

MEMORANDUM OF AGREEMENT

REIMAGINE RTS PROJECT

The parties to this Memorandum of Agreement, Regional Transit Service, Inc. (also known as “RTS” or the “Company”) and the Amalgamated Transit Union, Local 282 (referred to herein as “ATU” or “Union”), hereby agree to the following terms relating to the Company’s implementation of the Reimagine RTS project. Nothing in this Memorandum of Agreement impacts or curtails the Company’s existing management rights and/or those management rights that exist as a matter of law including, but not limited to, those rights as described in Article 2 of the parties’ Collective Bargaining Agreement (“CBA”). Nothing in this Memorandum of Agreement impacts or curtails the Union’s statutory right to negotiate over wages, benefits or other terms and conditions of employment for members of the bargaining unit employed by the Company; nor does this Memorandum of Agreement impact or curtail the Union’s right to negotiate over the impact of the Company’s managerial decisions, to the extent permitted by law, related to the operation of its transit system.

Maps containing the locations of the community mobility zones (“CMZs”) associated with the Reimagine RTS project that exist as of the date the parties executed this Memorandum of Agreement is attached as Addendum #1. In the event that the Company seeks to increase the size of any CMZ found in Addendum #1, and/or to add new CMZs not identified in Addendum #1, in a manner that will replace existing RTS fixed route line service, the Company and the Union will negotiate over the potential changes prior to implementation.

SVO TITLE & RELATED ISSUES

1. RTS will create a new bargaining unit title of “Small Vehicle Operator” (referred to herein as “SVO”). Employees employed as SVO will be paid a gross hourly pay rate according to the following schedule:

0-12 months - \$16.59

13-24 months - \$17.12

25-36 months - \$17.65

37-48 months - \$18.43

49-60 months - \$19.73

61-72 months - \$21.06

Over 72 months - \$22.39

[These rates are subject to the increases in paragraph 25 below]

2. Employees employed in the SVO title must have the required CDL-C necessary to drive all Company vehicles that do not require a CDL-B license, and SVO employees are subject to all requirements of Article 19-A of the New York State Vehicle and Traffic Law. Should there be any change(s) in applicable state or federal license requirements applicable to the SVO title, the CDL-C license requirements in this paragraph shall be deemed modified to the extent necessary to ensure SVO employees can continue operating the same size and types of vehicles they normally operate, while in compliance with all state and federal license requirements. Notwithstanding the above, any SVO who operates a bus requiring a CDL-B license shall be paid at the applicable RTS Bus Operator rate for the time spent performing this work, and such work requiring a CDL-B license shall continue to be RTS Bus Operator work.

3. SVO employees may be employed on a part-time or full-time basis. Part-time SVO employees will not be regularly scheduled to work more than twenty-nine (29) hours in a workweek. Part-time SVO employees may exceed the limit of twenty-nine (29) hours per week due to operational needs pursuant to paragraph 5.

4. SVO Work Schedules - For the first year after implementation of this Memorandum of Agreement (i.e., for the first year after the Reimagine RTS “go live” date), SVO employees will perform work as assigned by RTS, and weekly work schedules are subject to change at the discretion of RTS. Thereafter, full-time and part-time SVO employees shall pick work schedules in the following manner:

(a) Full-time SVO employees will pick work schedules and vacation schedules by seniority on the same schedule as full-time RTS Bus Operators under the CBA (except as re-picks may be held in the circumstances described below). When full-time SVO picks begin pursuant to this paragraph, there shall be a full-time SVO pick (by seniority) of available work schedules designated by the Company. If, at the time the pick is conducted, a full-time SVO is on a leave of absence that will or is reasonably expected to continue more than 21 calendar days after the date that the full-time SVO pick is conducted, that full-time SVO shall not pick. When that full-time SVO returns from such leave of absence RTS may choose to either conduct a re-pick among all full-time SVO employees or create a new work schedule for the returning full-time SVO employee. In the event RTS creates a new work schedule for the returning full-time SVO, that new work schedule will first be offered to all full-time SVOs who have more seniority than the returning full-time SVO. If a more senior full-time SVO chooses to accept the new work schedule, his or her prior work schedule will be offered by seniority to the remaining, less-senior full-time SVO employees pursuant to the process described in this paragraph. This process will continue until all full-time SVOs have a work schedule assignment. If no more senior full-time SVO accepts the new work schedule, the returning full-time SVO will be required to either accept that new work schedule or bump into a work schedule held by a less senior full-time SVO; if the returning full-time SVO bumps into a work schedule held by a less senior full-time

SVO, the new work schedule will be offered to full-time SVOs who are less senior than the returning full-time SVO until either a full-time SVO accepts that new work schedule or the least senior full-time SVO is assigned that new work schedule. If a less senior full-time SVO accepts the new work schedule, that full-time SVO's prior work schedule will be offered by seniority to the remaining, less-senior full-time SVO employees pursuant to the process described in this paragraph. This process will continue until all full-time SVOs have a work schedule assignment. The re-pick or offer of new schedule shall be conducted within one (1) week after the full-time SVO returns to work from leave and will be implemented at the beginning of the next payroll period after the picking or bumping process is complete. The full-time SVO who returns from leave will be assigned work by the Company until the picking or bumping process is complete and implemented.

When a full-time SVO employee begins a leave of absence that will or is reasonably expected to continue for more than 21 calendar days, RTS will conduct a full-time SVO re-pick in order to cover this vacancy.

Notwithstanding any other language in this Memorandum of Agreement, no SVO employee shall be allowed to work in violation of New York Transportation Law § 211.

(i) On the day that would be an SVO employee's seventh consecutive day of work without twenty-four (24) consecutive hours off, an SVO employee who requires a rest day to ensure compliance with New York Transportation Law § 211 (referred to herein as "rest day conflict SVO") will be required to take a mandatory twenty-four (24) consecutive hours off without pay.

(ii) In the situation addressed in 4(a)(i) above, on the rest day conflict SVO's next regularly scheduled day off, he or she will be scheduled by RTS in compliance with the eight (8)

hour time off legal requirement. When necessary to ensure compliance with the eight (8) hour time off legal requirement, the rest day conflict SVO will report for duty on that SVO employee's next regularly scheduled day off at a time later than normally scheduled as needed to ensure compliance with the eight (8) hour time off legal requirement.

(iii) In the situation addressed in 4(a)(i) above, a rest day conflict SVO may opt to use an accrued vacation day, personal day or sick day (without an attendance occurrence) on the rest day conflict SVO's next regularly scheduled day off instead of working in accordance with Section 4(a)(ii) above. Such a day off will not be counted for purposes of the Lay-Off Book referenced in Section 18 of this MOA. A rest day conflict SVO with no accrued but unused vacation days, personal days or sick days may select which of that rest day conflict SVO's next two (2) regularly scheduled days off that he or she will work in accordance with Section 4(a)(ii).

(b) Part-time SVO employees shall, on a weekly basis, pick by seniority from work schedules designated by the Employer for the following week. The least senior part-time SVO employee will be obligated to accept the last unpicked work schedule each week. Any part-time SVO who declines the opportunity to pick a work schedule will be skipped and will accept a work schedule left after picking is complete. Notwithstanding any other language in this Memorandum of Agreement, no SVO employee shall be allowed to work in violation of New York Transportation Law § 211 and no SVO employee may pick a work schedule that would result in a violation of New York Transportation Law § 211 in the current or a future work week.

(c) The Company maintains the right to designate the work schedules to be picked in the manner described above, and to designate the work assignments for SVO employees during their picked work hours as deemed necessary by RTS due to operational need. The provisions of

the CBA that govern "split shifts", including Sections 25 and 26, for RTS Bus Operators will apply to SVO employees including full-time and part-time.

5. Offer of SVO Work Hours - In the event there is a need for additional SVO employee work hours due to call-offs, absences or other issues, such hours will first be offered to the full-time and part-time SVO employees by seniority (if not otherwise working or conflicted from working during such work hours). Except in federal, state, county, city, town or village declared emergency situations such as but not limited to weather emergencies, RTS will bypass a part-time SVO employee for such an offer of hours where the hours would result in that SVO employee working more than 29 hours in that workweek. If the need for additional SVO employee work hours is not satisfied through this offer to full-time and part-time SVO employees, RTS may choose to either move forward without filling additional SVO work hours or handing out the SVO work hours through the RTS Extra Board pursuant to the Extra Board Work Rules and the CBA, and any such Extra Board Bus Operators who fill SVO hours shall be paid at their regular Bus Operator pay rate. If, after the Extra Board is exhausted there is still a need for additional SVO work hours, RTS may offer work to part-time SVO employees who were bypassed pursuant to this paragraph. Notwithstanding any other language in this Memorandum of Agreement, no SVO employee shall be allowed to work in violation of New York Transportation Law § 211; when offering additional SVO employee work hours, RTS shall skip SVO employees when such additional work hours would result in a violation of New York Transportation Law § 211 in the current or a future work week.

6. Part-Time SVO Limitation - The number of part-time SVO employees employed by RTS shall not exceed 50% of the number of full-time SVO employees employed by RTS.

Part-time SVO employees shall not be counted or considered for purposes of the limitation on the number of part-time Bus Operators listed in Article 54(B) of the CBA.

7. RTS Bus Operator Positions- RTS agrees that, except as described below, the number of RTS Bus Operators that exist as of the execution of this Memorandum of Agreement ("Base Number of Operators") will not decrease by more than four percent (4%) during the five years (i.e., 1,825 days) after the execution of this Memorandum of Agreement without making the pay change addressed in the following sentence. (Attached as Addendum #2 is a list demonstrating the Base Number of Operators.) Should RTS exceed this 4% limitation, for each Bus Operator decrease below the 4% limitation RTS will pay the most senior SVO employee(s) at the applicable regular Bus Operator pay rate effective on the date that RTS exceeded the 4% limitation. If/when RTS no longer exceeds this 4% limitation, SVO employee(s) being paid the applicable Bus Operator pay rate will again be paid at the applicable SVO pay rate. (However, notwithstanding the above language in this paragraph, this 4% limitation shall not be deemed violated/exceeded when the number of RTS Bus Operators temporarily decreases by more than 4% due to one or more Bus Operator vacancies (e.g., discharge, resignation, retirement) so long as RTS takes action to fill the Bus Operator vacancy as soon as reasonably possible and the vacancy is filled within six (6) months after the position became vacant. In such a situation, in the event the vacancy is not filled within six (6) months, RTS will temporarily pay the most senior SVO employee(s) at the applicable regular Bus Operator pay rate until the vacancy is filled.)

