

# Agreement between ATU Local 1605 and TRANSDEV 10/12/2021

**Wages**

Retro to June 14, 2021 = 2.5% to all progressions  
2.5% on June 14, 2022, to all progressions

**Article 19**

**Health Insurance**

Transdev will continue to offer coverage in accordance with the existing language in Article 19 of the Collective Bargaining agreement. The cost sharing for the employee only tier of the Minimum Value/Affordable plan, under the ACA may be adjusted to continue meeting affordability requirements of the PPACA. This coverage is currently provided through BCBSIL and the Company retains the right to change providers in the future to continue to provide affordable coverage.

Beginning January 1, 2022, the Company agrees to offer a Kaiser plan option as a buy-up from the richest BCBSIL plan (currently HSA Select). For the 2022 plan year, the cost sharing is as follows; however, these shares may change from year to year based on increases to the total cost of coverage.

**BCBSIL HSA Basic Company Employee**

Employee Only	82.7%	17.3%
Employee + Spouse	70%	30%
Employee + Child(ren)	70%	30%
Employee + Family	70%	30%

**BCBSIL HSA Select Company Employee**

Employee Only	75%	25%
Employee + Spouse	70%	30%
Employee + Child(ren)	70%	30%
Employee + Family	70%	30%

**Kaiser of CA North HMO 3 Company Employee**

Employee Only	67.3%	32.7%
Employee + Spouse	66.2%	33.8%
Employee + Child(ren)	63.4%	36.6%
Employee + Family	63.4%	36.6%

For the Union:

For the Company:

*[Signature]*  
President/BA  
ATU Local 1605

Name/Date

Name/Date

*1/7/2022*

*[Signature]* 1/10/22