



ATU 689 Strikes Despite Transdev's Generous Offer for Fairfax Connector

PRESS RELEASE

Fairfax, VA, February 22, 2024 — Transdev was disappointed over ATU 689's decision to initiate a strike, despite a generous offer from Transdev. This unexpected action has had a severe impact on the community, particularly those who depend on the Fairfax Connector for their daily transportation needs. Transdev put forth a comprehensive proposal that includes significant wage increases, healthcare benefits, retirement savings, bonuses, guaranteed minimum hours, and additional perks tailored to employees of all experience levels.

Because both Transdev and ATU understand their critical role to the Fairfax community, we chose to involve an independent federal mediator to aid in negotiations. During negotiations, the mediator indicated that they thought this was a fair offer from Transdev.

Under the proposed contract, over 70% of ATU 689 operators would be eligible to receive an economic package of \$126,000 in annual pay and benefits. Similarly, 78% of the ATU mechanics will be eligible to receive \$128,000 annually in pay and benefits. These figures underscore Transdev's commitment to its valued employees. Notable features of the proposed package include:

Competitive Wage Increases: As Transdev is committed to fair compensation, the proposal includes a substantial 19.5% increase over a 36-month agreement, acknowledging the hard work and dedication of our workforce.

Enhanced Healthcare Coverage: 90% of healthcare expenses covered, ensuring that employees have access to quality medical care without bearing undue financial strain.

Comprehensive Health and Wellness: 50% coverage for dental and vision expenses, promoting holistic health coverage for our employees.

Rewarding Excellence: Employees stand to receive bonuses of up to \$5,300 per year, honoring achievements in safety, attendance, and fostering overall excellence.

Guaranteed Minimum Hours: All drivers guaranteed a minimum of 40 hours per week, affording predictability and stability in schedules.

Secure Financial Future: The 401(k) plan features a generous matching program, with the company matching 100% of employee contributions up to 4% of wages and an additional 50% match for contributions between 4-8% of wages, empowering employees to plan effectively for their financial future.

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Improved Work-Life Balance: An increase in paid holidays to 11 and an average of two additional sick days across all seniority levels, recognizing the paramount importance of work-life balance and employee wellbeing.

Enhanced Resources for Mechanics and Operators: Increases in uniform and tool allowances to ensure mechanics and operators have the necessary resources to perform their duties safely and effectively.

Transdev remains steadfast in its commitment to fostering a positive and supportive work environment, where employees are valued, respected, and fairly compensated. The proposed benefits package underscores our dedication to meeting the needs of our workforce and ensuring their continued success and satisfaction.

As negotiations progress, Transdev looks forward to engaging in constructive dialogue with ATU 689 representatives to achieve a mutually beneficial agreement that prioritizes the well-being and interests of all parties involved.

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About Transdev:

As an operator and global integrator of mobility, Transdev – The mobility company – empowers freedom to move everyday thanks to safe, reliable, and innovative solutions that serve the common good. We are proud to deliver safe, efficient, easy to use and environmentally friendly transportation services that connect people and communities. Our approach is rooted in long-term partnerships with businesses and public authorities, and in the relentless pursuit of the safest and most innovative mobility solutions. We are a team of people serving people, and mobility is what we do. In the US, we operate multiple modes such as bus, rail, paratransit, non-emergency medical transport, autonomous vehicles, shuttles, and vehicle maintenance services in 45 States, plus DC and Puerto Rico. Globally, we have a team of 101,000 across 19 countries. Our U.S. headquarters is based near Chicago, Illinois. www.transdevNA.com

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