

Central Pennsylvania Transportation Authority

DATE: November 17, 2022

TIME: 9:45AM

PLACE: Zoom Meeting. Public may participate at Cameron Street or Zarfoss Drive Locations.

PURPOSE: November 2022 BOARD MEETING

REGULAR MONTHLY MEETING

ORDER OF BUSINESS

1. Call to Order
2. Executive Session – Personnel Item
3. Changes or Modifications to the Agenda
4. Public Comment: Accepted in Person or in Writing
5. Approval of Minutes
 - Meeting Minutes of September 29, 2022 (Page 2-3)
6. Resolutions
 - RESOLUTION 2209 – RATIFYING COLLECTIVE BARGAINING AGREEMENT WITH TEAMSTERS LOCAL 776 COVERING FIXED ROUTE OPERATORS AND MAINTENANCE EMPLOYEES (Pages 4-5)
7. New Business
8. Adjournment

Next Meeting: TBD

Central Pennsylvania Transportation Authority

MINUTES OF BOARD MEETING SEPTEMBER 29, 2022

Upon duly given notice, the monthly Board Meeting of the Central Pennsylvania Transportation Authority (CPTA) Board of Directors was held at 59 East High Street, Gettysburg, PA on September 29, 2022.

Members Present: Raymond Rosen, Annie Strite, Kirk Stoner, Gary Eby, Thomas Wilson, Richard Carson, Lisa Moreno-Woodward and Keith Martin. Jill Nagy, Counsel, was also present.

Others Attending: Richard Kotz, City of Harrisburg; Jarrod Johnson, Cumberland County; Eric Bugaile, Dauphin County; Richard Farr, Executive Director; Christopher Zdanis, Chief Operating Officer - Harrisburg; Trevor Manahan, Chief Operating Officer – York; Jenna Reedy, Chief of Staff; Jamie Leonard, Chief Human Resources Officer; Stephen Baldwin, Chief Financial Officer; Richard Trout, Safety, Security, and Training Officer; Brian Gillette, Controller; David Juba, Planning Manager; Nicole Hansen, Human Resources Business Partner – Labor Relations; Sherry Welsh, Senior Project Manager/rabbitcares Administrator; Eric Maguire, Grants and Procurement Manager; and Miguel Acri-Rodriguez, Transit Planner.

Raymond Rosen called the meeting to order at 9:46AM.

EXECUTIVE SESSION

Board went into Executive Session regarding a personnel matter.

CHANGES OR MODIFICATIONS TO THE AGENDA

No changes or modifications to the agenda.

PUBLIC COMMENT:

No public comment.

APPROVAL OF MINUTES:

A motion to approve the minutes from the regular CPTA Board of Directors meeting on April 28, 2022, was moved by Thomas Wilson, seconded by Rich Carson and passed unanimously.

Central Pennsylvania Transportation Authority

RESOLUTIONS

RESOLUTION 2208 – RATIFYING COLLECTIVE BARGAINING AGREEMENT WITH TEAMSTERS LOCAL 776 COVERING SPECIALIZED TRANSIT OPERATOR EMPLOYEES

Motion to approve was raised by Keith Martin, seconded by Richard Carson and passed unanimously.

NEW BUSINESS:

No new business.

ADJOURNMENT:

The regular meeting of the Central Pennsylvania Transportation Authority (CPTA) Board of Directors adjourned at 9:59AM.

Next Meeting: TBD

Respectfully Submitted,

Jenna Reedy
Chief of Staff

Thomas Wilson
Secretary

RESOLUTION NO. 2209

**RATIFYING COLLECTIVE BARGAINING AGREEMENT WITH TEAMSTERS LOCAL 776
COVERING FIXED ROUTE OPERATORS AND MAINTENANCE EMPLOYEES**

WHEREAS, the conditions of employment for Fixed Route Operators and Maintenance Employees are governed by an agreement between the Authority and Teamsters Union, Local 776; and,

WHEREAS, the previous agreement expires on December 31, 2022; and,

WHEREAS, an Agreement for a new, 3-year agreement has been reached between Management of the Authority and representatives of Teamsters local 776; and,

WHEREAS, this Agreement has been ratified by the membership of the collective bargaining unit on November 13, 2022,

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Central Pennsylvania Transportation Authority that a Collective Bargaining Agreement between the Authority and Teamsters Local Union No. 776 covering Fixed Route Operators and Maintenance Employees be approved, covering the period January 1, 2023 through December 31, 2025.

CERTIFICATION OF OFFICERS

OF

CENTRAL PENNSYLVANIA TRANSPORTATION AUTHORITY

I certify that the foregoing is a sound and true copy of a Resolution adopted at a legally convened meeting of the Central Pennsylvania Transportation Authority Board Members held on November 17, 2022.

_____ attest: _____
Thomas Wilson Raymond Rosen
Secretary Chairman

RESOLUTION 2209

**RATIFYING COLLECTIVE BARGAINING AGREEMENT WITH TEAMSTERS LOCAL 776
COVERING FIXED ROUTE OPERATORS AND MAINTENANCE EMPLOYEES**

Fact Sheet:

- This is a 3-Year Agreement.
- Overall direction going in was to increase Wages and Leave benefit closer to competitive levels to aid in recruitment and retention.
- Added wage increase or bonus based on longevity.
- Discharge and Suspension language was more clearly defined and the tardy language was eliminated and moved to six-step progression for Miss-Outs.
- Updated Sick leave to provide for 56 hours of “annual” sick leave with no penalty for use. Once annual sick leave is used, employees can use their “long-term” sick leave account and then receive occurrences; 3rd occurrence is a Caution, 4th-Written Warning, 5th-Final Written Warning and 6th-Termination. Employees will use their Annual Sick Leave balance prior to using Long-term Sick Leave. Doctor’s note required in excess of two (2) consecutive days absent.
- All Extra board Operators are guaranteed 32 hours per week
- New employees will receive 40 hours of Vacation at the completion of their probationary period, which will be prorated based on date of hire.
- Employee contributions towards Health and Welfare will remain at the 2022 rates unless insurance premiums increase by more than 10%. Eligibility date for health benefit coverage reflects Memorandum of Agreement. Newly hired employees shall qualify for coverage as of the first day of the month immediately following the Authority’s first contribution if eligibility has been established; must work an average of 80 hours in the preceding month.
- *Wages (all figures based on average by classification):*

Wage	2023	2024	2025
Operators	8.36%	3.86%	3.71%
Class A Mechanic	6.55%	3.07%	2.98%
Class B Mechanic	7.27%	3.39%	3.28%
Class C Mechanic	8.47%	3.90%	3.76%
Class D Service	10.91%	4.92%	4.69%

- Longevity increases (Fixed Route and Maintenance):

Completion of Years of Service	Incentive
5 years	\$0.25/Hr
10 years	\$0.25/Hr
15 years	\$1,000 bonus
20 years	\$1,500 bonus

- Wage adjustments will not take effect until January 1, 2023. Wage increases will be effective as of paycheck date January 13, 2023.
- Each employee covered under this agreement is to receive a one-time signing bonus of \$1000.00, to be paid in the first full pay period in January 2023.