

AMALGAMATED TRANSIT UNION Division 757



Schoppert Hall
1801 NE Couch St, Portland OR 97232-3054
Phone 503-232-9144 • FAX 503-230-2589

Jonathan J. Hunt
President-Business
Representative

Sam F. Schwarz
Vice President-Assistant
Business Representative

Evette D. Farris
Financial Secretary-Treasurer
Recording Secretary

September 30, 2009

Fred Hansen, General Manager
TriMet
4012 SE 17th Ave
Portland, OR 97202

Re: Year 2009 Contract Negotiations

The current collective bargaining agreement between TriMet and ATU 757 expires November 30, 2009.

Please accept this letter as our official notification that we desire to reopen negotiations over terms of a new agreement. It is understood that the parties agree that all terms and conditions of the existing agreement will stay in full force and effect until a new, subsequent agreement has been reached.

We look forward to commencing these negotiations with the District.

Jonathan J. Hunt
President-Business Representative

c: File 920



October 1, 2009

Mr. Jon Hunt
President - Business Representative
Amalgamated Transit Union #757
Schoppert Hall
1801 N. E. Couch Street
Portland, Oregon 97232-3054

Re: Opening Negotiations for a TriMet Working & Wage Agreement ("WWA")

Dear Jon:

Thank you for both your September 29 and September 30 letters. TriMet is available to meet for the first bargaining session on or after October 12. In order to make arrangements for a meeting place and provide notice to our respective bargaining teams, my recommendation is that we schedule the first session on October 20 or another mutually convenient time during the week of October 19. I would suggest that we begin around 9:00 a.m.

The current WWA expires on November 30, 2009. TriMet shall comply with all applicable provisions of the PECBA (ORS 243.650 et seq.) governing the collective bargaining process. TriMet does not agree that all terms and conditions of the current WWA shall remain in full force and effect after its expiration on November 30, 2009. Rather, as stated above, TriMet will act in accordance with applicable sections of the PECBA.

Please contact Steve Banta to schedule the first bargaining session or with any questions or comments.

Sincerely,

A handwritten signature in black ink that reads "Fred Hansen". The signature is written in a cursive, slightly slanted style.

Fred Hansen
General Manager



November 11, 2009

Mr. Jon Hunt
President - Business Representative
Amalgamated Transit Union #757
Schoppert Hall
1801 N. E. Couch Street
Portland, Oregon 97232-3054

Re: Upcoming Increased Contributions for Insurance Premiums

Dear Jon:

In response to your October 19, 2009 letter, under the existing insurance plans covering Union represented employees, health care premiums will increase substantially on January 1, 2010. I have enclosed background material and a summary of those increases, which show that renewal rates are scheduled to increase over 22% for Union represented employees under the existing BlueCross Blue Shield plan and 7.5% for the existing Kaiser Permanente plan.

As you know, our current Working and Wage Agreement ("WWA") expires on November 30, 2009, and the parties commenced good faith negotiations over the terms of a new WWA on October 22, 2009. During our negotiations, I am confident that both TriMet and the ATU will comply with all applicable provisions of the PECBA governing the collective bargaining process and the agreed upon 2009 Negotiations Ground Rules. I also want to be very straightforward with communications between the District and the Union regarding any immediate and significant issue facing both parties.

Because of the significant increases in Union represented employee health care costs contemplated for January 1, 2010, TriMet needs to immediately address this issue, by engaging in a dialogue with the ATU about potential options, including, but are not limited to, making a change to the current health care plan design/provider options. ORS 243.712(2) (d) provides in pertinent part: "After a collective bargaining agreement has expired, and prior to agreement on a successor contract, the status quo with respect to employment relations shall be preserved until completion of impasse procedures *except that no public employer shall be required to increase contributions for insurance premiums unless the expiring collective bargaining agreement provides otherwise.*" (emphasis added)

Since the current WWA expires on November 30, 2009 and does not provide that the District must increase contributions for insurance premiums after its expiration, it is important that the parties quickly schedule a time to meet and discuss this issue. Please contact Steve Banta to schedule a meeting very soon and with any questions that you have.

Also, with respect to the penultimate sentence in your October 19 letter stating that TriMet "failed to disclose its intentions regarding health insurance during bargaining over the last labor contract", I am not sure that I understand its meaning.

Sincerely,



Fred Hansen
General Manager

Enclosures:

- 1) TriMet 2010 Renewal Rate Overview 9/24/2009 (5 pages)
- 2) TriMet Union PPO Plan Effective January 1, 2010 (2 pages)
- 3) Comparison of: UnitedHealthcare/PacifiCare – Group insurance plan for Medicare retirees / Regence MedAdvantage – Individual Medicare plan with Medicare Part D Benefit (5 pages)
- 4) 2008 Public Agency Survey HMO Options (2 pages)
- 5) TriMet Union PPO Plan Effective January 1, 2009 (2 pages)
- 6) TriMet Union Prescription Medication Plan Effective January 1, 2009 (2 pages)
- 7) TriMet Non-Union PPO Plan Effective January 1, 2009 (2 pages)
- 8) TriMet Non-Union Prescription Medication Plan Effective January 1, 2009 (2 pages)
- 9) TriMet Employees and Retirees Effective January 1, 2009 (1 page)
- 10) Health Care Services Report period January 1, 2008 – December 31, 2008 (55 pages)
- 11) Mercer Health & Benefits Perspective July 2009 (11 pages)
- 12) TriMet Annual Regence PPO Cost (Medical, Rx and Vision) Per employee per year (PEPY) Cost 6/11/2009 (1 page)
- 13) TriMet Benchmark PPO Cost (Medical, Rx and Vision) Per employee per year (PEPY) Cost 6/11/2009 (1 page)
- 14) TriMet Per employee per month Medical Claims Cost thru June 2009 7/24/2009 (1 page)
- 15) TriMet Per employee per month Rx Claims Cost thru June 2009 7/24/2009 (1 page)
- 16) TriMet Per employee per month Med/Rx Claims Cost thru June 2009 7/24/2009 (1 page)
- 17) TriMet Per employee per month Dental Claims Cost thru June 2009 7/24/2009 (1 page)
- 18) 2008 Mercer National Survey of Employer-Sponsored Health Plans (19 pages)
- 19) TriMet Benchmark PPO Cost (Medical, Rx and Vision) Per employee per year (PEPY) Cost 6/11/2009 (1 page)
- 20) TriMet Annual Regence PPO Cost (Medical, Rx and Vision) Per employee per year (PEPY) Cost 6/11/2009 (1 page)
- 21) TriMet Benchmark PPO cost (Medical, Rx and Vision) Per employee per year (PEPY) Cost 6/11/2009 (1 page)
- 22) TriMet Annual Regence PPO Cost (Medical, Rx and Vision) Per employee per year (PEPY) Cost 6/11/2009 (1 page)
- 23) TriMet Non-Union Plan and High Deductible Health Plan Comparison 2009 Non-Union Plan Compared to Sample High Deductible Health Plan 5/18/2009 (4 pages)
- 24) HSAs, HRAs, Health FSAs (1 page)
- 25) Medicare Part D 2010 Plan Design (1 page)
- 26) Regence MedAdvantage + Rx Enhanced (1 page)
- 27) Employers' Monthly Contribution for Health Care Benefits Full-Time Operators July 2008 Transit Systems Throughout the United States (6 pages)
- 28) Plan Design Considerations – Encouraging Behavior Change (3 pages)
- 29) TriMet 2009 Second Quarter Experience Report by Mercer - January through June 2009 8/19/2009 (27 pages)