

TENTATIVE AGREEMENTS

October 6, 2022

1. Article 43 - Holidays

Replace the sixth paragraph to read as follows:

“If an employee is scheduled to work the day before or after a holiday and he/she is absent, the employee will not be paid for the holiday. To be eligible for holiday pay, employees must work and complete the last scheduled day/shift immediately preceding and the first scheduled day/shift immediately following the holiday. The only exceptions to this rule are: a) when the employee submits a physician’s note that confirms the medical reason for the unscheduled absence and/or uses FMLA leave, or b) if the holiday falls before or after pre-approved PTO. PTO may not be used in exchange for holiday pay. Employees who actually work on the holiday and complete their scheduled shift on the holiday will receive the additional holiday pay regardless of whether they work and complete the last scheduled day/shift immediately preceding and the first scheduled day/shift immediately following the holiday.”

[All other language remains unchanged.]

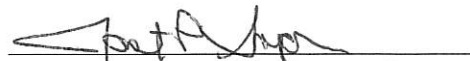
2. Article 43 – Holidays

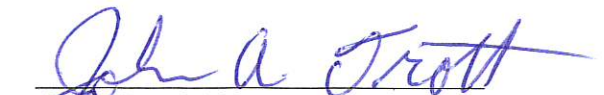
The Union withdraws its proposal #9, to add additional part-time holidays.

3. Article 13 – Vision Insurance

Delete and replace to read as follows:

The Company will pay the premium cost for a vision insurance plan for all full time and part time bargaining unit employees (currently, as of the date of ratification/legislative approval, Davis Vision). The Company reserves the right to select and change the insurance provider and/or plan coverage.


County Area Transit System, Inc.


ATU, Local 282