

# **Tompkins Consolidated Area Transit, Inc.**

## **Special Meeting of the Board of Directors**

### **February 7, 2023 | 3:15pm via Zoom**

#### ***Attendees***

Board Members: Denise Thompson; Kelley Cooper; Deborah Dawson; Jennifer Dotson; Laura Lewis; Ducson Nguyen; Frank Proto; Gary Stewart

Absent: Lisa Holmes

TCAT Staff: Susan Brock; Taylor Hessler; Patty Poist; Scot Vanderpool

#### ***Call to Order***

Chair D. Thompson called the meeting to order at 3:15pm.

A Special Board of Directors Meeting was held at 3:15pm on February 7, 2023 to consider **Resolution 2023-xx Ratification of the Collective Bargaining Agreement**. S. Vanderpool explained that the contract had a 65% (43 votes) approval vote from the members of the UAW for ratification. There were 25 (36%) that voted against. The new contract has a tiered wage aspect, that S. Vanderpool said they think will help with operator retention. The first couple of years has a lower wage increase, and then a larger increase that drivers can “look forward to and work towards.” He said work-life balance is still a major consideration moving forward, but wages were a bigger concern during negotiations. He added some of the other benefits included an increase in operator/mechanic training premiums; Juneteenth was added as an observed holiday; footwear allowance increased; tool allowance increased. There also was a ratification bonus of \$750 per employee. The UAW ratified the contract on February 1, 2023, and the agreement is retroactive back to January 1, 2023.

D. Thompson asks if they stayed within the increase that the Board authorized. S. Vanderpool said it did stay within the authorized amount.

L. Lewis asked to clarify if the contract was 2 or 3 years. S. Vanderpool replied the contract covers 2023 and 2024, nothing retro to 2022. L. Lewis congratulated the significant milestone for TCAT and everyone who worked on it. She asked if the tiered system which is an aid for retention, would also help with recruitment.

S. Vanderpool thinks that putting the significant wage increase at year 3 is important to show what the operators can work towards. Years 3 through 9 made up most of the ratification demographic, and if more funding was put into years 0-2 then the wage to work towards wouldn't be as great. The whole point of retention is working towards something better, the commitment is rewarded.

F. Proto asked if there were any other particular benefits that people were particularly interested in, as far as benefits or insurance. S. Vanderpool said the majority of conversations centered around wages, and the ratification bonus, mostly monetary related. No one another element really stuck out like those. F. Proto thanks S. Vanderpool again for remaining in the authorized amount that the Board was comfortable with. S. Vanderpool said that although the negotiations were written about as an 8-month process, it was mainly drawn out due to schedules not aligning, along with Cornell's negotiations with

UAW also happening simultaneously. TCAT and the UAW were only able to meet about once a month to discuss things which drew out the process.

D. Dawson moves the resolution and J. Dotson seconds. The resolution passed with a vote of 8-0-0 as follows:

**RESOLUTION 2023-11**  
**RATIFICATION OF THE COLLECTIVE BARGAINING AGREEMENT**

WHEREAS, the collective bargaining agreement between Tompkins Consolidated Area Transit, Inc. ("TCAT, Inc.") and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America and Local Union 2300 (hereinafter collectively called "UAW") was effective from September 1, 2018 until June 30, 2022; and

WHEREAS, the TCAT, Inc. and UAW negotiation teams have negotiated a new collective bargaining agreement effective January 1, 2023 that covers represented bus operators, bus handlers, mechanics and custodians and expires December 31, 2024; and

WHEREAS, representatives of both TCAT, Inc. and UAW have signed Tentative Agreements for all provisions of the new collective bargaining agreement; and

WHEREAS, the members of the UAW bargaining unit ratified the new collective bargaining agreement on February 1, 2023; and

WHEREAS, the TCAT, Inc. Board has determined that the new collective bargaining agreement is fair and equitable and in the best interests of TCAT, Inc., TCAT's employees and the riding public;

NOW, THEREFORE, be it RESOLVED that the TCAT, Inc. Board of Directors hereby ratifies the collective bargaining agreement described above. Adopted by the TCAT, Inc. Board of Directors on this 7th day of February, 2023.

D. Dawson congratulates TCAT on the contract. D. Thompson announces the next regular Board meeting will be February 23 and asks for a motion to adjourn.

***Adjournment***

The meeting adjourned at 3:29pm. Moved by L. Lewis, seconded by D. Dawson.

*Minutes respectfully submitted by Taylor Hessler, Recording Secretary, October 26, 2023.*