

What the TA Means for ATU members

General Wage Increases

August 1, 2026 – 3.0% Increase

- Average ATU member will earn \$5,500 more from 2025 to 2026*

August 1, 2027 – 3.5% Increase

- Average ATU member will earn \$3,900 more from 2026 to 2027*

August 1, 2028 – 4.0% Increase

- Average ATU member will earn \$3,700 more from 2027 to 2028*

*Includes progression through the applicable wage class for current employees as of July 8, 2026. As such, by 2028, most current employees will be at top pay for their wage class.

Longevity Pay

2027 Longevity for Hours Worked in 2026

- 35% of ATU members will be eligible to receive longevity pay
- Average ATU member could see a payment of \$1,586* depending on the number of hours worked

2028 Longevity for Hours Worked in 2027

- 40% of ATU members will be eligible to receive longevity pay
- Average ATU member could see a payment of \$1,653* depending on the number of hours worked

2029 Longevity for Hours Worked in 2028

- 42% of ATU members will be eligible to receive longevity pay
- Average ATU member could see a payment of \$1,743* depending on the number of hours worked

*Assumes average employee works 2,000 hours annually. Some may work more and some may work less.

ATU Market Competitiveness

Determining Competitiveness

- Use the 30 largest metropolitan areas ranked by population and the composite cost of living index
- Identify the maximum hourly rate for full-time operators and full-time mechanics
- Adjust the maximum hourly rate based on the composite cost of living index so that the Twin Cities composite cost of living index is equal to 1.00.
- Calculate the average, 65th percentile, 75th percentile, 85th percentile and 95th percentile and compare against Metro Transit's maximum hourly rate for full-time operators and full-time mechanics
- The Metro Transit maximum hourly rate for full-time operators and full-time mechanics is greater than the 95th percentile

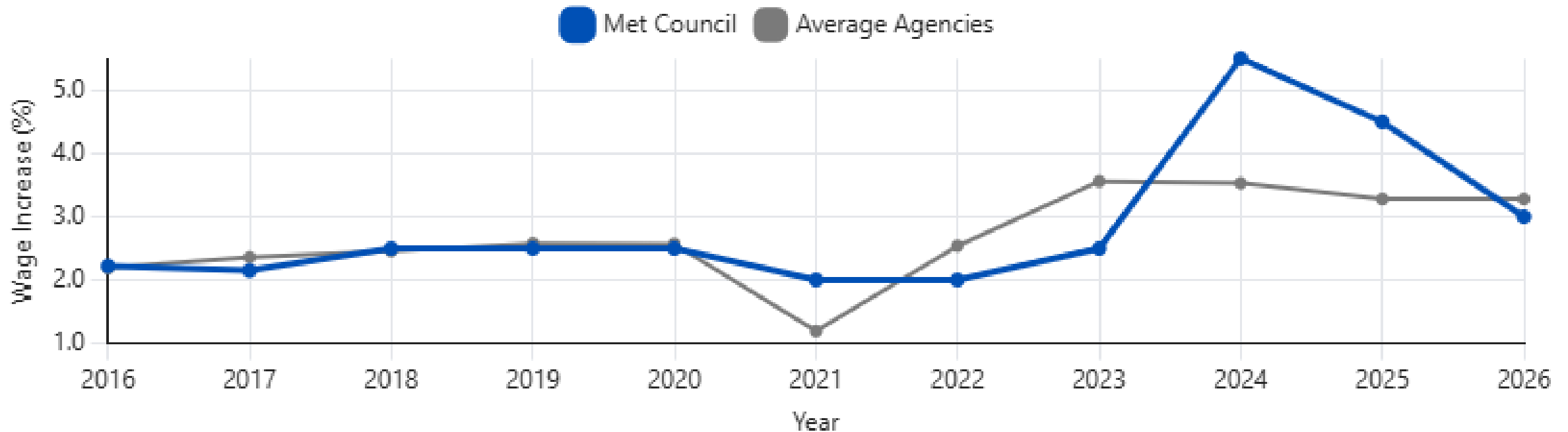
ATU Difference from	FT Operator Maximum	FT Mechanic Maximum
Average	+\$6.66	+\$9.30
65 th	+\$5.43	+\$7.74
75 th	+\$4.23	+\$6.93
85 th	+\$2.76	+\$5.18
95 th	+\$0.49	+\$2.92

Transit Wage Growth Outpaces Metro Averages

Metro Wage Increase Averages vs. Metro Transit Wage Increases

Decade-long growth:
Transit wages outpaced the metro average by 2.36%

Wage Increases: Met Council vs. Average Agencies (2016–2026)



Future Transit Wage Growth Outpaces Metro Averages

Future Metro Wage Increase Averages vs. Metro Transit Wage Increases

Transit wages are projected to grow **1.50% faster than the metro average**

