

# MEMORANDUM OF UNDERSTANDING

By and Between

Mason Transit Authority

and International Association of Machinists and Aerospace Workers, District  
Lodge 160

ASE Certification:

- Non-Probational Mechanics and Support Technicians can qualify for ASE Certification Incentive Pay.
- ASE Transit Bus Master pay incentive is an additional 10 cents per hour for each passed test up to four. When remaining three tests are passed and a master certification is obtained an additional 60 cents per hour will be added to hourly rate for a \$1 per hour total.
- Incentive pay will be for all hours worked to include overtime.
- All registration, study and test time will occur on the employee's own time.
- Employees must comply with all ASE testing requirements as outlined in the program.
- MTA shall reimburse all certification testing fees with a passing score. To receive reimbursement, the employee must supply ASE certification detailed score reports and a copy of the registration confirmation and testing receipt provided by ASE to the Maintenance Manager upon completion of a test.
- Employees are responsible to keep certification current. Employees will lose the incentive pay if certifications are not current.

Agreed to this 21st day of July 2017.

For Mason Transit Authority

For International Association of  
Machinists and Aerospace Workers,  
Lodge 160

  
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**Danette Brannin**  
General Manager

  
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**Bobby Joe Murray**  
Business Representative/Organizer