

**Connect Transit Board of Trustees**  
**December 3, 2025, 7:45 a.m.**  
**351 Wylie Drive, Normal, IL 61761**  
**Special Meeting Minutes – Approved at 1/27/26 Meeting**

**A. CALL TO ORDER:**

Vice Chair Buchanan called the meeting to order at 7:45 a.m.

**B. ROLL CALL:**

Board Clerk, Janice Crago, recorded attendance via roll call.

**Trustees Present:** Vice Chair Judy Buchanan  
Trustee Tyler Cravens  
Secretary Linda Foster  
Board Chair Julie Hile (V)  
Trustee Mandava Rao  
Trustee Elicssha Sanders

**Trustees Absent:** Trustee Gina Bianchi

**City Managers Present:** None

**City Managers Absent:** City Manager Jeff Jurgens  
City Manager Pam Reece

**Staff Present:** Brady Lange, Deputy Managing Director  
Charlie Busse, Maintenance Manager  
Dave White, Safety and Training Director  
Janice Crago, Board Clerk  
Jeff Mancil, Service Delivery Manager  
Pat Kuebrich, Finance Director  
Steve Stockton, IT Manager

**Guest(s) Present:** None

**Vice Chair Buchanan called for a motion to allow Trustee Bianchi and Board Chair Hile to attend virtually.**

Secretary Foster motioned; seconded by Trustee Rao.

**Discussion:**

Vice Chair Buchanan explained that the Trustees requesting to attend virtually meet the criteria as defined in the by-laws.

**Rollcall Vote:**

AYE: Vice Chair Buchanan, Trustee Cravens, Secretary Foster, Trustee Rao, Trustee Sanders  
NAY: None

The motion to allow Board Chair Hile and Trustee Bianchi to attend virtually was **approved**.

**C. PLEDGE OF ALLEGIANCE AND MISSION STATEMENT:**

Trustee Cravens led the Board in the Pledge of Allegiance.

Vice Chair Buchanan read the Connect Transit Mission Statement.

**D. SAFETY MOMENT:**

Dave White, Safety and Training Director, reminded everyone that time and space are important when driving in adverse conditions. Give yourself extra time when heading out and traveling to wherever your destination may be and give yourself extra space, so you have time to react.

**E. PUBLIC COMMENT:**

None

**F. NEW BUSINESS:**

a. Recommendation for Collective Bargaining Agreement

**Vice Chair Buchanan called for a motion to approve the Amalgamated Transit Union (ATU) Local 752 Collective Bargaining Agreement (CBA) dated July 1, 2025 – June 30, 2028.**

Secretary Foster motioned; seconded by Trustee Rao.

**Discussion:**

Brady Lange, Deputy Managing Director, stated that about 80% of the Connect Transit workforce is represented by Local 752 of the ATU. This group includes Operators, Dispatchers, Mechanics, Service Technicians, Custodians, and Customer Service Representatives. The previous CBA with the ATU Local 752 was initially ratified by the Union and approved by the Board of Trustees in 2022, covering a three-year period that ended on June 30, 2025.

On March 30, 2025, management received an interest notice to negotiate from ATU leadership. This initiated meetings between the parties on June 2, June 4, June 6, June 11, June 13, July 23, July 25, November 17, November 19, November 21, and November 24. During these meetings, the Union and Management exchanged proposals to amend the existing contract and negotiated new terms. On November 24, 2025, both parties tentatively agreed to a new three-year contract set to expire on June 30, 2028.

The tentative CBA, the main points of which are outlined in the following section of this memo, was ratified by Local 752 members on November 30, 2025.

During several meetings, the parties discussed multiple issues. The negotiations covered various topics, with key areas of focus including wages, medical leave, job protection, discipline and arbitration, as well as clarification of contract language to ensure consistent implementation.

**Key Changes**

1. Wages and Market Adjustments
  - o A 3.5% annual wage increase for all represented employees, retroactive to July 1.
  - o Targeted market increases for Maintenance Foreman, Class A and Class B Mechanics, Customer Service Representatives, and Dispatchers to support recruitment and retention efforts.
  - o Longevity pay increased from \$0.05 to \$0.10 per five years of service.

2. Medical Leave and Job Protection
  - o Establishment of a clear structure providing up to 26 weeks of Short-Term Disability leave with job protection for serious health conditions.
  - o Tightened definitions to avoid extended job protection for intermittent or minor conditions, thereby reducing operational strain.
3. Attendance, Holidays, and Contract Cleanup
  - o Juneteenth added as a paid holiday at time-and-a-half rate.
  - o Unexcused absence reporting window increased from 30 minutes to one hour; attendance language aligned across Operations, Maintenance, and Administration.
  - o The contract explicitly waives the Illinois Paid Leave for All Workers Act in favor of the benefits in the CBA, preventing unintended additional leave.
  - o Significant cleanup and reorganization of language, including added requirements for regular safety committee meetings to align with our agency safety plan.

Net change in total economics (all increases, and deductions reflected in pay and benefits together) equals a 4.1% increase in the cost of total represented payroll or \$385,620 in FY26. This increase is reflected in the FY26 budget.

Vice Chair Buchanan asked if there were any questions or comments.

Trustee Foster stated she was glad this was settled and both sides are agreeable.

Vice Chair Buchanan called for a vote on the motion on the floor since there were no more questions or comments and asked the Clerk to call the roll.

**Rollcall Vote:**

AYE: Vice Chair Buchanan, Secretary Foster, Board Chair Hile, Trustee Rao, Trustee Sanders  
 NAY: None

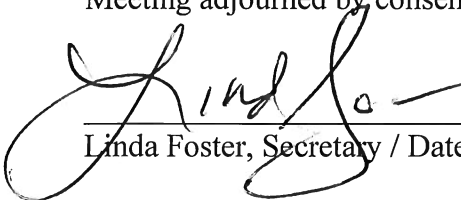
The motion to approve the Amalgamated Transit Union (ATU) Local 752 Collective Bargaining Agreement (CBA) dated July 1, 2025 – June 30, 2028, was **approved**.

**F. ADJOURNMENT:**

**Vice Chair Buchanan called for a Motion to Adjourn.**

Trustee motioned; seconded by Trustee Sanders.

Meeting adjourned by consensus at 7:54 a.m.

 1/27/26  
 Linda Foster, Secretary / Date

 1.27.26  
 Janice Crago, Board Clerk / Date

[CONNECT TRANSIT SEAL]

