

## MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("Agreement") is made and entered into by and between Regional Transit Service, Inc. ("RTS") and the Amalgamated Transit Union, Local 282 ("Union"). This will replace the previous agreement that was signed on July 9, 2024.

NOW THEREFORE, the parties agree as follows:

1. When a Bus Operator is out of work for any reason other than vacation their work is posted on the hold board for Extra Board Operators to hold it down the following week. If the Bus Operator is out for four consecutive weeks (even if it is not the same work because the four weeks crosses two picks), then their work will be clearly delineated in the hold board posting. An Extra Board Operator who chooses that work will hold it down for the remainder of the pick or until the Bus Operator who is out returns to work, whichever occurs first. If no Extra Board Operators chooses the work for the remainder of the pick the work will be assigned to the lowest seniority Extra Board Operator.

2. When any Bus Operator whose work was posted on the Hold Board returns after the week starts, they will be placed on the extra board as a conflict show up at one of the following times for the remainder of the week (maintaining their bid days off and holiday pass-up if applicable) and the Extra Operator will keep the work:

- For work that ends at 7:30pm or earlier you will be a conflict 6am show.
- For work that ends between 7:31pm and 10:30pm you will be a conflict 9am show.
- For work that ends at 10:31pm or later you will be a 1pm conflict show.
- For workers that have a set of reliefs you will be a conflict 9am show.

The Regular Operator will be put back into the work they picked the following week. When the Regular Operator clears Dispatch will call The Extra Board Operator to let them know they will not have that work the following week. The Extra Operator can pick work off the Hold Board if their day to pick has not passed yet. However, if it has passed they have the option to be a conflict show with their start time determined by the time of the run they held using the conflict shows above and the same days off as the work they had picked. Dispatch needs to be notified no later than 3pm on Sunday if this option is being chosen. If they don't choose that option they will go back to the rotating board with their scheduled extra board days off.

3. If an Extra Board Operator is on vacation they normally do not pick work for that week. However, if there is a long-term run posted on the hold board the week the Operator is going on vacation the Extra Board Operator can leave that long term run as a choice. If the Extra Board Operator is awarded that work it will be theirs when they return from vacation. If a long-term run is awarded to an Operator on vacation that week then the run will be posted on the Hold Board for people to choose the next hold board day for the vacation week.

4. Amend Work Rule 53 from Operator Work Rules Agreement signed March 24, 2017 to say "The Company agrees on a weekday to have 34 hours of signed up AM extras which includes 2 thirteen hour signed up extras and 1 eight hour signed up extra. The Company agrees to have 1 twelve hour signed up extra on Saturday. Sundays and Holidays are optional at the Company's discretion.

5. If you choose hold work weekly or for the whole pick you can drop the tripper for the duration of the time you have the work and still be eligible to get called in for overtime daily. If you wish to drop the tripper you must inform Dispatch by 12pm on the Saturday before the work starts. If you choose a run with a tripper and keep the tripper with your work and lay off the tripper daily you are not eligible for overtime.

John A. Trotter  
Amalgamated Transit Union, Local 282

November 5, 2024  
Date

Donna J. Schnapp  
Regional Transit Service, Inc.

October 31, 2024  
Date