

MEMORANDUM OF AGREEMENT
Between
AMALGAMATED TRANSIT UNION, LOCAL 282 (Union)
And
REGIONAL TRANSIT SERVICE (Company)

The parties agree to the following Operator Work Rules. This list is not an all-inclusive list. The parties may add to it at any time with mutual agreement.

1. When a question of contract or dispute between an operator and dispatcher arises, the operator will work the piece of work in question and settle it later with the official in charge. If the grievance is found to be in the operator's favor, he or she will be paid any time lost due to the error.

Arguments with a dispatcher over work at the window, and intentional involvement of other operators, could result in discipline.

2. All operators must "tap in" with their badges. If the "tap in" system is inoperable regular operators reporting for work at the dispatch window must give run number and time out; extra operators - their badge number and show-up time, or tripper number and time out, whichever the case may be, so that he or she can be heard by the dispatcher and recorded on tape.
3. Management has the right to attempt to correct what appears to be an error, and operators are expected to cooperate with management in doing so, i.e., giving back a piece of work, as long as the operator has not actually started the work. (Driving the bus)
4. Time sheets are to be filled out and turned in within 24 hours of the day worked. All time sheets must be turned in no later than 8:00 a.m. Monday. Pay advances will not be issued for late time sheets.
5. An operator called in on his or her day off to protect the board will work whatever work is available (charter or regular) and cannot refuse or pass work.
6. An operator who is sick for five (5) or more consecutive calendar days will be required to have a physical by the Company doctor before returning to work.
7. Operators will be allowed to voluntarily sign up to operate buses in the event of an emergency evacuation due to a problem at the Robert E. Ginna nuclear power plant. While signing up is voluntary, the operators doing the work will be paid for the work at their applicable rate.
8. If there is an insufficient work force to sign up all the runs on a Sunday or holiday, at least one early show-up will be assigned and at least one run will be signed up. (Also, at least one signed-up charter, if any.)
9. Day off operators must call in before 3:00 p.m. the day before a charter is scheduled, to accept or reject the charter; otherwise, the operator will be signed

up. Operators working the day prior to a signed charter will be notified before 3:00 p.m.

10. An operator catching any work other than a full run in the a.m. must check back with the dispatcher unless otherwise instructed. Dispatcher must notify operator if he or she does not have to check back.

Operators getting relieved other than at 1372 East Main Street have one (1) hour to report back to the dispatcher.

Upon completion of 1st piece of work the Operator must complete any remaining idle time.

11. If two runs are due out at the same time in the a.m. and both operators are still on their show-ups, the run finishing earliest goes to the first operator.
12. Runs are to be called ahead of trippers and halves if all are due out at the same time.
13. Any extra operator who slips will drop, even if it is later in the day. (Up to official time the board is posted at 6:00 p.m.)
14. Signed up trippers will work as follows: Operators involved are early operators on the list following the last a.m. show-up. Trippers are signed up by time out in the morning. If more than one tripper pulls out at the same time they will be signed up by the tripper finishing earliest goes to the first operator. Cycle time will be determined by the pull-out time of the tripper. Operators reporting after the tripper either go on "212" or receive their next piece of work. (The 40 minute work rule applies)
15. Any late show-up may, with the dispatcher's approval, take a late run and leave before the idle time is up. This operator waives any claim for time.
16. A late extra board operator taking a late run may, at the discretion of the dispatcher, put his or her last half or trips on the lay-off slate to be excused no later than 10:30 p.m. The records of the Company will indicate this operator was excused rather than passed. This work may be given to a passer who was originally ahead of the operator laying off.
17. P.M. work will be handed out by the following order: Runs, then most amount of work in cycle. Dispatchers will hand out work after completion of idle time unless there is a run or piece of work that needs to be called.
18. An optional forty minute break will be offered to an operator in the A.M. only between his or her first and second piece of work. For an operator electing not to exercise this option, pieces of work that are hooked up and paid straight through are considered one piece of work in this case.
19. An Operator must have a break within his 1st six (6) hours of his/her shift.

Rules pertaining to eight hours off

20. Time off will be defined as the time between the scheduled pull-in or relief time of one day's work and the scheduled report time of the next day's work.
21. An extra operator holding a late run may use the option of an automatic show-up when going back on the board as per the extra operators' provision.
22. An extra operator holding runs on consecutive weeks will be considered under the regular operators' rules and follow the same.
23. An extra operator working a late run on one day and is going on the hold board the next day with less than eight hours' time off, will follow the conflict rules.

Automatic Show-Ups

24. Working or on reserve after 8:35 p.m., up to 10:00 p.m., Operator has a choice of:
 - A. AM Assignment (If off 8 hours)
 - B. A 6:00 a.m. or a 10:00 a.m. Show-up (For operators affected by this change, the Dispatcher will ask their preference for the next day show-up when they receive their work assignment.
25. Working or on Reserve after 10:00 P.M. up to 12:00 Midnight an Operator has a choice of :
 - A. AM Assignment (If off 8 hours)
 - B. 10:00 a.m. Show-up unless assigned a 9:00 a.m. Show-Up the Operator must make the 9:00 a.m. Show-Up
26. Working or on Reserve after 12:00 midnight until 2:00 a.m. an Operator has choice of :
 - A. PM Assignment (If off 8 hours)
 - B. 1:00 p.m. Show-up
 - C. Automatic 10:00 am or 1:00 pm
 - i. Only the first Extra Operator that has a 1:00 pm show-up working past 12:00 am up to 2:00 am will be eligible to have a choice of 10:00 am show-up the next day.
 - ii. The first Extra Operator that is a 1:00 pm show-up if electing 10:00 am the next day when reporting for work must inform the Dispatcher that they will take the 10:00 am show up the next day.
27. Working or on Reserve after 2:00 a.m. an Operator has choice of:
 - A. 1:00 p.m. Show-Up
 - B. 2:00 p.m. or 3:00 p.m. Show-Up upon request