In the event that: (a) RTS is no longer a party to a subsidy contract(s) that existed as of the date this Agreement was executed by the parties, and/or there are changes to any subsidy contract(s), that make necessary, in the reasonable judgment of RTS, a decrease in Bus Operator

manpower - then the Base Number of Operators will be reduced by that number; in the event RTS enters into new or revised subsidy contract(s) that results in additional manpower, the Base Number of Operators will be increased by that number; or (b) there is a decrease in State Operating Assistance (“STOA”) received by RTS that make necessary, in the reasonable judgment of RTS, a decrease in Bus Operator manpower - then the Base Number of Operators will be reduced by that number; in the event there is an increase in STOA received by RTS that results in additional manpower, the Base Number of Operators will be increased by that number.

8. Full-time SVO employees will be guaranteed forty (40) hours of pay per week whether scheduled for forty (40) hours or less than forty (40) hours per week, provided the full-time SVO performs all of his or her scheduled work for the week. Part-time SVO employees will be guaranteed pay for the number of hours stated in the work schedule picked by the part-time SVO employee for the week, provided the part-time SVO employee performs all of his or her scheduled work for the week. Each full-time SVO will have two (2) consecutive days off each week. Part-time employees will not be scheduled to work more than five (5) days per work week, but days off are not required to be consecutive.

9. SVO employees will transport RTS customers only (a) within the CMZs implemented as part of the Reimagine RTS project; and/or (b) on commuter routes (“commuter routes” are defined as from rural areas to Connection Hubs in the CMZs and to rural areas from Connection Hubs in the CMZs). For purposes of clarity, the Connection Hubs in the CMZs include the following locations: Eastman Avenue; Ridge/Culver/Goodman; Rochester Tech Park; St. John Fisher; Irondequoit Plaza; Baytowne Plaza; Greece Ridge Mall; and Hylan Drive; and any later-created Connection Hub within a CMZ.

10. The RTS vehicles operated by SVO employees will be fueled, washed and stored/parked by RTS maintenance employees in the bargaining unit represented by the Union, subject to the Settlement Agreement dated March 10, 2015 that resolved Grievances 37-14, 38-14, 39-14, 40-14 and 27-15 which remains in full force and effect.

11. RTS mechanical department employees represented by the Union will service, maintain, and repair revenue vehicles built to less than a 10-year expected vehicle life. Notwithstanding the preceding sentence, RTS will have the option to send revenue vehicles built to less than a 10-year expected vehicle life to the appropriate dealer and/or manufacturer for any warrantee/recall work that applies to such vehicles, but the Company will not purchase extended warrantees above the standard warranty offered by the manufacturer except that the Company may purchase extended powertrain warrantees on these vehicles. All work performed by an outside entity on RTS property pursuant to an extended warrantee will be handled in the same manner as extended warrantee work performed by outside entities on RTS buses on RTS property. In the event a manufacturer requires a vehicle be sent to an off-site location for extended powertrain warranty work: (1) an appropriate RTS Technician will transport the vehicle to the facility designated by the manufacturer, and after the repair will retrieve the vehicle from that facility; and (2) an appropriate RTS Technician(s) will be compensated at the regular pay rate for the number of hours expended by the manufacturer-designated repair facility (RTS will require a written document from the repair facility to document the number of hours expended). The Company will notify an ATU maintenance executive board representative when these vehicles are sent to a dealer or manufacturer for warrantee and/or recall work. Nothing in this paragraph impairs any exclusivity rights the Union may possess at the time this Agreement is executed.

12. Maintenance and cleaning, as well as snow removal and grounds keeping, of the Connection Hubs in the CMZs (see paragraph 9 above) established as part of the Reimagine RTS project that are located on land owned by RTS (which means, for purposes of this Agreement, fee simple ownership other than leased, licensed or pursuant to an easement) will be assigned to RTS Buildings and Grounds employees in the bargaining unit represented by the Union. For purposes of clarification, "maintenance" shall not include repairs to structural or other damage to the Connection Hubs. The agreement by RTS to assign this work at certain Connection Hubs in the CMZs to RTS Buildings and Grounds employees does not create an entitlement or past practice with respect to any bus shelters or other structures outside the RGRTA campus, nor does this agreement mean (and it should not be construed to mean) that such work on bus shelters or other structures outside the RGRTA campus is work covered by Section "1" of the "Use of Outside Contractors" agreement.

CUSTOMER SERVICE DUTIES

13. Work involving telephonic customer interaction related to on-demand and route deviation service in the Community Mobility Zones provided by RTS will be assigned to bargaining unit employees in the Customer Service Department. As an exception to the preceding sentence, RTS reserves the right to utilize agency workers not employed directly by RTS to assist with the Reimagine RTS implementation, with the following limitations: (a) RTS will utilize such agency workers for no more than eight (8) consecutive weeks, and such 8-week period will include the Reimagine RTS "go live" date; if any such employee is retained beyond eight (8) weeks he or she will transition to a bargaining unit employee position; (b) except during the time that agency employees are being trained in advance of the RTS Reimagine "go live" date, during the time period that agency employees are used pursuant to this paragraph, available

work schedules will be posted for picking by the bargaining unit Customer Service Department employees before work is assigned to the agency employees (and the current part-time Customer Service employee is eligible to pick a full-time work schedule during this period but will remain a part-time employee for all purposes); (c) overtime opportunities during the period of time that agency employees are used pursuant to this paragraph will be offered to bargaining unit employees pursuant to Article 63(F) of the CBA before such overtime opportunities (i.e., in excess of 40 hours per work week) are offered to agency employees. The parties agree that Customer Service employees working in the call center will only work at the same desk/cubicle at the same time when one employee is training the other. In addition, in the event any Customer Service employee working in the call center does not have an assigned desk/cubicle used only by that employee, such that other employees may use the same desk/cubicle at other times, RTS will provide a lock box/locker/other secure compartment for use by those impacted Customer Service employees working in the call center to store their personal belongings while not at work. Nothing in this paragraph impairs any exclusivity rights the Union may possess at the time this Agreement is executed.

SIGN UNVEILING ASSOCIATED WITH REIMAGINE RTS

14. It is anticipated that the unveiling (i.e., cover/sticker removal) of all new or replaced RTS signs in the RTS service area will need to be unveiled by removal of a cover/sticker immediately prior to the Reimagine RTS “go live” date during hours designated by the Company. The Company will utilize an outside vendor to perform this work. In lieu of having the opportunity to perform some of this work, all non-probationary Laborers and Truck Drivers in the maintenance department who are actively employed on the Reimagine RTS “go live” date will be paid twelve (12) hours of overtime at their applicable overtime rate that exists

at that time. Nothing in this paragraph impairs any exclusivity rights the Union may possess at the time this Agreement is executed.

GENERAL PROVISIONS APPLICABLE TO SVO EMPLOYEES

15. The Attendance Memorandum of Agreement attached to the CBA will be applicable to SVO employees according to its terms.

16. With respect to the applicability of the existing CBA, part-time SVO employees shall be covered by only those provisions specifically set forth below by section number and topic:

- Section 1 – Conformity to Law Clause
- Section 2 – Management Rights
- Section 3 – Recognition of Union
- Section 4 – Treatment with the Union
- Section 5 – Grievances
- Section 6 – Discipline/Discharge
- Section 7 – Clean Record Rule
- Section 8 – Arbitration
- Section 9 – Probationary Period
- Section 10 – Checkoff
- Section 11.J – Felonious Assault Insurance
- Section 14 – Free Transportation (employees only)
- Section 19- Clearing from Leave of Absence and Sick Leave
- Section 23 – Appearance on Company Behalf
- Section 24 – Payday
- Section 25 – Work Week (As modified by this MOA.)
- Section 26 – Spread Time (As modified by this MOA.)
- Section 35 – Cash-In Time
- Section 37 – Slips (Misses)
- Section 38 – Delayed Buses
- Section 39 – Discipline-Days Off
- Section 40 – Accident Reports
- Section 42 – Loss of Company Funds
- Section 52 – Uniform Allowance (After 180 days, and as modified by 10/18/17 MOA.)
- Section 53 – 19-A Physical
- Section 54(I) – Social Security, etc.
- Section 61 – Pension Plan (Part-time SVOs become eligible for participation in the retirement pension plan on completion of one (1) full year of service) Section

- 64 – Term of Contract

Any provision of the CBA in conflict with this Memorandum of Agreement shall be superseded by this Memorandum of Agreement. Except as specifically set forth herein, part-time SVO employees are not entitled to any benefits except those required by law.

17. With respect to the applicability of the existing CBA, full-time SVO employees shall be covered by only those provisions specifically set forth below by section number and topic:

- Section 1 – Conformity to Law Clause
- Section 2 – Management Rights
- Section 3 – Recognition of Union
- Section 4 – Treatment with the Union
- Section 5 – Grievances
- Section 6 – Discipline/Discharge
- Section 7 – Clean Record Rule
- Section 8 – Arbitration
- Section 9 – Probationary Period
- Section 10 – Checkoff
- Section 11 – Insurance
- Section 12 – Vacations (there will be a separate vacation pick for SVO employees)
- Section 13- Holidays
- Section 14 – Free Transportation
- Section 15 – Bereavement
- Section 16 – Jury Duty
- Section 17 – Leave of Absence
- Section 18- Sick and Personal Time
- Section 19 – Clearing from Leave of Absence and Sick Leave
- Section 20 – Excused from Work (As modified by this MOA)
- Section 21- Leave of Absence – Union
- Section 22 – Seniority Rights (As modified by this MOA)
- Section 23 – Appearance on Company Behalf
- Section 24 – Payday
- Section 25 – Work – Week (As modified by this MOA)
- Section 26 – Spread Time (As modified by this MOA)
- Section 30 – General Pick and Schedules (As modified by this MOA)
- Section 32 – Overtime Work (As modified by this MOA)
- Section 35 – Cash-In Time

- Section 36 – Trading of Runs
- Section 37 – Slips (Misses)
- Section 38 – Delayed Buses
- Section 39 – Discipline-Days Off
- Section 40 – Accident Reports
- Section 41 – Student Instruction
- Section 42 – Loss of Company Funds
- Section 43 – Operator’s Work
- Section 44 – Day-Off Work
- Section 52 – Uniform Allowance (applicable to SVO employees only)
- Section 53 – 19-A Physical
- Section 61 – Pension and Retirement Benefits
- Section 62 – Volunteer Firefighters
- Section 64 – Term of Contract

Any provision of the CBA in conflict with this Memorandum of Agreement shall be superseded by this Memorandum of Agreement. Except as specifically set forth herein, full-time SVO employees are not entitled to any benefits except those required by law.

