

# TENTATIVE AGREEMENT

## Article 5.03 Base Wage Rates and Regular Wage Rates

For the purpose of determining an employees wage rate as used in this Agreement, the following two terms or categories shall apply:

A. Base wage rate: The hourly rate identified by one of the steps in this Article.

B. Regular wage rate: The hourly rate actually paid to an employee. This rate includes all premium pay provisions such as but not limited to, bilingual pay, differentials and any other FLSA-required inclusion. When more than one premium is applicable, each premium shall separately be added to the employee's base wage rate. The employee's regular wage rate shall be used to compute overtime.

**C. Pay rates for ParaCruz employees have been increased by:  
2% effective June 18, 2015**

(Base wage scale to be provide to the union prior to ratification vote)

For the Union: Eduardo Montesino

  
\_\_\_\_\_  
Chief Negotiator

Date: 6/2/14

For Santa Cruz METRO: Robyn D. Slater

  
\_\_\_\_\_  
Chief Negotiator

Date: 6/2/14

# TENTATIVE AGREEMENT

## Article 25 Effective Date-Duration-Termination

- A. Except as otherwise provided herein, this Agreement shall be made effective **July 1, 2015**, and shall remain in full force and effect to and including **June 30, 2016**, and shall continue in effect for additional periods of one (1) year thereafter, unless notice in writing of termination has been served by either party upon the other not later than ninety (90) calendar days prior to this expiration date or any subsequent yearly period. The duration and termination date of this Agreement shall remain in full force and effect regardless of the Local Union's affiliation with, or disaffiliation from, any International Union.
- B. Any requests 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) calendar days prior to **June 30, 2016**, and in the event the Agreement is in effect after that date, by reason of the provisions of subsection (A) hereof, not later than ninety (90) calendar days prior to the expiration date of any subsequent yearly period.
- C. METRO shall provide release time without loss of compensation from work time for up to three (3) employed Union Representatives to participate in collective bargaining pursuant to the modification or termination of this Agreement. Release time shall include one hour before the scheduled start time for those sessions scheduled less than a full day. If any Union Representative is required by the schedule of full day bargaining sessions to meet with METRO on her regular day or days off, she shall be granted an alternate day(s) off.


When a Union Representative is released from work time with pay for time spent in bargaining, that time shall be counted as time worked for all provisions within the Labor Agreement.

For the Union: Eduardo Montesino

  
\_\_\_\_\_  
Chief Negotiator

Date: 6/2/14

For Santa Cruz METRO: Robyn D. Slater

  
\_\_\_\_\_  
Chief Negotiator

Date: 6/2/14

Santa Cruz Metropolitan Transit District  
 UTU Paracruz Only  
 Proposed Contract Extension - 2%  
 Based on Rates Effective June 19, 2014

6/4/2014

**PROPOSED CONTRACT EXTENSION: 2%**

UTU Paracruz	New Hire	Fully Qualified	After 6 Months	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Class Title									
CLERK I	13.85	14.54	15.26	16.03	16.83	17.68	18.56	19.49	20.47
CLERK II	14.15	14.85	15.60	16.37	17.20	18.05	18.95	19.91	20.90
CLERK III	14.64	15.37	16.14	16.95	17.80	18.69	19.61	20.60	21.63
DISPATCHER/SCHDLR	15.26	16.03	16.83	17.68	18.56	19.49	20.47	21.50	22.57
DISPATCHER	14.64	15.37	16.14	16.95	17.80	18.69	19.61	20.60	21.63
MECHANIC I	14.52	15.25	16.01	16.81	17.66	18.54	19.47	20.45	21.46
MECHANIC II	14.64	15.37	16.14	16.95	17.80	18.69	19.61	20.60	21.63
RESERVATIONIST	13.85	14.54	15.26	16.03	16.83	17.68	18.56	19.49	20.47
RESERVATIONIST/ SCHED COOR	17.73	18.62	19.55	20.52	21.55	22.64	23.78	24.96	26.19
SAFETY/RD RSP COOR	17.73	18.62	19.55	20.52	21.55	22.64	23.78	24.96	26.19
VAN OPERATOR	14.52	15.25	16.01	16.81	17.66	18.54	19.47	20.45	21.46
PARATRANSIT SUPERVISOR	19.55	20.52	21.55	22.64	23.78	24.96	26.19	27.52	28.89

*EAD*  
 6/13/14

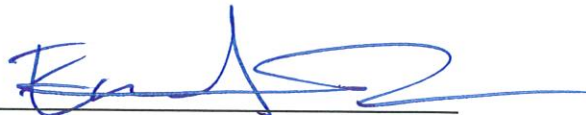
This agreement is entered into by the United Transportation Union Local 23/SMART and the Santa Cruz Metropolitan Transit District July 1, 2014, and is executed on behalf of the parties by the following signatories:

Santa Cruz Metropolitan  
Transit District



Robyn D. Slater, Chief Negotiator

United Transportation Union Local 23/SMART



Eduardo Montesino  
Chief Negotiator/General Chairperson