Hold Board Rules

28. The Hold Board is used for Vacations and Absences of longer than 5 Days

29. The Hold Board is made up of Five (5) individual Boards labelled Monday through Friday. All Extra Operators are placed on these Boards at the beginning of each pick based on their seniority.
30. All vacation and known absence runs will be posted two weeks out on Saturday after the Friday board closes at 12:00 noon. When an Operator is absent five (5) days or more their run will be posted. Once an Operators Board is closed they are not eligible to pick any added runs.
31. When an Operator clears from a run off the Hold Board:
 - A. Before the Board closes the Run gets removed and is no longer eligible to be picked. If an Extra Operator picked the Run and their Board is still open said Extra Operator will be eligible to pick another run. If the Extra Operator's board is closed they are not eligible to pick another Run and they will be placed on the Daily Extra Board.
32. Individual Hold Boards Open and Close as Follows:

	Opens	Closes
Monday Board	Saturday 12:00 noon	Tuesday 12:00 noon
Tuesday Board	Tuesday 12:00 noon	Wednesday 12:00 noon
Wednesday Board	Wednesday 12:00 noon	Thursday 12:00 noon
Thursday Board	Thursday 12:00 noon	Friday 12:00 noon
Friday Board	Friday 12:00 noon	Saturday 12:00 noon

When a Holiday falls on a weekday that days Hold Board gets extended twenty-four (24) hours.

33. Any Runs left unpicked on the Hold Board will be assigned by the dispatcher in inverse seniority order.

Conflicts

34. Definition – Any Operator who does not have eight (8) hours off between the end of one (1) workday and the beginning of the next work day (unless on the Revolving Board where the Automatic Rules apply).
35. Conflicts will be assigned by adding eight (8) hours off to the Operators end time of the previous day's work, and then rounded up to the next pm show-up after the revolving Extra Board show ups.
36. If there are more than one Conflict at the same show-up, position on the Board will be determined by seniority.
37. All other Extra Board Rules apply to Conflicts.

Passing

38. When an Operator passes, he/she gives up their right to their eight (8) hour guarantee for the day. An Operator still retains their Board seniority among passers, which are ahead of slippers and overtime operators.

39. If an operator is allowed to pass a second time, he or she will be sent home. If the operator is needed, however, he or she will not be allowed to pass a second time.
40. If the number of operators available is equal to or less than the number of runs to be covered, no passing is allowed. If the number of operators available is equal to or less than the number of pieces of work to be covered (excluding runs), no passing is allowed.
41. A late show-up may pass work to a slipper if the slipper has enough cycle time and the slipper was being held to protect the board.
42. When late work comes in and all operators on the late board have passed, halves and trips will be given out from the top down, and runs shall be given out from the bottom up.

Article 49 Reserve Operators

43. In Accordance with Article 49 of the CBA any break that starts or goes past 6:00 pm will be paid for the time after 6:00 pm.
44. In Accordance with Article 49 of the CBA, the Company will determine the number of Reserve Operators who will be assigned based on the individuals who have the most available cycle time.
45. Operators who pass up late work and are told that they have reserve will be placed on the bottom of the list behind non-pass operators for work.
46. Any operator placed on reserve shall receive pay from time on until released, and shall be paid for at least two (2) hours.
47. The first operator in will be the first operator out for a fill in or change-off regardless of his or her place on reserve.

Overtime

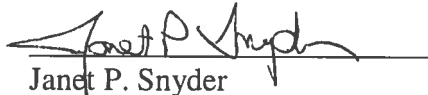
48. The Company will not assign any open work to Overtime Operators in the a.m. All work shall be given out by the time out in the a.m.
49. Overtime show ups shall be staggered by the Company as needed according to seniority and by eligibility.
50. The Company may offer any PM work it has to Overtime Operators by seniority before any p.m. show up cycle reports to work.
51. Overtime Operators will not be offered 212 between halves of a run.
52. Operators on 212 will not be bumped off when a more senior operator becomes available to be on 212 up to 1:00 pm. This will not affect work being handed out by seniority.

Extras

53. The Company agrees on a weekday to have 35 hours of signed up extras which includes at least 1 thirteen hour signed up extra. The Company agrees to have 1 twelve (12) hour signed up extra on Saturday. Sundays and Holidays are optional at the Company's discretion.

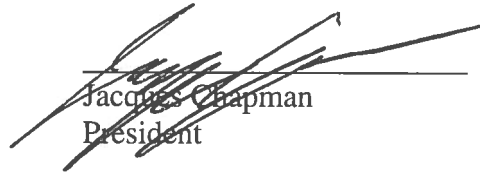
Dated: March 24, 2017

For Regional Transit Service, Inc.



Janet P. Snyder
Labor Relations Director

For ATU, Local 282



Jacques Chapman
President