

MEMORANDUM OF UNDERSTANDING

By and Between
GOLDEN GATE BRIDGE, HIGHWAY AND TRANSPORTATION DISTRICT
And
AMALGAMATED TRANSIT UNION LOCAL 1575

2025-2026 Contract Extension Agreement

This Memorandum of Understanding ("MOU") memorializes the agreement between by and between the Golden Gate Bridge, Highway, and Transportation District ("the District") and the Amalgamated Transit Union Local 1575 ("the ATU"). The Parties have reached mutual agreement on the following, which will extend the current Memorandum of Understanding for one year.

WHEREAS, the District and the ATU are parties to a Memorandum of Understanding, which is due to expire on August 31, 2025;

WHEREAS, the Parties have been meeting to negotiate terms of a successor Memorandum of Understanding;

WHEREAS, during those negotiations, the Parties have discussed moving the bus operators out of the ATU pension and into CalPERS for the purposes of retirement benefits;

WHEREAS, the negotiations have stalled because the Parties are waiting for an actuarial analysis from CalPERS so that they can evaluate the feasibility of such a proposal; and

WHEREAS, the ATU also needs information on future service changes to evaluate a District proposal on wage structure changes, but that information is not yet available; and

WHEREAS, in order to avoid a lengthy period of delay while they await the information, the Parties desire to enter into an agreement extending the current collective bargaining agreement until August 31, 2026.

NOW, THEREFORE, the Parties have met and conferred agree to the following:

1. The ATU and the District agree that the current 2023-2025 Memorandum of Understanding, which expires on August 31, 2025, shall be extended until August 31, 2026;
2. The Basic Wage Rate for operators set forth in Article 59 of the current MOU will be increased by 3.75% effective September 1, 2025.
3. The Parties will continue to meet during the term of the extension agreement to bargain over the terms of a successor agreement.

4. This Contract Extension Agreement shall become effective upon ratification by both the Union membership and the District's Board of Directors.

By the signatures below, all parties agree that the above represents their full and entire agreement with regard to the ONE-YEAR CONTRACT EXTENSION AGREEMENT through August 31, 2026.

For the GOLDEN GATE BRIDGE HIGHWAY AND TRANSPORTATION DISTRICT:

By: _____

Date: July 14, 2025

For the AMALGAMATED TRANSIT UNION, LOCAL 1575:

_____

By:

Date: July 14, 2025