18. For full-time SVO employees only: A separate open SVO lay-off book shall be maintained at the Dispatcher’s office for the SVO employees to sign to request personal time off. The rules and procedures found in Article 20(a) of the CBA for Transportation employees shall apply to this SVO layoff book, except that only the first SVO employee who signs to be absent on any day shall be guaranteed the day or days off, provided the SVO employee has accrued personal time available to cover the day or days off requested.

Any employee wishing a partial day off can make a request to the Manager or designee for the time wished off. It will be approved or disapproved as soon as possible. (This process applies to SVO employees, and the process in Article 20(B) does not apply to SVO employees.)

19. In the event of a reduction in force / layoff impacting SVO employees, order of layoff will be determined by hire date in the title impacted by the reduction/layoff (most recent hired employees laid off first), except that part-time employees in an impacted job title will be laid off before full-time employees in that job title. Recall rights to openings in the impacted

title will expire after a period equal to the employee's continuous length of service with RTS immediately prior to layoff, or two (2) years, whichever is greater. In the event of a reduction in force or layoff impacting RTS Bus Operators, impacted RTS Bus Operators may bump lower Company seniority SVO employees and will be paid SVO rates.

20. Maintenance department employees and SVO employees who apply for RTS Bus Operator openings will have equal opportunity to be considered for such RTS Bus Operator positions in accordance with the RTS interview and hiring process. When RTS Bus Operator Trainee positions become available, they shall be offered to SVO employees by RTS hire date, and an SVO employee who successfully becomes a Bus Operator will be paid based on their RTS hire date; however, the preceding sentence shall not apply to any SVO employee who was issued a disciplinary suspension for reasons other than attendance (whether the suspension is on appeal or not) within the prior two (2) year period or who entered into a last chance agreement within the prior four (4) year period. RTS agrees that it will conduct interviews of Maintenance department employees who apply for RTS Bus Operator openings (if they reach this stage in the hiring process) before it begins interviewing external applicants for RTS Bus Operator openings. The parties agree that a bargaining unit employee's attendance record and attendance disciplinary history for purposes of the Attendance Memorandum of Agreement attached to the CBA will not be impacted or restarted when a bargaining unit employee moves from one bargaining unit position into another bargaining unit position and/or into a Bus Operator Trainee position.

21. The pay rate schedule for RTS Bus Operators and Maintenance employees who successfully transfer to SVO positions will be according to their Company hire date. All other successful transferees will start at the SVO starting wage rate. During training, RTS transferees

to SVO positions will continue to be bargaining unit employees represented by the Union and covered by the CBA and shall be eligible to return to their previous position (but only if that position is still available) with no loss of seniority if he or she does not successfully complete the training in the reasonable discretion of RTS; if an employee's position is no longer available, he or she will be the first employee offered employment to fill the next vacancy in that position if qualified. In addition, an employee may choose not to complete the training one (1) time only and in such a case the employee shall be eligible to return to their previous position (but only if that position is still available) with no loss of seniority; if an employee's position is no longer available, he or she will be the first employee offered employment to fill the next vacancy in that position if qualified.

SIDE AGREEMENTS NOT IN THE CBA

22. The parties have executed various memoranda of agreement and other side agreements (collectively, "side agreements") that are not explicitly stated or referenced in the CBA. The parties agree that all current side agreements that apply to all members of the bargaining unit represented by the Union will apply to SVO employees, which includes the side agreements referenced on the attached Addendum #3.

LAYOFF PROVISION

23. The Company agrees that no current Bus Operator (as of the date this Memorandum of Agreement is signed by the parties) in the bargaining unit represented by the Union will be laid off as a result of the implementation of the Reimagine RTS project. For purposes of clarity, this Memorandum of Agreement does not prohibit layoffs of current Bus Operators for reasons separate and distinct from the implementation of the Reimagine RTS project, such as, but not limited to, loss of funding, loss of contract, and/or other operational

reasons; moreover, this Memorandum of Agreement does not guarantee that RTS will maintain the same number of Bus Operators at all times in the future.

ADDITION TO THE CBA

24. This Memorandum of Agreement will be attached to and incorporated into the CBA.

SUCCESSOR COLLECTIVE BARGAINING AGREEMENT

25. The parties hereby agree to the following terms for a successor Collective Bargaining Agreement with a term of January 1, 2020 through December 31, 2022:

(a) All pay rates in Articles 51, 56, 57, 59 and 63 of the current CBA will be increased as follows:

- January 1, 2020 - 2.5% increase
- January 1, 2021 – 2.5% increase
- January 1, 2022- 2.5% increase

(b) Effective for employees who retire on or after January 1, 2020, increase the monthly “caps” listed in Article 61 of the CBA as follows:

- From \$57 to \$65
- From \$65 to \$73
- From \$60 to \$68

[The language in the CBA addressing the current “caps” (i.e., 57, 65, 60) will be modified to be “Effective for employees who retire on or after January 1, 2019 but before January 1, 2020.”]

(c) With the exception of the contract duration (January 1, 2020 through December 31, 2022) all remaining terms of the current CBA will remain unchanged.

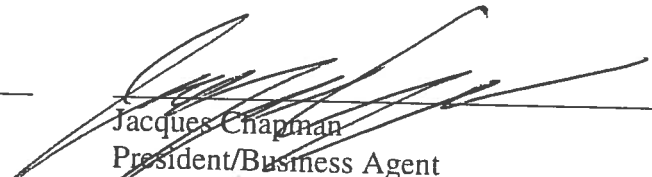
RATIFICATION

26. This Memorandum of Agreement is subject to (i) ratification by the RTS bargaining unit represented by ATU; and (ii) ratification/legislative approval by the RGRTA Board of Commissioners.

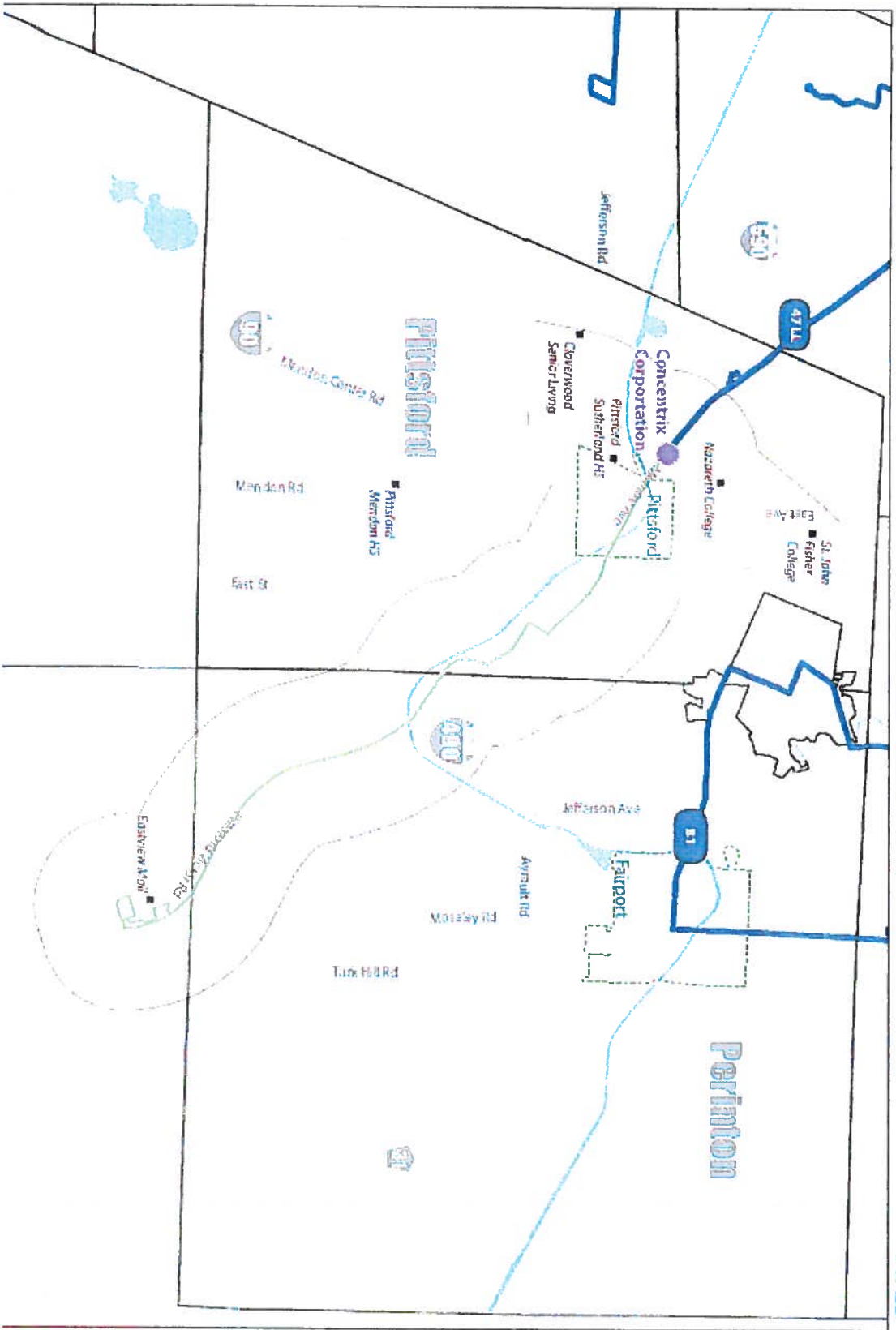
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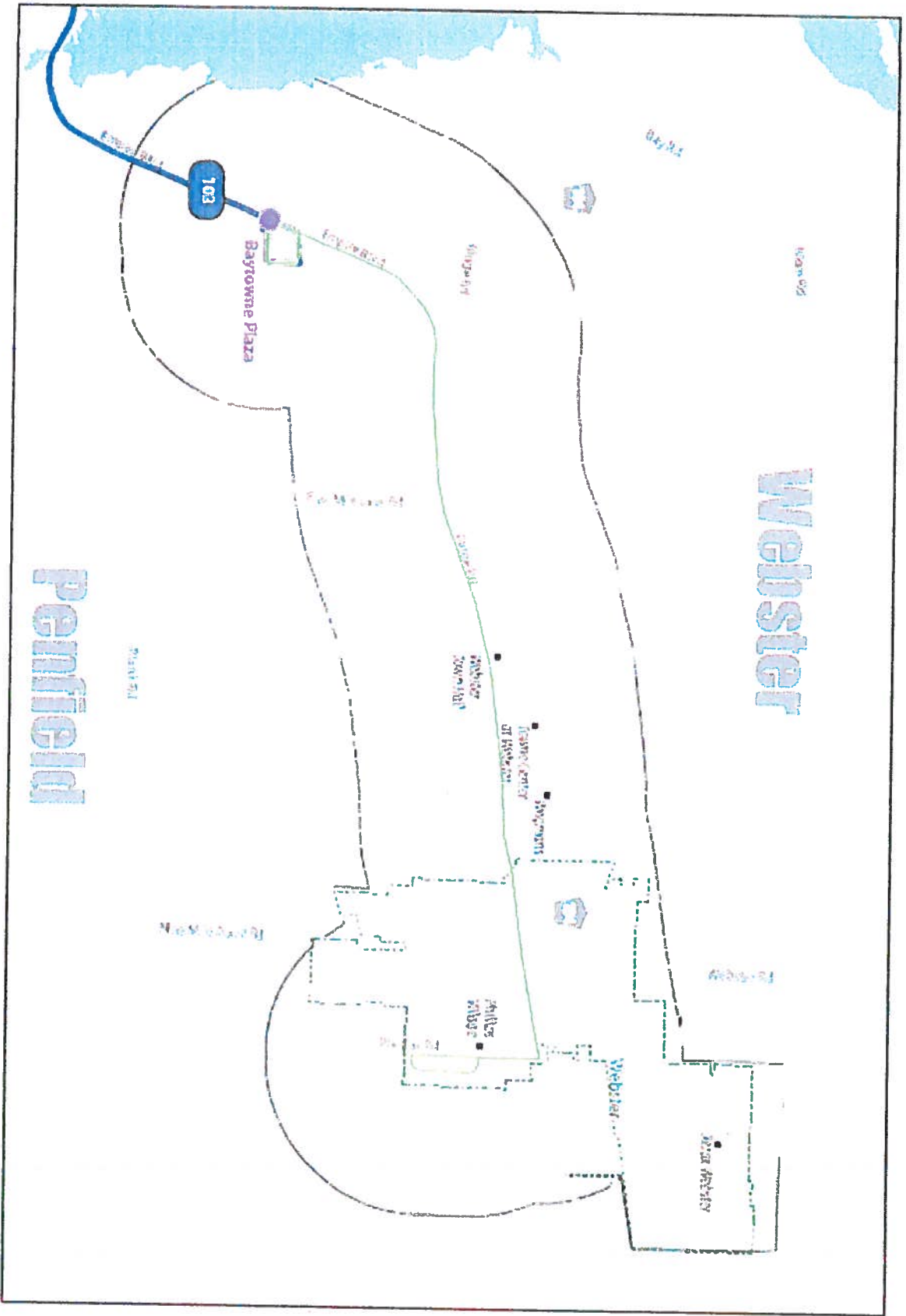

