

MEMORANDUM OF AGREEMENT

COVID 19 PAY AND JUNETEENTH HOLIDAY

The parties to this Memorandum of Agreement, County Area Transit System, Inc. (“RTS Ontario” or the “Company”) and the Amalgamated Transit Union, Local 282 (“Union”), hereby agree to the terms and conditions outlined below. To the extent any term of the parties’ Collective Bargaining Agreement conflicts with the terms of this Memorandum of Agreement, this Memorandum of Agreement shall control. The parties agree that, except as modified by this Memorandum of Agreement, the Collective Bargaining Agreement between the Union and RTS Ontario remains in effect and unchanged pursuant to its terms.

1. **Covid 19 Pay Due to the COVID-19 Pandemic.** The Company will pay a one-time Covid 19 Payment to qualifying bargaining unit employees who actively worked between March 16, 2020 and May 29, 2020 as set forth below:

- a. **Full-time Employees Working On-Site:** Up to a total of one-thousand two hundred and fifty dollars (\$1250.00) will be paid to full-time employees who worked on-site reporting to the RTS Ontario facility during the period of March 16, 2020 through May 29, 2020. Covid 19 Pay for these employees will be calculated at the rate of \$113.63 for each workweek in which the employee performed any work at the RTS Ontario facility. Employees who worked on-site at the RTS Ontario facility for only a portion of the period of March 16, 2020 through May 29, 2020 will receive a pro-rated payment calculated in accordance with this paragraph 1(a). Any employee who was scheduled and available for work on-site at the RTS Ontario facility, but who did not perform

work during a workweek due to a lack of available work, will be deemed to have worked during that workweek for purposes of this Memorandum of Agreement.

b. Part-time Employees Working On-Site: Up to a total of six-hundred twenty five (\$625.00) will be paid to part-time employees who worked on-site at the RTS Ontario facility during the period of March 16, 2020 through May 29, 2020. Covid 19 Pay for these employees will be calculated at the rate of \$56.82 for each workweek in which the employee performed any work on-site at the RTS Ontario facility. Employees who worked on-site at the RTS Ontario facility for only a portion of the period of March 16, 2020 through May 29, 2020 will receive a pro-rated payment calculated in accordance with this paragraph 1(b). Any employee who was scheduled and available for work on-site at the RTS Ontario facility, but who did not perform work during a workweek due to a lack of available work, will be deemed to have worked during that workweek for purposes of this Memorandum of Agreement.

c. Covid 19 Pay will be provided for weeks in which employee performed active work or where there was a lack of available work (as described in sub-sections 1(a), 1(b), 1(c) and 1(d)), and employees who were absent during an entire workweek or who were on leave of any type or nature (including but not limited to Matilda's Leave, FMLA, personal leave and FFCRA leave) for an entire workweek are not eligible for Covid 19 Pay for that workweek.

d. Any employee who receives a Covid 19 Pay payment for a workweek pursuant to sub-paragraph 1(a), 1(b), 1(c) or 1(d) will not be eligible for a

second payment for that same workweek under any other section of this Memorandum of Agreement.

e. Any and all payments made to employees pursuant to the terms of this Memorandum of Agreement will be designated as wages reportable on IRS Form W-2, and appropriate deductions (including but not limited to federal, state, and any local taxes) will be deducted from the payment by RTS Ontario.

f. RTS Ontario and the Union agree that the one-time payments provided for by this Memorandum of Agreement shall not establish a past practice or precedent for the future and these payments do not in any way obligate RTS Ontario to take such action at any time in the future.

2. **Juneteenth Holiday**. RTS Ontario and the Union agree to modify the Employee Handbook to add "Juneteenth (June 19th)" as a holiday designated in Section 302 of the Employee Handbook. This change will become effective on June 19, 2021.

COUNTY AREA TRANSIT SYSTEM, INC.

By:  _____

Date: 7/15/20 _____

AMALGAMATED TRANSIT UNION, LOCAL 282

By:  _____

Date: 7/15/20 _____