

November 19, 2013

Agreement between Palm Tran, Inc. (the Company) and SEIU, Florida Public Services Union, CTW, CLC representing all regular full-time non-professional, supervisory employees of Palm Tran, Inc., in the following classifications: Maintenance Shift Supervisor, Operations Supervisor and Utilities Supervisor.

Both Parties agree to modify the current Labor Management Agreement (LMA) between the parties, as follows:

Status Quo Language

That the Labor Management Agreement in effect from October 1, 2007 – September 30, 2010 has remained status quo for the County Fiscal Years 2010 -2011, 2011 – 2012, and 2012 – 2013 (including no pay increases) and that both parties have waived their rights to negotiate changes for those fiscal years;

Article 35 – Pension Plan

The Palm Tran Pension Plan (Plan), including all amendments as made to the Plan by its Board of Trustees of the date of this Agreement, are incorporated into and made a part of this Agreement. The Union agrees that all other Plan modifications, including but not limited to Company and employee contributions, and all changes to the ATU Local 1577 Restated Agreement and Declaration of Trust (Trust), that are made applicable to other participants in the Plan, including modifications made applicable to any other bargaining unit through the collective bargaining process, shall be applicable to the employees without further action of the Union or the Company.

Article 37 – Wages and Other Pay

All employees will receive a wage increase at the same percentage (3%) as approved by the Board of County Commissioners for all County non-bargaining employees for FY2014. The increased wage will be paid as soon as possible retroactive to the first pay period of FY14 with a goal by the third pay period following ratification.

RE-Opener

The Parties agree to re-open negotiations during 2014 based on a 60 day notification period by either party. Should the contract not be reopened during the time period of October 1, 2013 through September 30, 2014 and if the Board of County Commission authorizes an across the board percentage increase to the base wages of or lump sum payment to another represented or non-represented employee group, this will constitute an automatic reopener for wage negotiations between the SEIU Unit and Palm Tran.



For Palm Tran, Inc



For Palm Beach County



For SEIU, Florida Public Services Union, CTW, CLC