Janet Snyder
Labor Relations Director
Regional Transit Service, Inc.

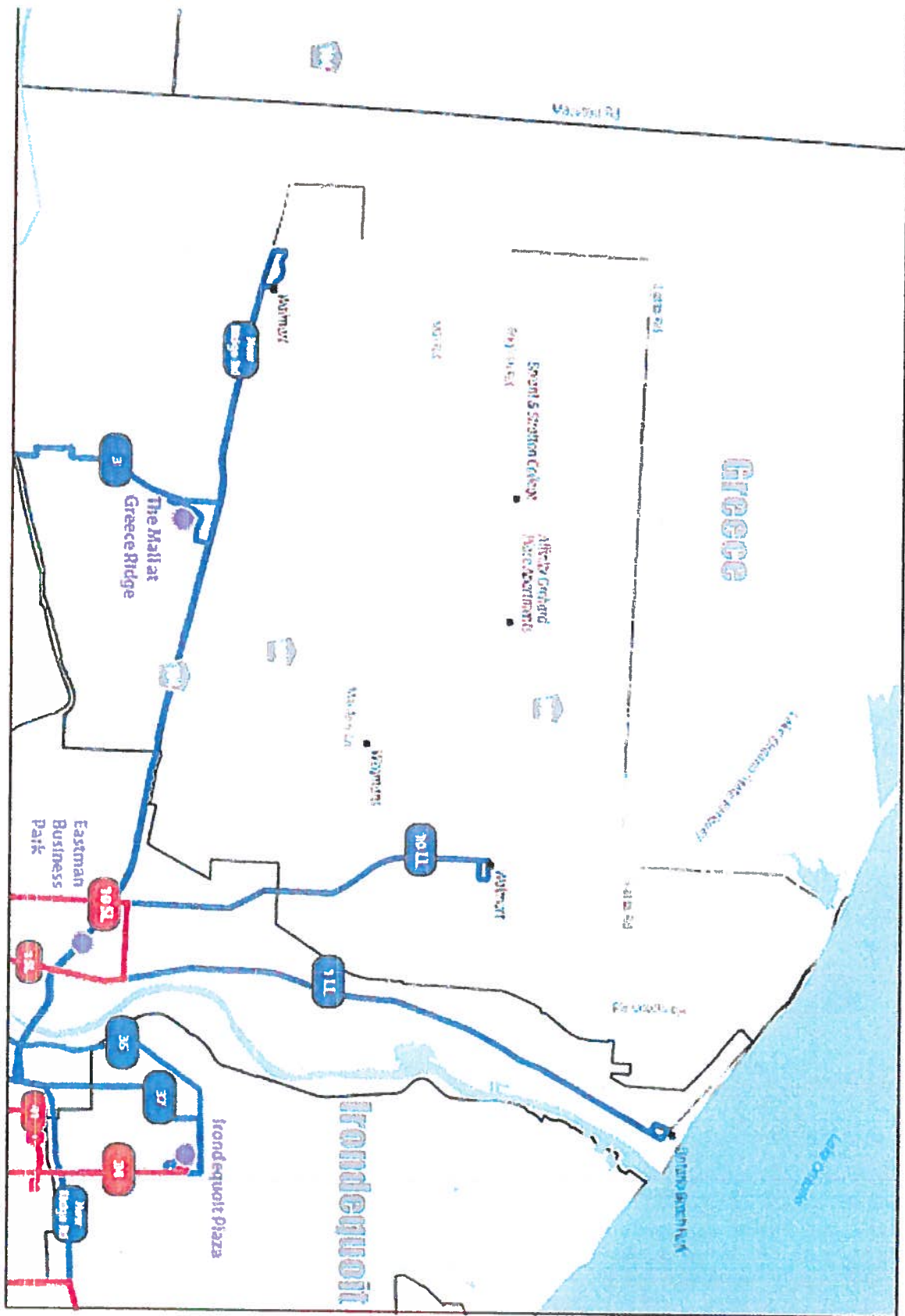
8/13/19
Date


Jacques Chapman
President/Business Agent
Amalgamated Transit Union, Local 282

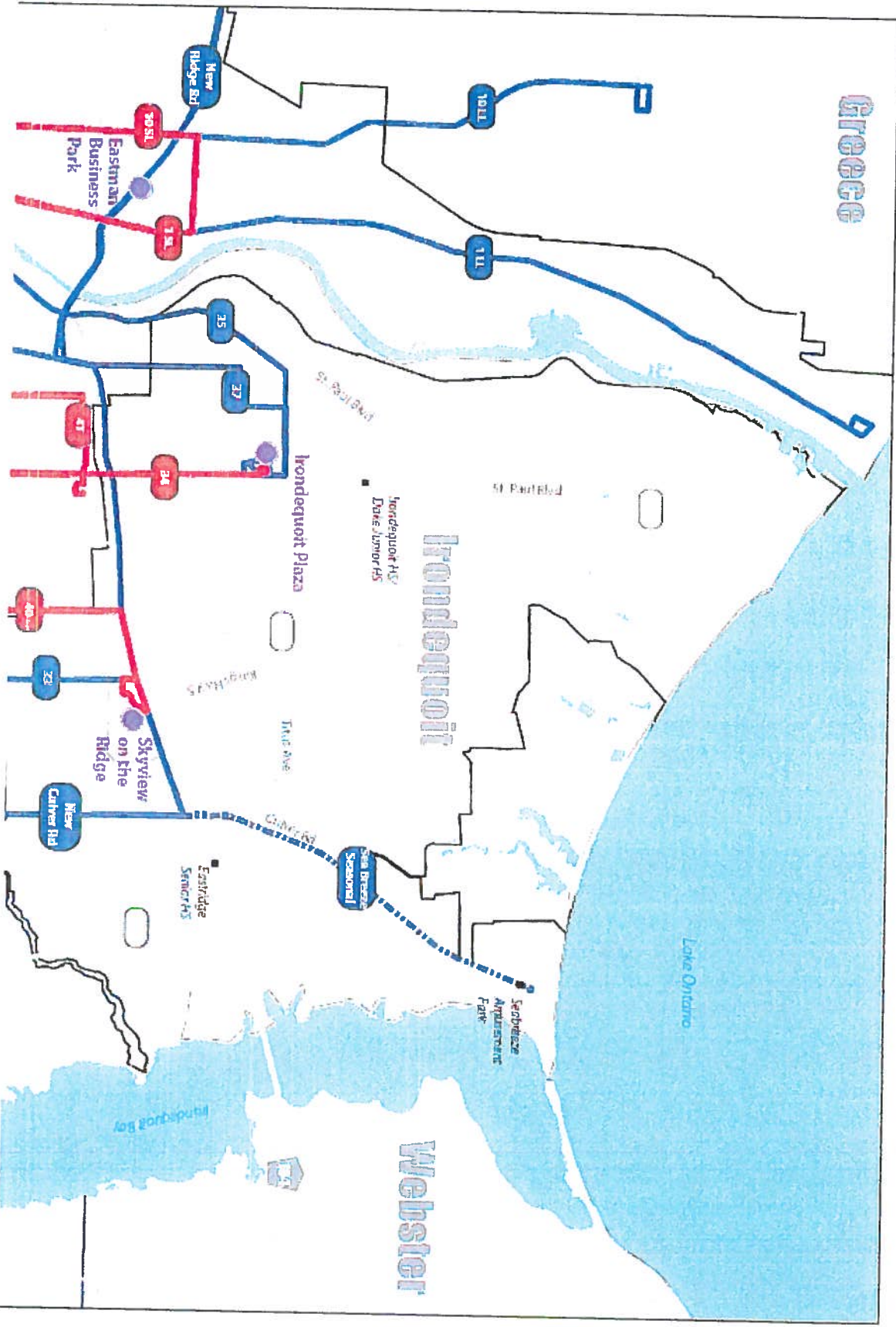
ADDENDUM #1







Greece

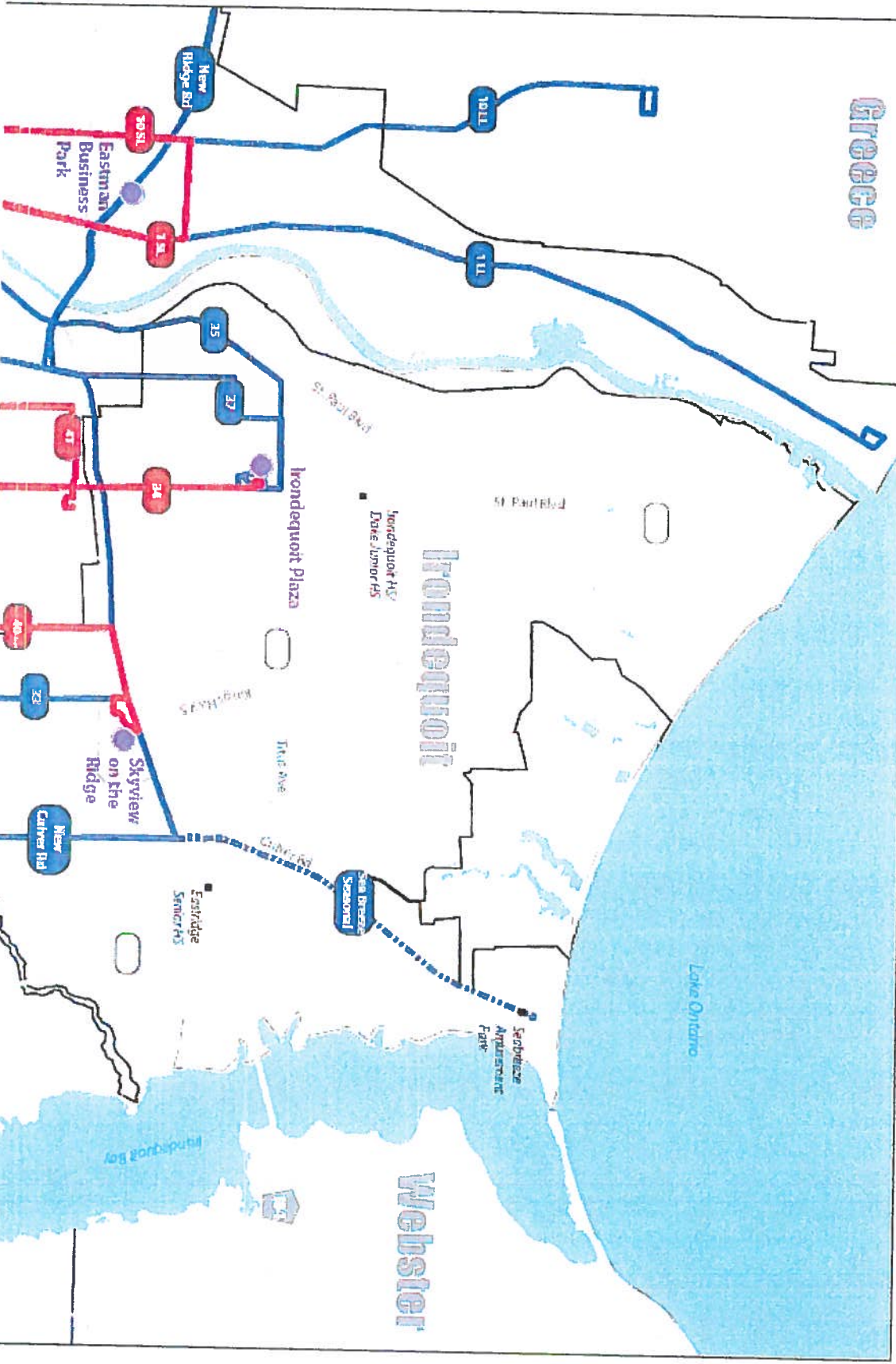


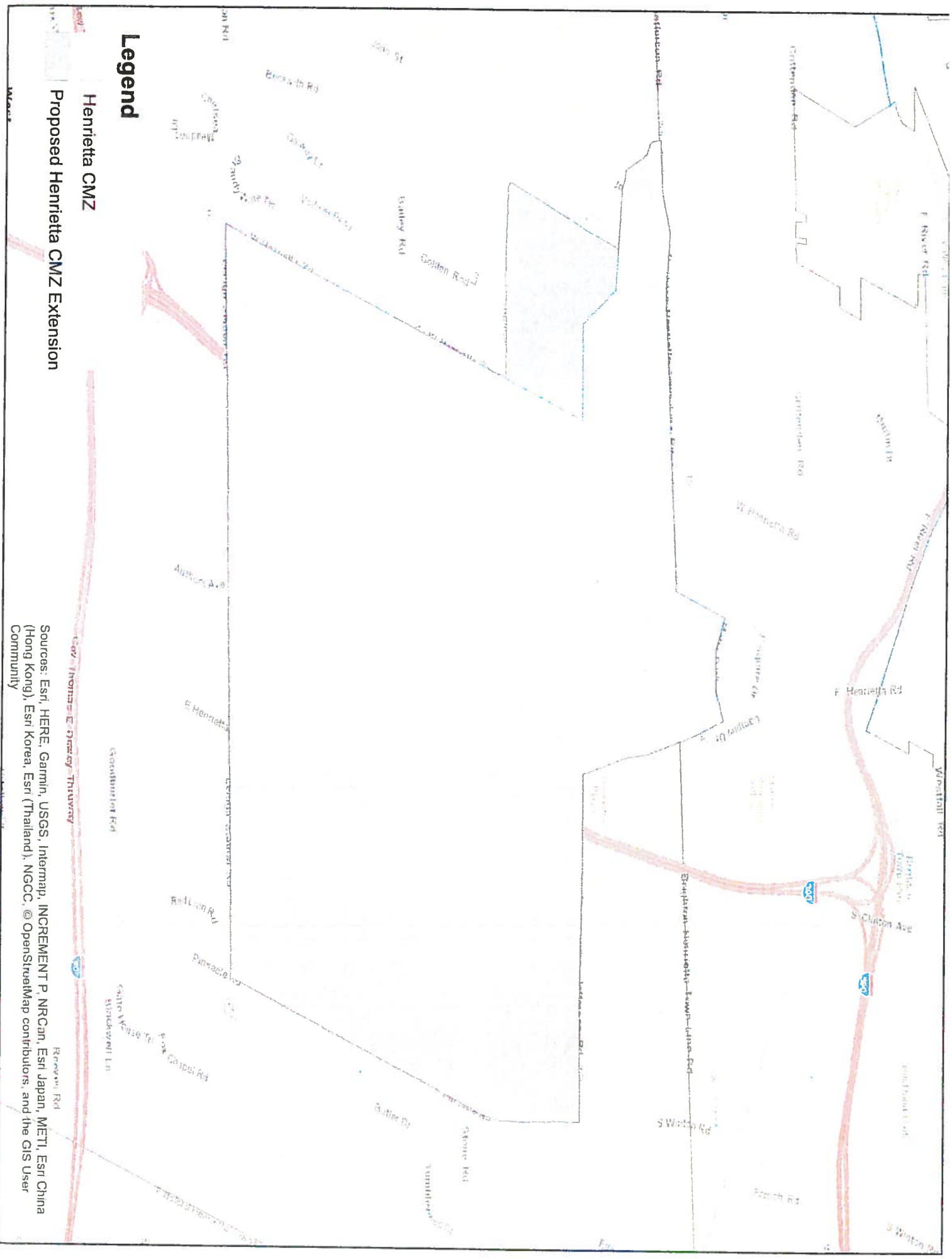
Rondequoit

Webster

Lake Ontario

Rondequoit Bay





Legend

Henrietta CMZ

Proposed Henrietta CMZ Extension

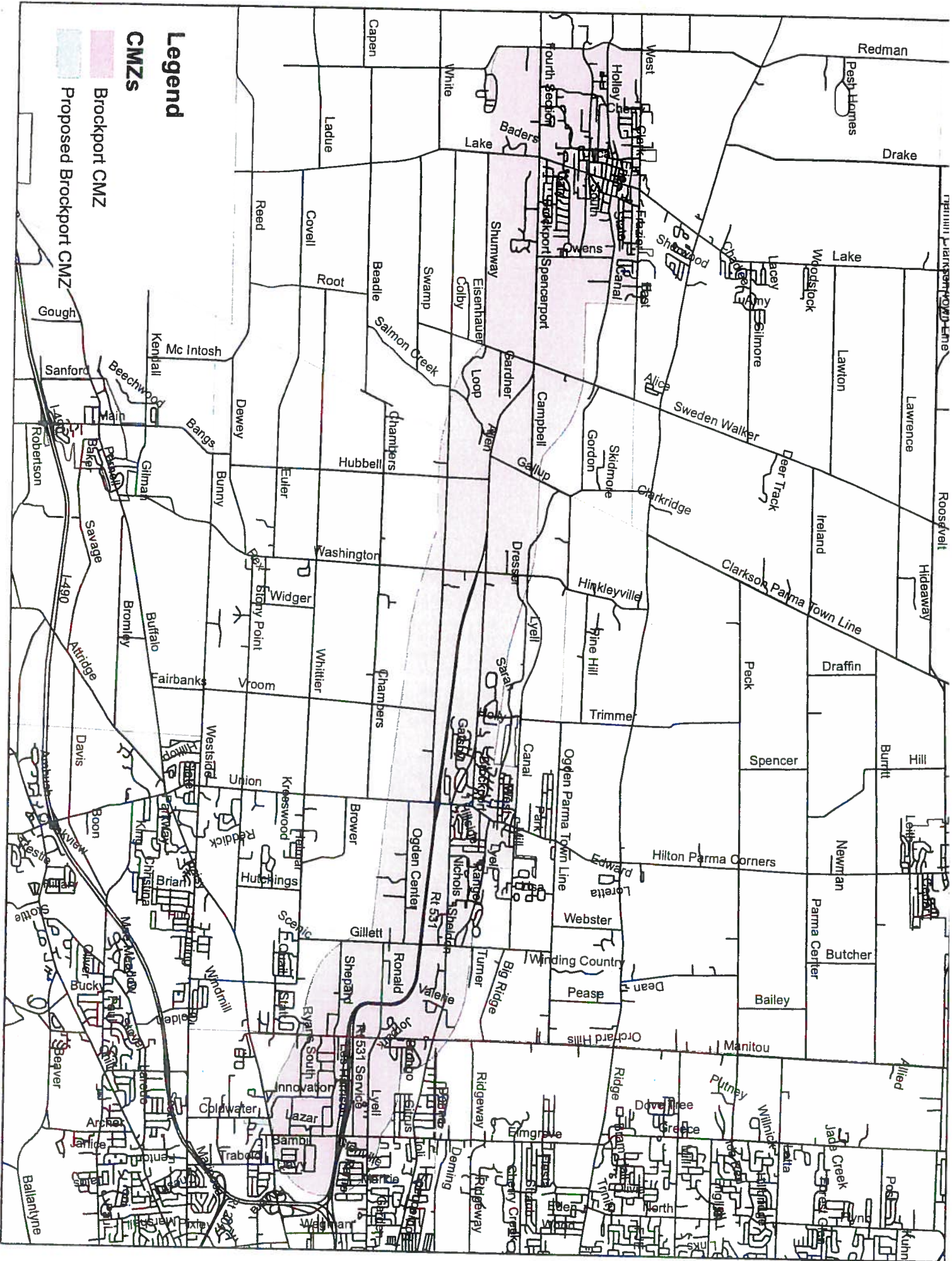
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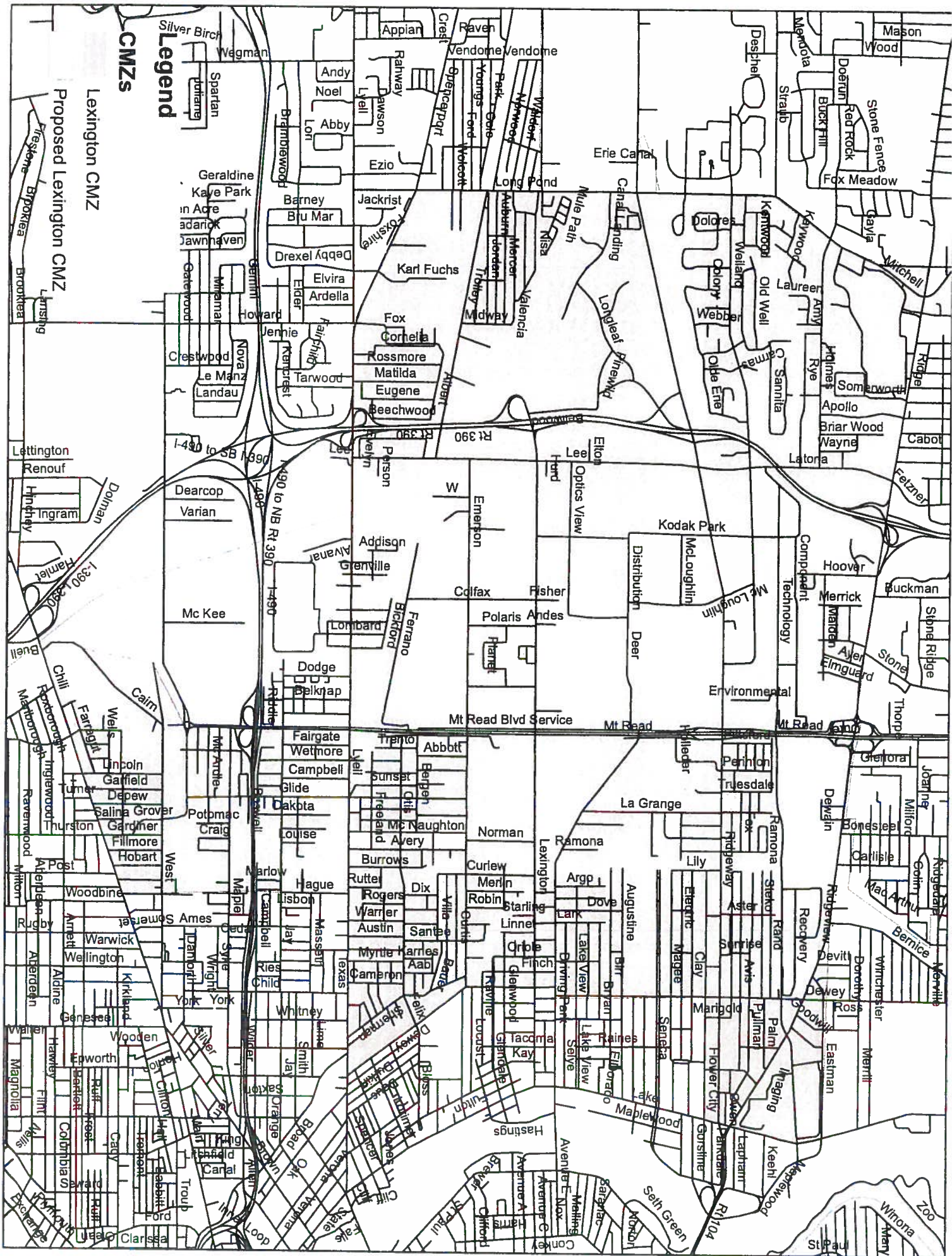
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CMZs

 Brockport CMZ

 Proposed Brockport CMZ





ADDENDUM #2

REGIONAL TRANSIT SERVICE
Seniority Report
 Division : RTS - ROCHESTER
 Date : 08-13-2019

Seniority	Seniority Date	Badge	Name	Veteran	Employee Type
1	06-20-1974	1432	Falzone, Francis J.		OPER-FT
2	05-29-1982	2157	Bones, Kathy		OPER-FT
3	02-27-1984	2215	Eberlin, Donald P.		OPER-FT
4	09-02-1986	2335	Bergmark, David L.		OPER-FT
5	08-13-1987	2382	Marrero, Luis		OPER-FT
6	10-13-1987	2384	Gause, Hubert		OPER-FT
7	10-13-1987	2385	Rosby, Darryl		OPER-FT
8	09-12-1988	2412	McKean, Henryka		OPER-FT
9	12-18-1989	2443	Cheves, Jerry	VET	OPER-FT
