

University of Southern California Tentative Agreement Summary

We Secured Our First Union Raises!

After 10 months of contract negotiations, including being on the verge of an unfair labor practice (ULP) strike, we're proud to announce that we've reached a landmark 4-year tentative agreement (TA).

Our TA includes higher hourly wages, including a quarterly bonus for employees based on their safety record, and higher annual merit increases.

In addition, our agreement includes a \$1,200 TA ratification bonus.

Your bargaining team strongly recommends a YES vote to approve this historic agreement.

Term

Upon ratification to September 30 2028.

Wages

Higher hourly wages throughout the life of the contract. *See page 3* for new wage rates.

Transition Increase

\$1.00/ hour increase for Shuttle Drivers who transition to Dispatchers.

Merit Increases

A higher annual merit increase scale. Merit-based wage increases that will be effective the first full pay period following July 1, 2024, July 1, 2025, July 1, 2026, July 1, 2027, and July 1, 2028. *See page 4* for examples of new annual merit increases.

Overall Calculated Performance Rating	Minimum Merit % Increase
Employee on a Final Written Warning	0%
0 – 2.99	1%
3.0 – 3.49	2.00%
3.5-3.99	2.50%
4.0 – 5.0	3%

Shift Differential

A \$1.00/ hour split shift differential for each hour worked on the split shift.

Ratification Bonus

\$1,200 bonus within 30 days upon ratification of this tentative agreement.

Performance Bonus

\$200 quarterly bonus for shuttle drivers and dispatchers who meet key performance goals.

Uniform Stipend

Once a year, the University will issue each employee the following clothing in their preferred size:

- Two (2) Transportation-branded/approved polo shirts. Employees may request either
- One (1) Transportation-branded/approved long-sleeve polo shirt;
- One (1) Transportation-branded/approved baseball cap; and
- Two (2) Transportation-branded/approved jackets.

Once a year, the University will also issue each employee a **\$150** stipend to use at the University's designated vendor for the following:

- Transportation approved pants, belts or shoes.

Shorts may now be used if the fit and length are approved by the University.



Meal Period Travel Time Pay

If an employee's meal period does not end within reasonable proximity of one of the designated Transportation break rooms, USC will provide the employee ten minutes of paid time between the end of the route and the start of the employee's meal period for travel time to the closest break room.

If the employee's route after a meal period is not within reasonable proximity of one of the designated break rooms, USC will provide the employee ten minutes of paid time between the end of the employee's meal period and the start of the employee's next route for travel time to the route.

New Job Protections And Rights

A **grievance** and **binding arbitration procedure** to enforce the contract and to provide a fair appeal procedure for employee discipline.

Union steward recognition and **union representative access** to the worksite to assist union members.

"Just Cause" protections against arbitrary discipline and discharge - Employees are no longer "at will" (unless they are serving their probationary period which is the first ninety (90) calendar days from their first day of work following hire or rehire).

In an investigatory interview that the employee being interviewed reasonably believes may result in disciplinary action against them, **the employee may request union representation**, and the University shall either grant the request or terminate the interview.

Employees will be notified when their performance evaluation is completed by management and the written evaluation shall be maintained in the Employee's personnel file.

Seniority Protection

Overtime is now determined by seniority. Layoffs are also now determined seniority (last in, first out). Laid off employees keep seniority date for up to 12 months.





Shuttle Drivers

Full Years Worked in Bargaining Unit Position	New Wage Rate (Effective After Ratification)
0-9	\$23.00
1.0-1.9	\$23.52
2.0-3.9	\$24.05
4.0-5.9	\$24.59
6.0-7.9	\$25.14
8.0-9.9	\$25.71
10.0-11.9	\$26.28
12.0-13.9	\$26.88
14.0-15.9	\$27.48
16.0-17.9	\$28.10
18.0-19.9	\$28.73
20.0+	\$29.38

Dispatchers

Full Years Worked in Bargaining Unit Position	New Wage Rate (Effective After Ratification)
0-9	\$24.00
1.0-1.9	\$24.54
2.0-3.9	\$25.09
4.0-5.9	\$25.66
6.0-7.9	\$26.23
8.0-9.9	\$26.82
10.0-11.9	\$27.43
12.0-13.9	\$28.04
14.0-15.9	\$28.68
16.0-17.9	\$29.32
18.0-19.9	\$29.98
20.0+	\$30.66

