

EXHIBIT A

TENTATIVE SETTLEMENT AGREEMENT
BY AND BETWEEN
Port Authority of Allegheny County
And
Local 85 Amalgamated Transit Union
November 16, 2020

Port Authority of Allegheny County (“Port Authority”) and Local 85 Amalgamated Transit Union (“Union”) are parties to a collective bargaining agreement covering rank and file employees that expired on June 30, 2020. Port Authority and Union (hereinafter collectively referred to as “the Parties”) have reached a Tentative Agreement (“Agreement”) that would extend and revise their agreement as set forth below. The bargaining committees appointed by the Parties have both agreed to recommend this agreement for ratification. The terms of the Tentative Agreement are as follows:

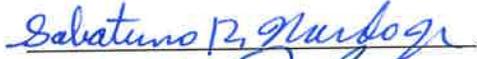
1. Term – The term of the Agreement is two years having effective dates of July 1, 2020 through June 30, 2022.
2. Section 201 – Wage and Salary Rates and Job Classifications – Section 201 shall be revised to reflect a wage increase of 2.75% across the board effective July 1, 2020, and a wage increase of 2.75% across the board effective July 1, 2021.
3. Section 206 – Revise the third paragraph of section 206 to provide as follows:
“Regardless of past practice under the present provision, no day of sick illness shall be compensable under this provision if under the employee’s regular schedule he/she would be off on such day and without any compensation from the Authority. Claims under this provision may be submitted after an illness of one (1) or more work days without a doctor’s excuse, unless one is required by another provision of Section 206, in accordance with eligibility entitlements for paid sick leave as shown on the personnel records of Port Authority of Allegheny County. An employee shall not be eligible to receive paid sick leave on any day on which he/she receives holiday pay.”
The first sentence of the fifth paragraph of this Section shall be revised to provide as follows:
“The Union and the Authority will cooperate to assure that this provision is not misused. Employees applying for sick leave and who have been off for three (3) days shall, upon request, furnish a certificate from their attending physician stating the nature and date of the beginning of the illness.”
Section G. shall be eliminated.
4. Section 210 Health Insurance Benefits - the terms of the current collective bargaining agreement shall continue with the following revisions:
 - a. Employees shall continue be required to pay 8% of the aggregate net premium determined based on actual total cost by carrier and in accordance with the contribution charts attached hereto as Attachment 1.
 - b. The Parties have agreed that the provisions of the current collective bargaining agreement that reference Aetna as the Medicare Advantage plan shall be revised to refer to “United Health Care or another health insurance carrier authorized to provide a Medicare Advantage plan in the Commonwealth of Pennsylvania.”

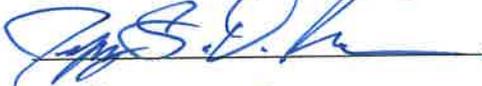
5. Section 213 Retirement and Disability Allowance Plan – This section shall be revised to provide that the assumptions currently in place and utilized by the parties’ actuaries to perform actuarial valuations and studies shall remain unchanged during the term of this agreement.
6. Section 301 Make up and Pay of Runs – Section 301 shall be revised by eliminating section 301 M.
7. Section 304 A.2. revise to provide “Extra operators returning from pass day in seniority order.”
8. Section 305 Other Working Conditions and Pay Allowances – Section 305 shall be revised to eliminate the last sentence of 305 T. that provides “No operator shall be required to make more than two (2) day cards for one (1) run. Section 305 A.A shall be deleted in its entirety. These provisions are obsolete.
9. Section 306 System Seniority and System Picks – Revise Section 306 to replace the word “abandonment” with “elimination.”
10. Revise the 300s Section to provide a one (1) year preclusion on operators picking or bumping to rail operations from bus operations for anyone who picks or is bumped from bus to rail and then fails to qualify.
11. The parties shall create a committee to discuss issues regarding the implementation of Hours of Service rules for rail operators. Absent agreement of the parties to the contrary, the rules applicable to bus operators will go into effect and be applicable to rail operators as well on or about July 1, 2021 and continuing thereafter subject to any subsequent changes agreed upon by the parties or as may be required by applicable law or regulation. If the committee formed for this purpose would agree to implement anything but the rules applicable to bus operators, such changes will require ratification by Port Authority’s Board.
12. Port Authority agrees that the welfare payments practice of the parties shall include reimbursement for expenses incurred by the employee for replacing damage to the employee’s uniform and/or prescription glasses for a covered assault, and to confirm that assaults of non-operating employees shall be treated the same as an assault for operators.
13. Section 402 A. 12 Maintenance Apprenticeship Program – The Maintenance Apprenticeship Program shall be revised as follows:
 - a. For positions involving training provided exclusively by Port Authority, MAP trainees shall be eligible for overtime only after completing the required classroom training and on the job training will commence only after completion of classroom training.