10	12-18-1989	2446	Rivera, Gerald		OPER-FT
11	12-18-1989	2447	Green, Tracie	VET	OPER-FT
12	05-22-1990	2461	Gonzalez, Angel		OPER-FT
13	04-22-1991	2484	Burkovich, William		OPER-FT
14	04-22-1991	2486	Commisso, Dominic		OPER-FT
15	04-22-1991	2487	Wise, Diana		OPER-FT
16	04-23-1991	2488	McGill Jr., John		OPER-FT
17	05-28-1991	2493	Gottler, James		OPER-FT
18	05-28-1991	2495	Howard, Nancie		OPER-FT
19	06-24-1993	2520	Parkhurst, Richard		OPER-FT
20	04-29-1996	2545	Glover, Thomas	VET	OPER-FT
21	05-21-1996	2550	Scott, Doris		OPER-FT
22	08-15-1996	2553	Fendrick, Brenda		OPER-FT
23	08-20-1996	2554	Trott, John		OPER-FT
24	11-18-1996	2561	Curry, Christopher		OPER-FT
25	11-18-1996	2569	Kreinsen, Charles		OPER-FT
26	12-02-1996	2573	Buzhor, Gregory		OPER-FT
27	12-02-1996	2574	Ciaramaglia, Antonio		OPER-FT
28	12-02-1996	2580	Williams, Geno		OPER-FT
29	05-12-1997	2590	Vazquez, Arnaldo		OPER-FT
30	05-12-1997	2591	Jones, Linda		OPER-FT
31	09-15-1997	2593	Cooper, David		OPER-FT
32	09-15-1997	2595	Appleberry, Malcolm	VET	OPER-FT
33	09-22-1997	2596	Stewart, Calvin		OPER-FT
34	12-01-1997	2602	Dinkens-Baker, Celestine		OPER-FT
35	12-08-1997	2608	Ortiz, Carmelo		OPER-FT
36	12-08-1997	2610	Miller, Charles		OPER-FT
