

RESOLUTION NO. 25-36

A RESOLUTION OF KITSAP TRANSIT BOARD OF COMMISSIONERS
APPROVING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN KITSAP
TRANSIT AND AMALGAMATED TRANSIT UNION (ATU) LOCAL 587

WHEREAS, Kitsap Transit staff and ATU Local 587 have reached a tentative collective bargaining agreement for both Routed and ACCESS services, which was ratified on April 28, 2025; and

WHEREAS, the tentative agreement for the replacement contract for Routed and ACCESS services stipulates a four (4) year term, with a retroactive effective date of February 16, 2024, and ending February 15, 2028; and

WHEREAS, wage adjustments for Routed operators and Routed dispatchers will include a five- and one-half percent (5.5%) increase effective February 16, 2024; a four and a quarter percent (4.25%) increase effective February 16, 2025; a three and a quarter percent (3.25%) increase effective February 16, 2026; and a three and three quarter percent (3.75%) increase effective February 16, 2027; and

WHEREAS, wage adjustments for ACCESS operators are greater than Routed operators and Routed dispatch to address disparity between the work groups. ACCESS operator wages will receive a six percent (6.0%) increase effective February 16, 2024; a four and three quarter percent (4.75%) increase effective February 16, 2025; a three and three quarter percent (3.75%) increase effective February 16, 2026; and a four and one quarter percent (4.25%) increase effective February 16, 2027; and

WHEREAS, wage adjustments for each work group will be retroactive for active employees from the date of ratification and on a prorated basis (from February 16, 2024, to their retirement date) for employees who retired between February 16, 2024, and the date of ratification; and

WHEREAS, paid holidays for both services will now include Juneteenth as an official holiday; and

WHEREAS, life insurance benefits for each work group will increase from ten thousand dollars (\$10,000) to fifty thousand dollars (\$50,000) effective January 1, 2025; and

WHEREAS, employer contributions for part-time B board employee medical insurance will increase from fifty percent (50%) to ninety-two and three tenths percent (92.3%) and will add dependent coverage; and

WHEREAS, dependent coverage for part-time A board employees will increase to family coverage; and

WHEREAS, beginning with the first pay period after February 16, 2026, all full-time and extra board employees actively employed will receive an additional single allotment of twenty (20) hours of general leave; and

WHEREAS, upon ratification, employees actively employed in each work group will receive a one-time two thousand five hundred dollars (\$2,500) ratification bonus.

NOW, THEREFORE, BE IT RESOLVED that the Board of Commissioners hereby approves the ATU Local 587 Collective Bargaining Agreement for Routed and ACCESS services, effective February 16, 2024.

ADOPTED by the Kitsap Transit Board of Commissioners at a regular meeting held on the 6th day of May 2025.

ATTEST:

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Jackie Bidon

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Jackie Bidon, Clerk of the Board

Signed by:

Rob Putaansuu

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Rob Putaansuu, Chairperson