



FTA Authorization Fact Sheet Labor Protections



Purpose

The purpose of the labor protections is to ensure that transit agency employee working conditions are not adversely affected by the provision of federal grants.

Statutory References

49 U.S.C. Section 5333, SAFETEA-LU Section 3031

Features

The authorization maintains the labor protections of the previous law, with two changes:

- It formalizes the Department of Labor (DOL) practice in place for sometime that DOL will certify like-kind grants that do not materially revise or amend an existing assistance agreement without referral to the unions. The text of the law reads: “Fair and equitable arrangements to protect interests of employees utilized by the Secretary of Labor for assistance to purchase like-kind equipment or facilities, and grant amendments which do not materially revise or amend existing assistance agreements, shall be certified without referral.”
- The Secretary of the Department of Labor will issue “fair and equitable determinations involving assurances of employment” when one private transit bus service contractor replaces another through competitive bidding. The decision will be based on previous 1994 decisions. Guidance on this matter will come from the Department of Labor.