37	01-12-1998	2611	Raymond, Donavon		OPER-FT
38	01-26-1998	2618	Cotton, Johnny		OPER-FT
39	11-23-1998	2628	Brown, James		OPER-FT
40	11-23-1998	2629	Budd, Andre		OPER-FT
41	11-23-1998	2632	Omer, Mohamed		OPER-FT
42	03-08-1999	2641	Rogers, Vickie		OPER-FT
43	03-22-1999	2649	Willis, Donald		OPER-FT
44	04-19-1999	2651	Markotan, George		OPER-FT
45	09-06-1999	2658	Armstrong, Roosevelt	VET	OPER-FT
46	09-06-1999	2659	Clancy, William		OPER-FT
47	09-06-1999	2674	Popovich, Steven		OPER-FT
48	09-06-1999	2676	Yannantuono, Patricia		OPER-FT
49	10-18-1999	2683	Metcalf, Dawn		OPER-FT
50	08-28-2000	2692	Arnold, Richard		OPER-FT
51	10-19-2000	2700	Mackin, Bruce		OPER-FT
52	10-19-2000	2709	Torres, Orlando		OPER-FT
53	10-19-2000	2713	Torres, Jose		OPER-FT
54	10-19-2000	2714	Bryant, Sandra		OPER-FT
55	10-19-2000	2715	Gilley, Lawrence		OPER-FT
56	02-12-2001	2720	Stewart, Michael		OPER-FT
57	02-12-2001	2721	Strujo, Jasmin		OPER-FT
58	02-19-2001	2722	Bethune, Albert		OPER-FT
59	03-12-2001	2725	Velazquez, Ruby		OPER-FT
60	04-30-2001	2728	LaGaipa, Peter		OPER-FT
61	05-14-2001	2745	Plivac, Muharem		OPER-FT
62	07-23-2001	2747	Johnson, Allen		OPER-FT
63	07-30-2001	2748	Davis, Anthony		OPER-FT
64	07-30-2001	2754	Dix, Mason		OPER-FT
65	08-06-2001	2755	Kelbas, Ahmet		OPER-FT

