



METRO REGIONAL TRANSIT AUTHORITY

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JUNE 9, 2026

STATEMENT OF THE METRO RTA BOARD OF TRUSTEES

Summit County—The METRO Regional Transit Authority Board of Trustees has voted to accept the recommendations of the independent Fact-Finder in the current collective bargaining process with the Transport Workers Union, representing Bus Operators, Vehicle Servicers, and Customer Care Representatives. This decision comes after the parties spent approximately two years in labor negotiations with the assistance of a mediator. After traditional negotiations were unsuccessful, the parties mutually selected a state-appointed, neutral Fact-Finder to evaluate the parties’ proposals and recommend a new Collective Bargaining Agreement based on criteria contained in Ohio’s State Employment Relations Board’s (SERB) provisions.

While the Fact-Finder’s report did not provide resolution on each proposal advanced by METRO, we believe that this report represents the conclusion of a fair process that acknowledges the complexities of the collective bargaining process.

The Fact-Finder's recommendations include:

- A 4% wage increase for employees effective June 1, 2026, reflecting a top wage rate of \$33.27 per hour.
- A \$3,500 gross lump sum to cover the period of June 1, 2024 through May 31, 2026 to fully resolve compensation regarding wages for eligible employees during this time.
- Enhanced uniform benefits, increasing the yearly allowance to \$500 from \$400.
- Enhanced shoe reimbursement benefits, increasing the allowance to \$450 from \$150.
- Adjusting employee PPO healthcare contributions to 2.4% for single coverage and 4% for family coverage. These percentages represent approximately \$63 per biweekly pay period for single coverage and approximately \$106 per biweekly pay period for family coverage for employees at top wage rate. Employee contributions are currently \$25.59 per pay period for both single and family TWU members at top wage rate.

The healthcare change is effective June 1, 2026 and not retroactive. While the Board recognizes the Fact-Finder’s recommendation included an approximate increase in the employee contribution for single and family premiums in the amount of 240% and 400% respectively, the Board agrees with the Fact-Finder’s statement:

This Fact-Finder finds it is reasonable for the Union to increase their share to maintain the overall benefit levels. This should be seen as being preferable to reducing coverage, increasing deductibles or eliminating benefits.

The Board recognizes and appreciates the dedication of METRO's employees, who provide essential transportation services every day and believes the Fact-Finder's recommendations demonstrate value to TWU members while helping METRO’s ongoing efforts to remain financially capable of delivering safe, reliable, and accessible transportation services.

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