

RESOLUTION NO. 25-60

A RESOLUTION OF KITSAP TRANSIT BOARD OF COMMISSIONERS APPROVING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN KITSAP TRANSIT AND INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, HELPERS (TEAMSTERS) LOCAL 589

WHEREAS, Kitsap Transit staff and Teamsters Local 589 have reached a tentative Collective Bargaining Agreement (CBA) for Worker/Driver services, which was ratified on August 19, 2025; and

WHEREAS, the tentative agreement for the replacement contract for the Worker/Driver services stipulates a three (3) year term, beginning May 16, 2025, and ending May 15, 2028; and

WHEREAS, wage adjustments for Worker/Drivers will include a four point seven five percent (4.75%) increase effective May 16, 2025; a three point seven five percent (3.75%) increase effective May 16, 2026; and a three point seven five percent (3.75%) increase effective May 16, 2027; and

WHEREAS, Worker/Driver Leads will receive non-cumulative longevity wage adjustment premiums of two percent (2.0%) above the employee's current position range and step following completion of five thousand (5,000) hours of regular service, four percent (4.0%) following eight thousand (8,000) hours, and eight percent (8.0%) following twelve thousand (12,000) hours; and

WHEREAS, wage adjustments for Worker/Drivers will be retroactive for active employees from May 16, 2025, and on a prorated basis (from May 16, 2025, to their retirement date) for employees who retired between May 16, 2024, and the date of ratification; and

WHEREAS, paid holidays for Worker/Drivers will now include Juneteenth as an official holiday; and

WHEREAS, Worker/Drivers training other Worker/Drivers shall receive an additional fifteen (15) minutes of pay per day per trainee for a new total of one (1) hour and fifteen (15) minutes of pay per day per trainee; and

WHEREAS, upon ratification, Worker/Drivers actively employed who have worked the minimum average number of days, as outlined below, over the last twelve (12) months, will receive a one-time ratification bonus.

15 days per month - \$750.00

10 days per month - \$500.00

5 days per month - \$300.00

NOW, THEREFORE, BE IT RESOLVED that the Board of Commissioners hereby approves the Teamsters Local 589 Collective Bargaining Agreement (CBA) for Worker/Driver services, effective May 16, 2025.

ADOPTED by the Kitsap Transit Board of Commissioners at a regular meeting held on the 2nd day of September 2025.

ATTEST:

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Jackie Bidon

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Jackie Bidon, Clerk of the Board

Signed by:

Rob Putaansuu

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Rob Putaansuu, Chairperson