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Seniority	Seniority Date	Badge	Name	Veteran	Employee Type
66	08-06-2001	2756	Daymon, Andrew		OPER-FT
67	10-29-2001	2758	Margis, Thomas		OPER-FT
68	11-12-2001	2761	Dyson, Saphronia		OPER-FT
69	11-19-2001	2762	Tuggles, Teddy		OPER-FT
70	01-14-2002	2764	Winbush, Oscar	VET	OPER-FT
71	01-14-2002	2769	Williams, Lakiyah		OPER-FT
72	02-18-2002	2772	McFadden, Caesar		OPER-FT
73	02-25-2002	2774	Rosa, Jose		OPER-FT
74	03-04-2002	2786	Okoniewicz, Christine		OPER-FT
75	03-04-2002	2788	Turner, Jerome		OPER-FT
76	05-20-2002	2801	Bodine, Veronica		OPER-FT
77	05-27-2002	2803	Marshall, Ernesto		OPER-FT
78	05-27-2002	2804	Duemmel, Joseph		OPER-FT
79	06-03-2002	2805	Villegas, Jeanette		OPER-FT
80	07-22-2002	2811	Jones, Marshall		OPER-FT
81	08-05-2002	2812	Jessie, Victoria		OPER-FT
82	10-21-2002	2814	Seager, Amanda		OPER-FT
83	10-21-2002	2815	Smith, Frederick		OPER-FT
84	12-23-2002	2818	Kasperowicz, Ronald		OPER-FT
85	12-23-2002	2820	Cheves, Veronica		OPER-FT
86	03-17-2003	2822	Knupp, Dwight		OPER-FT
87	03-24-2003	2824	Chaman, Paul	VET	OPER-FT
88	03-24-2003	2825	Tolbert, John		OPER-FT
89	07-21-2003	2831	Lagasse, Theodore		OPER-FT
90	07-21-2003	2836	Cole, Shawn		OPER-FT
91	07-21-2003	2837	Jackson, Tiffany		OPER-FT
92	12-01-2003	2839	Sanders, David		OPER-FT
93	02-16-2004	2827	Bailey, Kenneth		OPER-FT
94	02-16-2004	2848	Kates, Curry		OPER-FT
95	02-16-2004	2857	Greggs, E. Denise		OPER-FT
96	02-16-2004	2860	Campbell, Glenroy		OPER-FT
97	04-05-2004	2877	Redden, Tameka		OPER-FT
98	06-07-2004	2896	Barrett, Patrick		OPER-FT
99	10-25-2004	2914	Fairley Jr, Moses		OPER-FT
100	05-23-2005	2926	Ugialoro Rudy		OPER-FT
101	05-23-2005	2927	Whitley, Nicholas		OPER-FT
102	09-02-2006	2931	Davis, Kenneth	VET	OPER-FT
103	09-02-2006	2932	Kinney, Gretchen		OPER-FT
104	09-03-2006	2933	Robinson David		OPER-FT
105	09-04-2006	2947	Fowlks, Charles	VET	OPER-FT
106	11-27-2006	2948	Evans, Vincent		OPER-FT
107	01-01-2007	2949	Scriven, Jerimaine		OPER-FT
108	01-01-2007	2960	Trott, Adrian	VET	OPER-FT
109	02-26-2007	2966	Perez, Virginia		OPER-FT
110	02-26-2007	2979	Heredia, Hannelore		OPER-FT
111	02-26-2007	2980	Worthy, Darryl		OPER-FT
112	07-30-2007	2997	Di Vincenzo Luigi		OPER-FT
113	07-30-2007	2998	Gooden, Gerald		OPER-FT
114	07-30-2007	2999	Dixon, Jeffery		OPER-FT
115	09-24-2007	3010	Collins, Andrei		OPER-FT
116	09-24-2007	3013	Johnson, Amy		OPER-FT
117	10-26-2007	3019	Brock, Tony	VET	OPER-FT
118	12-24-2007	3020	Gordon, Donald		OPER-FT
119	12-24-2007	3021	Dais, John		OPER-FT
120	01-25-2008	2982	Tette, Nicholas		OPER-FT
121	03-24-2008	3025	Ward, Cory		OPER-FT
122	03-24-2008	3026	Williams, Marlon		OPER-FT
123	05-12-2008	3027	Torres, John		OPER-FT
124	05-12-2008	3029	Ellis-Bryant, Linda		OPER-FT
125	05-12-2008	3035	Fitzgerald, Ellen		OPER-FT
126	05-12-2008	3037	Mills, Kera		OPER-FT
127	06-30-2008	3045	Lewis, Tedra		OPER-FT
128	06-30-2008	3047	Sutton, Freddie		OPER-FT
129	08-30-2008	3055	Berry, Lorraine		OPER-FT
130	08-30-2008	3057	Sanchez, Fred		OPER-FT

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131	08-31-2008	3059	Belliard, Felix		OPER-FT
132	08-31-2008	3060	Wilson, Terry		OPER-FT
133	09-01-2008	3076	Barideaux, Edward		OPER-FT
134	12-15-2008	3077	Wearing, Eddie		OPER-FT
135	05-04-2009	3085	Fenlon, James		OPER-FT
136	06-20-2009	3093	Powell-Henningham, Sean		OPER-FT
137	06-21-2009	3094	McCoy, Robert		OPER-FT
138	06-27-2009	3096	Rivera, Hector		OPER-FT
139	06-28-2009	3106	Rivera Jr., Jose		OPER-FT
140	06-29-2009	3108	Hopson, Willie	VET	OPER-FT
141	08-15-2009	3092	Prince, Charles	VET	OPER-FT
142	08-15-2009	3117	Gonzalez, Brenda		OPER-FT
143	08-16-2009	3119	Edwards, Catina		OPER-FT
144	08-16-2009	3121	Aganis, Donna		OPER-FT
145	08-17-2009	3122	Ewing Donald		OPER-FT
146	08-17-2009	3123	Gibson, Deborah		OPER-FT
147	08-17-2009	3125	Crawford, Garfield		OPER-FT
148	08-22-2009	3126	Singh, Harkamal		OPER-FT
149	08-22-2009	3134	Tokarz, Robin		OPER-FT
150	08-22-2009	3136	Albert, Doreatha		OPER-FT
151	08-23-2009	3137	Whitney, Bruce	VET	OPER-FT
152	08-24-2009	3150	Hanna-Chatman, Lillie		OPER-FT
153	08-24-2009	3153	McGriff, Darell		OPER-FT
154	08-31-2009	3166	Marshall, Tevin		OPER-FT
155	10-05-2009	3140	Miles, Maurice		OPER-FT
156	10-05-2009	3178	Barr, Fatina		OPER-FT
157	10-05-2009	3179	Robinson, Sharon		OPER-FT
158	02-01-2010	3180	Maciejewski, Michael		OPER-FT
159	09-19-2010	3186	Dougherty, Dennis	VET	OPER-FT
160	09-20-2010	3195	Chandler, Kristian		OPER-FT
161	09-25-2010	3200	Jones, Alanda		OPER-FT
162	09-25-2010	3143	Hunter, Lamont		OPER-FT
163	09-26-2010	3144	Colon, Wilfredo		OPER-FT
164	09-26-2010	3219	Thompson, Umenzi	VET	OPER-FT
165	11-27-2010	3221	Conrad, Charles		OPER-FT
166	11-27-2010	3222	Maletta, Frank	VET	OPER-FT
167	11-28-2010	3224	Cathey, Patrick		OPER-FT
168	11-29-2010	3226	Goldthrite, Eric		OPER-FT
169	11-29-2010	3238	Pinckney, Lorraine		OPER-FT
170	11-29-2010	3239	Taylor, Damion		OPER-FT
171	05-23-2011	3240	Heim, Alan		OPER-FT
172	05-23-2011	3241	Medina, John		OPER-FT
173	06-06-2011	3242	Raymond, Laurence		OPER-FT
174	06-06-2011	3245	Fitzhugh, London		OPER-FT
175	06-06-2011	3256	Kimble-Valone, Carol		OPER-FT
176	06-06-2011	3257	Saulsbury, Bernard		OPER-FT
177	08-29-2011	3259	Jones, Clyde		OPER-FT
178	08-29-2011	3260	Barr, Warren	VET	OPER-FT
179	08-29-2011	3261	Brant, David		OPER-FT
180	09-05-2011	3130	Hill, Jerry		OPER-FT
181	09-05-2011	3211	Lee, Herman		OPER-FT
182	12-03-2011	3277	Weston, Gregory		OPER-FT
183	12-04-2011	3278	Martinez, Luis		OPER-FT
184	12-04-2011	3281	Lawson, Byron		OPER-FT
185	12-05-2011	3206	Hampton, Christopher		OPER-FT
186	12-05-2011	3291	Arnold, Orson		OPER-FT
187	03-05-2012	3293	McCubbin, Richard		OPER-FT
188	09-02-2013	3295	Andrews, Valerie		OPER-FT
189	09-02-2013	3298	Pratt, Dennis		OPER-FT
190	09-02-2013	3299	Fuhriman, Craig		OPER-FT
191	09-02-2013	3152	Burno, Alfred		OPER-FT
192	09-02-2013	3303	Falcon, Hector		OPER-FT
193	01-06-2014	3232	Hicks, Michael		OPER-FT
194	01-06-2014	3354	Grisby, Mark		OPER-FT
195	01-13-2014	3359	McCarthy, Maureen		OPER-FT

