



6923 Lakewood Drive West B-1 Tacoma, Washington 98467-3221 (253)474-3123 - Fax (253)475-4059 www.atu758.org

12-20-20

Hazard Pay

The basis for “**Hazard Pay**” as expressed by the ATU members to the ATU Union leadership and Pierce Transit for the receipt of “hazard pay” is based on the following.

Since the declaration of a pandemic on March 1, 2020 certain workgroups and classifications have been, and continue to be directly exposed to as part of their job duties the following:

- A. Hazards: Something that is potentially very dangerous (COVID) every day as part of their job duties, and exposure every day in an enclosed virus filled environment, wherein the potential exposure goes unabated as random individuals did not, and still do not follow (COVID) protocol to prevent the spread of the virus.
- B. Danger: Exposure to somebody or something that may cause harm, injury, or loss on a daily basis as part of their job duties. Bodily fluids and waste contained in agency vehicles and agency properties which have to be cleaned on a daily basis and exposure to airborne particles inhaled repeatedly when entering and exiting vehicles for maintenance and service.
3. Risk: Endanger somebody or something to harm, danger or loss. Invite bad consequences. The danger of exposure to hazardous conditions can and have led to the deaths of at least two (2) of our members, and near death to at least two (2) others who after being in ICU are not able to return to work.

The *Service Delivery (Operations), *Maintenance (both Fleet and Facilities) classifications make up the bulk of the membership who were and continue to be directly exposed to these as we’ve seen hazardous and deadly conditions. Some members may have been deemed “essential” because you were needed for a particular task. In this instance if you did not have the option of an alternative worksite other than to report to the base full-time every day until the date of ratification of the Collective Bargaining Agreement (CBA), you will be eligible for hazard pay.

***Members who took furloughs, other approved leave (i.e. COVID related age or medical condition), were offered alternative worksites and performed duties at less than full-time at the base, will not be eligible for hazard pay.**

***All members however will be eligible for “Retention Pay”. Both the Union leadership and Pierce Transit felt a retention bonus or reward outside of an employee's regular salary was and is warranted as an incentive to reward our members, their employees for continuing to remain as employees in essential positions through these changing and unsettling times.**