

ATU Local 1575 – Bus Operator Contract Negotiations Update #5

July 22–23, 2026

ATU Local 1575 and the Golden Gate Bridge, Highway & Transportation District met for two days of contract negotiations on **July 22 and July 23, 2026**.

Your Union Bargaining Team once again arrived fully prepared to negotiate all outstanding proposals and continue moving negotiations toward a fair successor agreement.

Unfortunately, the District's bargaining team advised they were only available to negotiate until **2:00 p.m.** on both July 22 and July 23 due to scheduling conflicts. As a result, valuable bargaining time was lost and discussions on several outstanding proposals had to be postponed.

Your bargaining team was prepared to continue negotiations throughout both scheduled bargaining days. Because of the District's limited availability, Union leadership immediately contacted **General Manager Denis Mulligan** and members of the **Golden Gate Bridge Board of Directors** to express our serious concerns regarding the amount of time being dedicated to negotiations. We made it clear that meaningful collective bargaining requires both parties to devote the necessary time and resources to reaching an agreement.

We anticipate these concerns have been heard and expect future bargaining sessions to provide additional time at the bargaining table so negotiations can continue at a pace that reflects the importance of these negotiations.

TENTATIVE AGREEMENTS (TA'S)

Your bargaining team reached **three (3) additional Tentative Agreements**, bringing the current total to **nine (9)**.

- ☑ **Notification of Agreement**
- ☑ **Healthcare FSA**
- ☑ **Discipline Involving Removal From Service**
- ☑ **District Property**

✓ Article 3 – Bank Deposits

✓ Article 49 – Pay Claims

✓ Article 50 – Day Off Divisions

As a result of the implementation of **MASCOTS**, Division 2 (Novato) transitioned from a weekday-only division to a seven-day operation, while Division 3 (Santa Rosa) transitioned from a seven-day operation to a weekday-only division.

These operational changes directly affected how operators apply for Day Off Work. This Tentative Agreement simply updates the contract language so it accurately reflects the District's current operating divisions and preserves the existing Day Off Work process.

✓ Article 32 – Holidays

The parties reached agreement that whenever a contractual holiday falls on a **Saturday**, it will now be observed on the **preceding Friday**.

This change provides greater consistency in holiday recognition while preserving the remaining holiday language within the Agreement.

✓ Article 65 – Probation

The parties also reached agreement on revised probationary language for newly hired employees, clarifying the probationary process while maintaining appropriate standards for evaluating new operators during their probationary period.

UNION COUNTERPROPOSALS

Although the District was unable to remain at the bargaining table for full bargaining days, your Union continued moving negotiations forward by presenting comprehensive counterproposals.

Articles 6, 7 & 8 – Discipline

The Union submitted counterproposals addressing:

- Discipline
- Discipline Involving Removal From Service
- Hearings on Appeal

These proposals continue protecting due process, preserving the Union's role throughout disciplinary proceedings, maintaining contractual timelines, and ensuring every operator receives a fair and impartial hearing before discipline becomes final.

Article 28 – Sick Leave

The Union responded to the District's Sick Leave proposal with language designed to preserve earned sick leave benefits while maintaining compliance with California law. The counterproposal protects accumulated sick leave, clarifies documentation requirements, and preserves longstanding contractual protections.

Article 44 – Attendance Policy

The Union also submitted a counterproposal addressing the District's proposed Attendance Policy. Attendance language has a direct impact on operators' daily lives and job security. Your bargaining team continues working to ensure any attendance provisions are fair, reasonable, and do not unnecessarily expose members to discipline.

WITHDRAWN UNION PROPOSALS

Collective bargaining requires continual evaluation of every proposal. During these sessions, your bargaining team withdrew three proposals after determining they were either no longer supported by the available information or that bargaining efforts would be better focused on higher-priority issues.

Retiree HRA Contributions

After reviewing the available retiree healthcare data, the Union determined the evidence did not support increasing retiree HRA funding at this time. Rather than pursue a proposal not supported by the data, the bargaining team elected to focus its efforts on other priorities affecting the membership.

Automated Vehicle Language

The Union withdrew its proposed Automated Vehicle article. While advancements in transit technology remain an important issue for the industry, the bargaining team determined this proposal was not necessary to pursue during this round of negotiations.

Union Notification of Open Work / Vacancies

The Union also withdrew its proposal regarding notification of open work and vacancies after determining its bargaining efforts would be better focused on proposals with greater day-to-day impact on operators.

OUTSTANDING UNION PROPOSALS

The following Union proposals remain under negotiation:

- Existing Company Rules
 - Workers' Compensation
 - Vacations
 - Basic Wage Rates
 - Grievances
 - Work Week Definition
 - Extra Board
 - Hold Downs
 - Day Off Work (remaining provisions)
 - Jury Duty
 - Pension Funding
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OUTSTANDING DISTRICT PROPOSALS

The following District proposals remain under negotiation:

- Grievances
 - District Seniority Sign-Up
 - Frags and Trippers
 - Sick Leave
 - Attendance Policy
 - Discipline
 - Hearings on Appeal
 - Health Insurance
 - Pension
 - Seniority
 - Standees
 - DUI Suspensions
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NEGOTIATIONS BY THE NUMBERS

Tentative Agreements Reached: 9

Union Counterproposals Presented This Session: 3

- Discipline (including Discipline Involving Removal From Service and Hearings on Appeal)
- Sick Leave
- Attendance Policy

Union Proposals Withdrawn: 6

- Sanitary Facilities
- Lectures
- DMV Physicals
- Retiree HRA Contributions
- Automated Vehicle Language
- Union Notification of Open Work / Vacancies

Proposal Exchange: Complete

All proposals have now been exchanged between the parties. Going forward, negotiations will focus exclusively on reaching agreement on the remaining outstanding articles.

LOOKING AHEAD

While progress continues to be made at the bargaining table, several significant issues remain unresolved.

Your bargaining team remains committed to negotiating a contract that protects operators' wages, retirement security, healthcare, working conditions, due process, and contractual rights. We remain ready to negotiate for as long as necessary during every scheduled bargaining session and are hopeful that future meetings will allow for additional bargaining time so meaningful progress can continue.

As always, we will continue providing bargaining updates following each negotiation session so every member remains informed about the progress being made at the bargaining table.

In Solidarity,

ATU Local 1575