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196	01-13-2014	3360	Keys, Quianna		OPER-FT
197	01-20-2014	3361	Short, Christopher	VET	OPER-FT
198	01-20-2014	3363	Burrows, Maria		OPER-FT
199	06-28-2014	3365	Trivigno, James		OPER-FT
200	06-28-2014	3366	White, Anthony		OPER-FT
201	06-28-2014	3397	Hucks, Jamaal		OPER-FT
202	06-28-2014	3398	Scott, Jeremy		OPER-FT
203	06-29-2014	3399	McKinney, Alton		OPER-FT
204	06-29-2014	3400	Thomas, Kelvin	VET	OPER-FT
205	06-30-2014	3403	Freeman, Vincent		OPER-FT
206	06-30-2014	3404	Istvan, Linda		OPER-FT
207	08-30-2014	3418	Smith, Hasheem		OPER-FT
208	08-31-2014	3420	Travis, Jeffrey		OPER-FT
209	08-31-2014	3421	Santos, Antonio		OPER-FT
210	08-31-2014	3422	Jones, Lashanda		OPER-FT
211	09-01-2014	3428	Burrows, Lamar		OPER-FT
212	09-01-2014	3419	Caro Jr., William		OPER-FT
213	09-01-2014	3423	Phelps, Keith		OPER-FT
214	09-01-2014	3424	Colbert, James		OPER-FT
215	03-28-2015	3425	Bourgeois, Carolann	VET	OPER-FT
216	03-28-2015	3426	Brown, Mark		OPER-FT
217	03-30-2015	3438	Ortiz, Illiya		OPER-FT
218	03-30-2015	3443	Rodriguez, Betzenaida		OPER-FT
219	05-30-2015	3446	Smith, Andre		OPER-FT
220	05-30-2015	3439	Hill, Ryan		OPER-FT
221	05-31-2015	3440	Johnson, Milton		OPER-FT
222	05-31-2015	3442	Randolph, Bruce		OPER-FT
223	05-31-2015	3447	Rosado, Madelyn		OPER-FT
224	06-01-2015	3461	Pennica, Derek		OPER-FT
225	08-16-2015	3466	Barclay, Victoria	VET	OPER-FT
226	08-16-2015	3468	Robinson, Shakir		OPER-FT
227	08-17-2015	3495	Davis, John		OPER-FT
228	08-17-2015	3496	Jimenez, Jerelis		OPER-FT
229	05-28-2016	3494	Turnipseed, Gary		OPER-FT
230	05-28-2016	3499	Simmons, Angela		OPER-FT
231	05-29-2016	3500	Greggs, Thomas		OPER-FT
232	05-29-2016	3393	Boudreaux, Richard		OPER-FT
233	05-30-2016	3430	Roberson, Earl	VET	OPER-FT
234	06-04-2016	3482	Studymine-Moxley, Cindy		OPER-FT
235	06-05-2016	3507	Rosetano, Vincent		OPER-FT
236	06-05-2016	3509	Jackson, Todd		OPER-FT
237	06-06-2016	3510	Simmons, Eula		OPER-FT
238	06-11-2016	3511	Jackson, Lashonda		OPER-FT
239	06-11-2016	3512	James, Paul		OPER-FT
240	06-12-2016	3501	Wasmuth, Richard		OPER-FT
241	06-12-2016	3518	Barclay, Aaron		OPER-FT
242	06-13-2016	3522	Brock, Tracy		OPER-FT
243	06-18-2016	3524	Harrison, Ebony		OPER-FT
244	06-18-2016	3526	Robinson, Namath		OPER-FT
245	06-19-2016	3562	Jordan, Allen		OPER-FT
246	06-19-2016	3563	Lloyd, Jackson		OPER-FT
247	06-25-2016	3560	Jimenez-Ortega, Xavier		OPER-FT
248	06-25-2016	3568	Pugh, Jason		OPER-FT
249	06-26-2016	3577	Dickinson, Brian		OPER-FT
250	06-27-2016	3580	Asberry, Michelle		OPER-FT
251	09-17-2016	3581	Ross, David		OPER-FT
252	09-17-2016	3583	Vigerzi, Lynn		OPER-FT
253	09-24-2016	3585	McNeil, Brandon		OPER-FT
254	09-25-2016	3587	Rivers, Christopher		OPER-FT
255	09-26-2016	3550	Scott, John		OPER-FT
256	09-26-2016	3595	Chapman, Matthew	VET	OPER-FT
257	12-31-2016	3597	Goins, Delon		OPER-FT
258	12-31-2016	3598	Brundidge, Nathaniel		OPER-FT
259	01-01-2017	3602	Rivera, Jimmy		OPER-FT
260	01-01-2017	3604	Solivan-Feliciano, Daniel		OPER-FT

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261	01-01-2017	3605	Bennett, Roshonda		OPER-FT
262	01-02-2017	3559	Singleton, Nigel		OPER-FT
263	01-02-2017	3611	Harling, Aaliyah		OPER-FT
264	01-02-2017	3615	Walker, Corey	VET	OPER-FT
265	01-02-2017	3616	Fields, Arthur		OPER-FT
266	04-01-2017	3619	Perez Fernandez, Osmany		OPER-FT
267	04-01-2017	3620	Rodriguez, Carlos		OPER-FT
268	04-02-2017	3622	Grayer, Andre		OPER-FT
269	04-02-2017	3623	Singleton, Sebastian		OPER-FT
270	04-02-2017	3609	Williams, Alisa		OPER-FT
271	04-03-2017	3625	Estrada, Isabel		OPER-FT
272	04-03-2017	3626	Pace, Harriet	VET	OPER-FT
273	06-24-2017	3628	Giles, Donald		OPER-FT
274	06-25-2017	3627	Johnson, Yolanda		OPER-FT
275	06-26-2017	3612	Singleton, Nehemiah		OPER-FT
276	09-02-2017	3634	Brogna, Christine		OPER-FT
277	09-02-2017	3636	Rousseau, Brett		OPER-FT
278	09-04-2017	3645	Johnson, Roland		OPER-FT
279	12-30-2017	3646	Holt, Anetra		OPER-FT
280	12-30-2017	3647	Peters, Derick		OPER-FT
281	12-30-2017	3543	Steward, Owen		OPER-FT
282	12-30-2017	3632	Watts Jr., Harvey		OPER-FT
283	12-31-2017	3650	Thompson, Parrish		OPER-FT
284	12-31-2017	3653	Terry, Terrence	VET	OPER-FT
285	12-31-2017	3654	Brock, Lena		OPER-FT
286	03-31-2018	3659	Parson, Sharessa		OPER-FT
287	04-01-2018	3661	Harris, Willette		OPER-FT
288	04-01-2018	3662	Green, Lakisha		OPER-FT
289	04-01-2018	3663	Bennett, Kenneth		OPER-FT
290	04-02-2018	3679	Wilson, Dakeim		OPER-FT
291	04-02-2018	3681	Harris, Robert		OPER-FT
292	06-25-2018	3657	Flores, Jose		OPER-FT
293	06-25-2018	3686	Washington, Kimberly		OPER-FT
294	09-01-2018	3704	Lora, Ludwig		OPER-FT
295	09-01-2018	3705	Griffin, Ernest		OPER-FT
296	09-02-2018	3706	Rosado, Jose		OPER-FT
297	09-02-2018	3707	Bennett, Tiayonna		OPER-FT
298	09-02-2018	3708	Ingram, Jermie		OPER-FT
299	01-05-2019	3660	Cortes Villa, Noriliz		OPER-FT
300	01-05-2019	3709	Breedlove, Lawrence		OPER-FT
301	01-06-2019	3710	Pitts, Rhoshada		OPER-FT
302	01-06-2019	3713	Lugo, Dayvelyn		OPER-FT
303	01-07-2019	3695	Lemme, Jay		OPER-FT
304	06-29-2019	3722	Vernon, Damion		OPER-FT
305	06-29-2019	3725	Squire, Hanif		OPER-FT
306	06-30-2019	3728	Caven, Delano		OPER-FT
307	06-30-2019	3729	Perez, Carlos		OPER-FT
308	09-06-2011	3282	Tomkosky, Robert	VET	OPER-PT
309	06-30-2014	3445	Clemetson, Bryan		OPER-PT
310	08-17-2015	3525	Brady, Dartaniel		OPER-PT
311	09-05-2016	3603	Zimmer, Heidi		OPER-PT
312	01-01-2017	3638	Wright, Darrell		OPER-PT
313	04-02-2017	3648	Morales, Eugenio		OPER-PT
314	09-04-2017	3687	Roman, Peter		OPER-PT
315	01-02-2018	3711	Dozier, Alencia		OPER-PT
316	04-02-2018	3682	Huertas, Migdaly		OPER-PT
317	04-02-2018	3724	Blackshear, Lakhea		OPER-PT
318	04-02-2018	3726	Duncan, Esther		OPER-PT
319	04-09-2018	3727	Davy, Davion		OPER-PT
320	06-25-2018	3730	Rivera, Imani		OPER-PT
321	06-25-2018	3738	Gibson, Benjamin		OPER-PT
322	06-25-2018	3740	Torres, Gilberto		OPER-PT
323	09-04-2018	3744	Salmon, Richard		OPER-PT
324	09-04-2018	3746	Davis, Tanisha		OPER-PT
325	09-24-2018	3748	Yeomas, Shantel		OPER-PT

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326	01-07-2019	3716	Jones, Michael		OPER-PT
327	01-07-2019	3741	Gonzalez, Antonio		OPER-PT
328	01-07-2019	3763	Burrows, Jonathan		OPER-PT
329	01-07-2019	3764	Parson, Kerwin		OPER-PT
330	01-07-2019	3765	Martinez, Victor		OPER-PT
331	01-21-2019	3768	Kittelberger, Jamal		OPER-PT
332	07-01-2019	3760	Ghent, James		OPER-PT
333	07-01-2019	3779	Brewer, Rickey		OPER-PT
334	07-01-2019	3780	Henderson, Cole		OPER-PT
335	07-01-2019	3781	Delkler, Porchia		OPER-PT
336	07-01-2019	3783	Vargas, Jonathan		OPER-PT
337	07-08-2019	3782	Martinez, Martina		OPER-PT

ADDENDUM #3

Side Agreements Applicable to SVO Employees

- Settlement Agreement on Uniform System (10.18.17)
- MOA on Bus Operator Meal Periods/Travel Time/Report Time (6.8.18)
- Accident Review Policy (3.16.04)
- Substance Abuse Policy (2.20.95)
- Post Accident Drug and Alcohol Testing (10.17.05)
- MOA on cellular phones and other devices (11.3.10)
- Settlement Agreement on Supervisory Counseling (5.29.09)
- Settlement Agreement on Medical Clearance Requirements (10.24.16)
- Settlement Agreement on FMLA Not Grievable (3.17.10)
- MOA on patches and buttons (2.8.91)
- Parking Policy (effective 9.5.14)
- Settlement Agreement on return to work medical process/clearance (7.20.10 / 7.21.10)
- MOA on Transitional Duty Program (5.19.11)