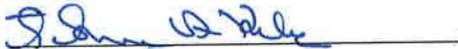
- b. The program would be clarified to confirm that in-house trainers would receive the training rate only for hours actually spent training an apprentice with prior management approval.

AMALGAMATED TRANSIT UNION, LOCAL 85

By: , President-Business Agent Date: 11/16/2020

, Financial Secretary-Treasurer

, Assistant Business Agent

, Assistant Business Agent

PORT AUTHORITY OF ALLEGHENY COUNTY

By: , Chief Human Resources Officer Date: 11/16/2020

, Chief Legal Officer

, Chief Operating Officer – Maintenance

, Chief Operating Officer – Transportation

ATTACHMENT 1 - EMPLOYEE CONTRIBUTION CHARTS

Illustrative 2021-2022 Annual Employee Contributions
Scenario #4: Highmark Broad Access PPO + UPMC Health Plan

Highmark PPO					
Tier	Enrollment	2020	2021	2022	
Core Contributions					
Enhanced PPO					
EE Only	310	\$1,360	\$1,366	\$1,470	
EE+1	361	\$2,180	\$2,186	\$2,353	
Family	465	\$2,450	\$2,459	\$2,647	
Basic PPO					
EE Only	21	\$990	\$995	\$1,070	
Two Person	7	\$1,580	\$1,591	\$1,713	
Family	7	\$1,780	\$1,790	\$1,927	
Wellness Credits					
Enhanced PPO					
EE Only	310	\$200	\$200	\$200	
EE+1	361	\$400	\$400	\$400	
Family	465	\$400	\$400	\$400	
Basic PPO					
EE Only	21	\$200	\$200	\$200	
Two Person	7	\$400	\$400	\$400	
Family	7	\$400	\$400	\$400	
Net Employee Contributions					
Enhanced PPO					
EE Only	310	\$1,160	\$1,166	\$1,270	
EE+1	361	\$1,780	\$1,786	\$1,953	
Family	465	\$2,050	\$2,059	\$2,247	
Basic PPO					
EE Only	21	\$790	\$795	\$870	
EE+1	7	\$1,180	\$1,191	\$1,313	
Family	7	\$1,380	\$1,390	\$1,527	
Net Employee Contributions	1,171	\$1,990,000	\$1,999,000	\$2,182,000	
Gross Plan Cost*		\$24,995,000	\$24,998,000	\$27,271,000	
LESS: Total Employee Core Contributions		(\$2,392,000)	(\$2,401,000)	(\$2,584,000)	
ADD: Total Wellness Credits		\$402,000	\$402,000	\$402,000	
Net Employee Contributions		(\$1,990,000)	(\$1,999,000)	(\$2,182,000)	
Net Plan Cost		\$23,005,000	\$22,999,000	\$25,089,000	
Contribution Percentage		8.0%	8.0%	8.0%	

*Includes premium holiday credits when applicable

Illustrative 2021-2022 Annual Employee Contributions

Scenario #4: Highmark Broad Access PPO + UPMC Health Plan

UPMC Health Plan					
Plan	Tier	Enrollment	2020	2021	2022
Core Contributions					
Enhanced PPO					
EE Only		282	\$1,360	\$1,348	\$1,348
EE+1		309	\$2,180	\$2,157	\$2,157
Family		430	\$2,450	\$2,426	\$2,426
Basic PPO					
EE Only		60	\$990	\$981	\$981
Two Person		21	\$1,580	\$1,570	\$1,570
Family		18	\$1,780	\$1,766	\$1,766
Wellness Credits					
Enhanced PPO					
EE Only		282	\$200	\$200	\$200
EE+1		309	\$400	\$400	\$400
Family		430	\$400	\$400	\$400
Basic PPO					
EE Only		60	\$200	\$200	\$200
Two Person		21	\$400	\$400	\$400
Family		18	\$400	\$400	\$400
Net Employee Contributions					
Enhanced PPO					
EE Only		282	\$1,160	\$1,148	\$1,148
EE+1		309	\$1,780	\$1,757	\$1,757
Family		430	\$2,050	\$2,026	\$2,026
Basic PPO					
EE Only		60	\$790	\$781	\$781
EE+1		21	\$1,180	\$1,170	\$1,170
Family		18	\$1,380	\$1,366	\$1,366
Net Employee Contributions		1,120	\$1,856,000	\$1,834,000	\$1,834,000
Gross Plan Cost			\$21,823,000	\$22,913,000	\$22,913,000
LESS: Total Employee Core Contributions			(\$2,235,000)	(\$2,213,000)	(\$2,213,000)
ADD: Total Wellness Credits			\$380,000	\$380,000	\$380,000
Net Employee Contributions			(\$1,856,000)	(\$1,834,000)	(\$1,834,000)
Net Plan Cost			\$19,968,000	\$21,080,000	\$21,080,000
Contribution Percentage			8.5%	8.0%	8.0%