



# Collective Bargaining Agreements with AFSCME and TCU Effective July 2024 - June 2029



Regular Board Meeting  
October 31, 2024

Cristian Leiva, Deputy Chief People Officer  
Dawn Jackson-Perkins, Interim Chief People Officer

# Metro/ATU Tentative Agreement

- On September 26<sup>th</sup>, 2024, and October 14, 2024: LACMTA reached tentative agreements with AFSCME and TCU
- On October 22, 2024: 92% of the TCU membership who were present voted to ratify the tentative agreement
- On October 23, 2024: 85% of the AFSCME membership who were present voted to ratify the tentative agreement
  - Five-year term through June 30, 2029
  - 4.0% wage increases for FY25, FY26, and FY27
  - 5% wage increases for FY28 and FY29
  - 0.25% annual Quarterly Wage Adjustments
  - Health and welfare increases are included to follow the terms of the contracts

# Staff Recommendation

- Staff recommends the LACMTA Board approve the 2024-29 CBA tentative agreements with AFSCME and TCU
- Upon Board approval, the terms of the tentative agreements will be implemented effective July 1, 2024