



ITEM ID: 2026-234-0

TRANSMITTAL DATE: June 18, 2026

MEETING DATE: June 26, 2026

TO: Board of Directors

FROM: Darren Kettle, Chief Executive Officer

SUBJECT: Successor Collective Bargaining Agreement with the Amalgamated Transit Union Local 1277

Issue

Approval of the successor one-year collective bargaining agreement covering wages, benefits, and working conditions with the Amalgamated Transit Union Local 1277.

Recommendation

It is recommended that the Board approve a one-year successor Collective Bargaining Agreement as detailed in the attached Collective Bargaining Agreement (CBA) covering wages, benefits, and working conditions with the Amalgamated Transit Union Local 1277. The term of the CBA shall be from July 1, 2026 through June 30, 2027. This agreement is consistent with the Board authority as provided to the negotiating team.

Strategic Commitment

This report aligns with the Strategic Business Plan commitment of:

- **Modernizing Business Practices:** We will improve our operational efficiency through transparency, objective metrics and streamlined governance, reducing over-reliance on subsidy while bringing our system into a state of good repair and investing in the development of our employees.

Background

On February 8, 2019, the Governing Board approved and adopted the Collective Bargaining

Agreement between Southern California Regional Rail Authority/Metrolink and Amalgamated Transit Union, ATU Local 1277 for the duration of February 8, 2019 through December 31, 2022. On May 28, 2021, the Board the adopted the Letter of Agreement to incorporate the Senior Customer Relations Representative and Customer Relations Representative classifications into ATU Local 1277 incorporating additional terms in these classifications. Subsequently, the Board approved and adopted a successor CBA for the duration of January 1, 2023 through June 30, 2026.

On January 16, 2026, Metrolink and ATU 1277 started negotiations for a successor agreement for the classifications of Rail Traffic Controller, Rail Traffic Coordinator, Communications Coordinator, Senior Customer Relations Representative and Customer Relations Representative. The bargaining unit consists of 47 full-time employees (FTEs):

- Rail Traffic Controllers: 21 FTEs
- Rail Traffic Coordinators: 6 FTEs
- Communications Coordinators: 7 FTEs
- Senior Customer Relations Representatives: 3 FTEs
- Customer Relations Representatives: 10 FTEs

After 13 collective bargaining sessions, the parties reached a tentative agreement on April 27, 2026 subject to Board approval as outlined below.

Wages:

- Adopt a wage increase of three percent (3%) effective the first day of the first full pay period in July 2026 (July 5, 2026) through June 30, 2027 as provided in Appendix A-E of the attached CBA (Attachment A).
- During the time of this agreement only (July 1, 2026 to June 30, 2027), if Metrolink provides an across-the-board cost of living adjustment wage increase to non-bargaining unit employees that is greater than the wage increase provided for ATU-represented employees covered by this Agreement, then ATU-represented employees shall receive the same increase in wages provided to the non-bargaining unit employees.
- During the duration of this Agreement only (July 1, 2026 to June 30, 2027), if Metrolink provides for a merit program pay increase for non-bargaining unit employees, then Metrolink agrees to provide ATU-represented employees an additional across-the-board one percent (1%) wage increase retroactive to the first day of the first pay period in July 2026.

Working Conditions:

- Establish a Relief Line pilot program for two (2) Rail Traffic Controllers (one on first shift and one on second shift) to provide coverage for scheduled vacations, PTO, training, sick leave, and other temporary vacancies as determined by operational needs.
- Implement a pilot Telecommuting Program and Agreement for Communications Coordinators to work remotely one shift per week to be effective from January 17 to July 10, 2027.
- Ability for Metrolink to hire more than six (6) temporary SSE employees for fourteen (14) days before and after the duration of the 2026 FIFA World Cup (June 11, 2026 to July 19, 2026).

- Adopt a Dress Code policy to allow for business casual attire.
- Parties agree to meeting and confer over the impacts of FRA enforcement if FRA begins to enforce 49 CFR 245.301 *et seq.*, concerning suspension, denial and/or revocation of dispatch certification, or issues any new or additional regulations in this area.

Discussion

After 13 collective bargaining sessions, the parties reached a tentative agreement on April 27, 2026 subject to Board approval as outlined below.

WAGES

A wage increase of 3% for all 47 members of the Bargaining Unit was agreed to by the parties. This increase will be processed after Board ratification of the CBA effective the first day of the first full pay period in July 2026 (July 5, 2026).

TENTATIVE AGREEMENTS REACHED

1. Dress Code
2. Flex Time for Holiday – Communication Coordinators
3. No Scheduled Training on Holidays
4. Assignment Bidding – change of dates
5. Grievance Procedure – removal of one step
6. Searchable Electronic Documents
7. Joint Labor Management Committee Frequency of Meetings
8. Change of Probationary Period for Communications Coordinators
9. Pilot Relief Line Assignment for Dispatchers
10. Pilot Telecommuting Program – Customer Service
11. Vacation Bidding – minimum 5-day increment and not allow to take if no PTO
12. Holiday – employee must work holiday to receive holiday premium
13. Attendance – clean up (not address SB 616)

NOTE: On May 19, 2026, the ATU conducted their ratification voting on the terms and conditions of the successor CBA and Metrolink was notified that the ATU ratification passed.

Budget Impact

The agreed upon increase amount is 3% which totals ~\$143,538.00.

Next Steps

Request Board Approval to Ratify the Successor CBA.

Prepared by: Alberto Lara, Chief People Officer

Approved by: Alberto Lara, Chief People Officer

Attachment(s)

Attachment A - Metrolink ATU Successor CBA - July 2026 to June 2027
Presentation - ATU Agreement