Internal Affairs investigations (that do not involve Teamsters bargaining unit). Senior Transit Security Officers may also be asked to provide input on subordinate officers performance evaluations.

In addition to the afore-mentioned, the following duties and responsibilities of the (Sr. S/O II) includes, but not limited to:

- Protects Authority passengers, employees, properties, facilities, revenues and other assets.
- Travels to various Authority facilities to monitor Security Officers in the performance of their work and assists in the resolution of routine problems.
- Conducts daily briefings to update security personnel on special assignments, general orders, training bulletins, major events, and other significant activities.
- Coordinates and checks work of Transit Security Officers, including the review of daily logs and incident reports; receives and records emergency and sick time notifications. Conducts uniform inspections.
- Act as Watch Commander in accordance with Sideletter of Agreement 2000-02.
- Takes appropriate action in response to accidents, various incidents, and other occurrences of varying severity; ensures the appropriate Authority staff are apprised of all developments in a timely manner.
- Coordinates with law enforcement personnel, other security personnel and Authority staff as necessary.
- Performs duties of a Transit Security Officer when needed; and other related duties as directed by superior Transit Security personnel.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
Rudy Lipscomb

Date 3/16/04

For the Teamsters Union, Local 911

  
Raymond B. Whitmer

Date 3/16/04

**SIDELETTER OF AGREEMENT**

**2003-01**

**TEMPORARY SERGEANT ASSIGNMENT**

This agreement is between the Public Transportation Services Corporation (PTSC) – Security Department and Teamsters Local 911. It is understood and agreed that when an acting Sergeant's position becomes available and is filled by a Teamster represented employee the incumbent in the position will continue to be covered by all the terms and conditions of the current collective bargaining agreement between the PTSC and Teamsters Local 911.

It is further agreed that during the acting assignment the employee shall perform duties as assigned by management. The employee will not conduct performance evaluations with respect to Teamster represented employees but will provide input into the evaluation process. In addition, employees assigned to an acting Sergeant's position will not impose disciplinary action against Teamster represented employees.

Upon completion of the assignment the employee shall return to their regular position in the bargaining unit. In the event the employee is assigned to an acting Sergeant's position more than six (6) months article 27.3 (APPOINTMENT TO NON BARGAINING UNIT POSITIONS) shall be extended to a period of one (1) year for the payment of dues and the accrual of seniority rights. If it appears the assignment will exceed more than one (1) year the parties, at least thirty (30) days prior to one (1) year being completed, will meet to discuss any special circumstances surrounding the assignment.

---

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
\_\_\_\_\_  
Rudy Lipscomb

Date 3-16-04

For the Teamsters Union, Local 911

  
\_\_\_\_\_  
Raymond B. Whitmer

Date 3-16-04

**SIDELETTER OF AGREEMENT**

**2003 - 03**

**SEMIAUTOMATIC FIREARM**

**SEMIAUTOMATIC FIREARM TYPE AND USE**

Employees actively holding the position of Transit Security Officer II shall carry an Authority provided semiautomatic firearm. This firearm is limited to a 9 mm caliber semiautomatic pistol, Beretta model 92F. The use of this equipment is limited to on-duty work hours set forth by the Authority.

It shall also be noted that the issuance and use of this semiautomatic firearm does not elevate the Security Officer's current status, thus this classification of employees will maintain a non-peace officers status. This firearm must never be carried in a loaded concealed manner or used off-duty for any reason except to qualify or practice off duty at a qualified firing range.

**TRAINING**

The Authority shall provide all active Transit Security Officer II employees the required training necessary to qualify officers to possess and use the 9 mm semiautomatic pistol. Training at the firing range for officers and other designated employees shall be conducted by the Los Angeles County Sheriff's Department for the life of this agreement. The training time spent at the range for purposes of meeting the initial qualification requirements shall be conducted during the employee's on-duty work hours.

At the Authority's discretion, regular work schedules may be temporarily changed during the period of training. There will be no additional compensation to the employee (i.e., overtime pay, compensatory time off, etc.) as a result of the temporary work schedule change.

For the Los Angeles County  
Metropolitan Transportation  
Authority

  
Rudy Lipscomb

Date 3-8-04

For the Teamsters Union, Local 911

  
Raymond B. Whitmer

Date 3/8/04