EXAMPLES OF NEW ANNUAL MERIT INCREASES



Shuttle Drivers

Shuttle Driver— Full Years Worked	New Wage Rate	1-Jul-24	1-Jul-25	1-Jul-26	1-Jul-27	1-Jul-28	1-Jul-24	1-Jul-25	1-Jul-26	1-Jul-27	1-Jul-28	1-Jul-24	1-Jul-25	1-Jul-26	1-Jul-27	1-Jul-28
		-2%	-2%	-2%	-2%	-2%	-2.50%	-2.50%	-2.50%	-2.50%	-2.50%	-3%	-3%	-3%	-3%	-3%
0-9	\$23.00	\$23.46	\$23.93	\$24.41	\$24.90	\$25.39	\$23.58	\$24.16	\$24.77	\$25.39	\$26.02	\$23.69	\$24.40	\$25.13	\$25.89	\$26.66
1.0-1.9	\$23.52	\$23.99	\$24.47	\$24.96	\$25.46	\$25.97	\$24.11	\$24.71	\$25.33	\$25.96	\$26.61	\$24.23	\$24.95	\$25.70	\$26.47	\$27.27
2.0-3.9	\$24.05	\$24.53	\$25.02	\$25.52	\$26.03	\$26.55	\$24.65	\$25.27	\$25.90	\$26.55	\$27.21	\$24.77	\$25.51	\$26.28	\$27.07	\$27.88
4.0-5.9	\$24.59	\$25.08	\$25.58	\$26.10	\$26.62	\$27.15	\$25.20	\$25.83	\$26.48	\$27.14	\$27.82	\$25.33	\$26.09	\$26.87	\$27.68	\$28.51
6.0-7.9	\$25.14	\$25.64	\$26.16	\$26.68	\$27.21	\$27.76	\$25.77	\$26.41	\$27.07	\$27.75	\$28.44	\$25.89	\$26.67	\$27.47	\$28.30	\$29.14
8.0-9.9	\$25.71	\$26.22	\$26.75	\$27.28	\$27.83	\$28.39	\$26.35	\$27.01	\$27.69	\$28.38	\$29.09	\$26.48	\$27.28	\$28.09	\$28.94	\$29.80
10.0-11.9	\$26.28	\$26.81	\$27.34	\$27.89	\$28.45	\$29.02	\$26.94	\$27.61	\$28.30	\$29.01	\$29.73	\$27.07	\$27.88	\$28.72	\$29.58	\$30.47
12.0-13.9	\$26.88	\$27.42	\$27.97	\$28.53	\$29.10	\$29.68	\$27.55	\$28.24	\$28.95	\$29.67	\$30.41	\$27.69	\$28.52	\$29.37	\$30.25	\$31.16
14.0-15.9	\$27.48	\$28.03	\$28.59	\$29.16	\$29.75	\$30.34	\$28.17	\$28.87	\$29.59	\$30.33	\$31.09	\$28.30	\$29.15	\$30.03	\$30.93	\$31.86
16.0-17.9	\$28.10	\$28.66	\$29.24	\$29.82	\$30.42	\$31.02	\$28.80	\$29.52	\$30.26	\$31.02	\$31.79	\$28.94	\$29.81	\$30.71	\$31.63	\$32.58
18.0-19.9	\$28.73	\$29.30	\$29.89	\$30.49	\$31.10	\$31.72	\$29.45	\$30.18	\$30.94	\$31.71	\$32.51	\$29.59	\$30.48	\$31.39	\$32.34	\$33.31
20.0+	\$29.38	\$29.97	\$30.57	\$31.18	\$31.80	\$32.44	\$30.11	\$30.87	\$31.64	\$32.43	\$33.24	\$30.26	\$31.17	\$32.10	\$33.07	\$34.06

Dispatchers

Dispatcher— Full Years Worked	New Wage Rate	1-Jul-24 (2% Merit Increase)	1-Jul-25 (2% Merit Increase)	1-Jul-26 (2% Merit Increase)	1-Jul-27 (2% Merit Increase)	1-Jul-28 (2% Merit Increase)
0-9	\$24.00	\$24.48	\$24.97	\$25.47	\$25.98	\$26.50
1.0-1.9	\$24.54	\$25.03	\$25.53	\$26.04	\$26.56	\$27.09
2.0-3.9	\$25.09	\$25.59	\$26.10	\$26.63	\$27.16	\$27.70
4.0-5.9	\$25.66	\$26.17	\$26.70	\$27.23	\$27.78	\$28.33
6.0-7.9	\$26.23	\$26.75	\$27.29	\$27.84	\$28.39	\$28.96
8.0-9.9	\$26.82	\$27.36	\$27.90	\$28.46	\$29.03	\$29.61
10.0-11.9	\$27.43	\$27.98	\$28.54	\$29.11	\$29.69	\$30.28
12.0-13.9	\$28.04	\$28.60	\$29.17	\$29.76	\$30.35	\$30.96
14.0-15.9	\$28.68	\$29.25	\$29.84	\$30.44	\$31.04	\$31.67
16.0-17.9	\$29.32	\$29.91	\$30.50	\$31.11	\$31.74	\$32.37
18.0-19.9	\$29.98	\$30.58	\$31.19	\$31.82	\$32.45	\$33.10
20.0+	\$30.66	\$31.27	\$31.90	\$32.54	\$33.19	\$33.85