

CUMBERLAND – DAUPHIN – HARRISBURG
TRANSIT AUTHORITY

DATE: November 17, 2022

TIME: 9:45 AM

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

PURPOSE: 2022 November Board Meeting

ORDER OF BUSINESS

1. Call to Order
2. Changes or Modifications to the Agenda
3. Public Comment: Accepted in Person or in Writing
4. Approval of Minutes
 - A. Meeting Minutes of September 30, 2022 (Pages 2-3)
5. Communications
6. Treasurer's Report – See SRTA board packet
7. Resolutions
 - A. RESOLUTION 2212 – RATIFYING COLLECTIVE BARGAINING AGREEMENT WITH CUMBERLAND DAUPHIN HARRISBURG TRANSIT AUTHORITY COVERING FIXED ROUTE OPERATORS, PARATRANSIT OPERATORS, MAINTENANCE EMPLOYEES AND INFORMATION SPECIALISTS (Page 4 -5)
8. New Business
9. Adjournment

Next Meeting: TBD

CUMBERLAND-DAUPHIN-HARRISBURG TRANSIT AUTHORITY

MINUTES OF BOARD MEETING

October 27, 2022

The regular meeting of the Authority's Board of Directors convened October 27, 2022, at 9:48 AM via a zoom meeting. Chairman Eric Bugaile presiding. Present were board members: LaToya Winfield Bellamy, Al Bienstock, Richard Kotz and Bruce Weber. Jill Nagy, Counsel, was also present.

Administrative Staff Members present were: Richard Farr, Jenna Reedy, Jamie Leonard, Trevor Manahan, Steve Baldwin, David Juba, Eric Maguire and Jonathan Brouse.

Susquehanna Regional Transportation Authority Board members present were Richard Carson, Carrie Gray, Neil Grover, Keith Martin and Thomas Wilson.

CHANGES OR MODIFICATIONS TO THE AGENDA

No changes or modifications to the agenda.

PUBLIC COMMENT

No public comment.

APPROVAL OF MINUTES

Bruce Weber moved to accept the June 30, 2022, meeting minutes, seconded by LaToya Winfield Bellamy. Motion approved.

COMMUNICATIONS

No communications.

TREASURER'S REPORT

The Treasurer's report was referenced as information only. The Treasurer's report will be reviewed in detail at the Susquehanna Regional Transportation Board Meeting.

RESOLUTIONS

RESOLUTION 2210 – APPROVING SECTION 457(B) PLAN TRUSTEES

CUMBERLAND-DAUPHIN-HARRISBURG TRANSIT AUTHORITY

Motion to approve was raised by Al Bienstock, seconded by Bruce Weber, and passed unanimously.

RESOLUTION 2211 – APPROVING THE FARE EQUITY ANALYSIS

Motion to approve was made by Richard Kotz, seconded by LaToya Winfield Bellamy, and passed unanimously.

NEW BUSINESS

Richard Farr commented on the return of ridership in the Shared Ride Program as indicated in the trend data within the SRTA board packet materials.

ADJOURNMENT

The meeting adjourned at 9:55 AM.

Respectfully Submitted,



Richard Kotz
Secretary

RESOLUTION NO. 2212

RATIFYING COLLECTIVE BARGAINING AGREEMENT WITH CUMBERLAND DAUPHIN HARRISBURG TRANSIT AUTHORITY COVERING FIXED ROUTE OPERATORS, PARATRANSIT OPERATORS, MAINTENANCE EMPLOYEES AND INFORMATION SPECIALISTS

WHEREAS, the conditions of employment for Fixed Route Operators, Paratransit Operators, Maintenance Employees and Information Specialists are governed by an agreement between the Authority and the Amalgamated Transit Union, Local 1436; 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 Amalgamated Transit Union, Local 1436; 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 Cumberland Dauphin Harrisburg Transit Authority that a Collective Bargaining Agreement between the Authority and the Amalgamated Transit Union, Local 1436 covering Fixed Route Operators, Paratransit Operators, Maintenance Employees and Information Specialists be ratified, covering the period January 1, 2023 through December 31, 2025.

CERTIFICATION OF OFFICERS

OF

CUMBERLAND DAUPHIN HARRISBURG TRANSIT AUTHORITY

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

Bruce Weber
Vice-Chairman

attest: _____
Richard Kotz
Secretary

RESOLUTION 2212

RATIFYING COLLECTIVE BARGAINING AGREEMENT WITH CUMBERLAND DAUPHIN HARRISBURG TRANSIT AUTHORITY COVERING FIXED ROUTE OPERATORS, PARATRANSIT OPERATORS, MAINTENANCE EMPLOYEES AND INFORMATION SPECIALISTS

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.
- Attendance and Absenteeism was completely restructured. Time taken as paid sick leave will be considered an approved absence. If absence is not approved or if employee has no paid time, the absence will be considered an occurrence. Each day of an invalid absence is an occurrence. Occurrences are subject to a six (6) step for discipline. AWOL language has been removed.
- Updated Sick leave to provide for 60 hours of paid sick leave. Sick leave may not accumulate to more than five hundred twenty (520) hours. Employees may buy back any of the unused annual allocation of 60 hours.
- After the vacation and personal day picks, employees may use any available vacant slots for doctor’s appointments provided they are available to work the remaining part of the day. An employee may exercise this option three times per calendar year.
- Any Employee unable to return to full active duty after six months of inactive status may be terminated at the discretion of the Authority.
- New employees will receive 60 hours of paid sick at the completion of their probationary period, which will be prorated based on date of hire.
- Employee contributions towards Health and Welfare for 2023, the employees will pick up an additional 29% of their share of the premium. For 2024 and 2025, insurance premium increases will follow previous contract language.
- Newly hired employees shall qualify for benefits as of the first day of the month following hire.
- Short-Term Disability was increased from \$400 to \$600 per week.
- Life Insurance was increased from \$40,000 to \$50,000.
- Authority may conduct two group training sessions per calendar year, which may be scheduled on what would otherwise be the employee’s scheduled day off.
- An employee will have 45 days to rectify any issues revealed from a Fitness for Duty Exam. When an employee encounters a situation where a health concern may affect the requirements of the DOT medical card, the Authority may elect to have the employee complete a DOT physical as means to satisfy the fitness for duty requirement.
- Wages:

Wage	2023	2024	2025
Operators	4%	4%	3%
1 st Class Mechanic	9%	4%	3%
2 nd Class Mechanic	8%	4%	3%
3 rd Class Mechanic	4%	4%	3%
All other Maintenance Staff, Info Specialists	4%	3%	3%

- Wage adjustments begin January 1, 2023, paid with paycheck dated 1/13/2023.
- One-time signing bonus of \$1500.00, paid upon ratification.