



1 **Green Mountain Transit Special Board of Commissioners Meeting**  
2 **October 6, 2021, 2021 - 8:30 a.m.**  
3 **101 Queen City Road, Burlington VT 05401**  
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5 *The mission of GMT is to promote and operate safe, convenient, accessible,*  
6 *innovative, and sustainable public transportation services in northwest and*  
7 *central Vermont that reduce congestion and pollution, encourage transit-*  
8 *oriented development, and enhance the quality of life for all.*  
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11 **Present:**

|                          |                                      |
|--------------------------|--------------------------------------|
| 12 Commissioner Buermann | 20 Commissioner Derenthal            |
| 13 Commissioner Kaynor   | 21 Commissioner Brewer               |
| 14 Commissioner Davis    | 22 Jon Moore, General Manager        |
| 15 Commissioner Sharrow  | 23 Jamie Smith, Director of Planning |
| 16 Commissioner Cota     | 24 and Marketing                     |
| 17 Commissioner Waninger | 25 Connie Englert, Director of       |
| 18 Commissioner Bohne    | 26 Transportation                    |
| 19 Commissioner Spencer  |                                      |

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28 **Open Meeting**

29 Chair Waninger opened the meeting at 8:32AM.

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31 **Adjustment of the Agenda**

32 None

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34 **Public Comment**

35 None

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37 **Urban Operator Collective Bargaining Agreement (CBA) Approval (Action Item)**

38 GM Moore gave an update on the CBA including the highlights; wages, one-  
39 time bonuses, long-term disability insurance, and CTO policy changes. The Union  
40 voted 30-3 to ratify the contract on Sunday, October 3, 2021.

41 Commissioner Kaynor made a motion to approve the Urban Operator Collective  
42 Bargaining Agreement, Commissioner Buermann seconded.

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44 In discussion, Commissioner Kaynor thanked GM Moore and staff, and  
45 Commissioner Polyte for joining negotiations and said, given the current labor  
46 shortage and the challenging working conditions, the wage increase and bonus  
47 feels fair. Commissioner Kaynor did expressing disappointment that there was no  
48 progress made on insurance contributions and the CTO policy. Commissioner  
49 Kaynor urged other Board members to familiarize themselves more with the



50 working conditions faced by staff, and suggested that riding the bus is the best  
51 approach. This approach would help build confidence that the Board  
52 understands and doesn't disrupt the defined lines of communications, noting  
53 that the role of board members shouldn't be to open an avenue where staff  
54 goes around leadership to discuss job satisfaction, etc.

55  
56 Chair Waninger made a comment that many board members are pleased that  
57 drivers and staff were able to continue working in the challenging conditions,  
58 but showed concern with the long-term financial sustainability of supporting  
59 large wage increases.

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61 Commissioner Spencer asked for clarification on the track changes in the final  
62 document.

63  
64 All were in favor and the motion carried.

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66 Chair Waninger thanked the bargaining team and expressed appreciation for  
67 the union and the staff for coming together with some creative solutions.

68  
69 **General Commissioner Comments**

70 Commissioner Kaynor shared that GM Moore was present at the Williston select  
71 board meeting to discuss service and answer questions about the assessment.  
72 Commissioner Kaynor expressed concern that assessments will be questioned  
73 because the board hasn't yet come together to agree on the best formula  
74 moving forward.

75  
76 Commissioner Kaynor also announced that the select board is considering a  
77 change in roles (at Commissioner Kaynor's request) for both Commissioners  
78 Kaynor and Brewer. If approved, Commissioner Brewer will become the Williston  
79 Commissioner and Commissioner Kaynor will step back to become the  
80 alternate.

81  
82 Chair Waninger asked the board to be on the lookout for a link to the General  
83 Manager review.

84  
85 **Adjourn**

86 Commissioner Sharrow made a motion to adjourn, Commissioner Kaynor  
87 seconded. All were in favor and the motion carried. The meeting adjourned  
88 8:50AM.