



## Memorandum of Understanding

By and Between  
Mason Transit Authority  
And

International Association of Machinists and Aerospace Workers District Lodge 160

As a result of the October 9, 2017 Joint Labor-Management Committee meeting, a change to the language of Article 26 – Shift Bidding was agreed upon.

### **Currently, Article 26 – Shift Bidding reads as follows:**

The Employer agrees to shift bidding three (3) times per year. Additional bids may be scheduled to meet business needs regarding routed or other service schedule changes upon mutual agreement with the Union. A minimum of two (2) weeks prior to the shift bid, MTA will post all available shifts and the current seniority list. For purposes of shift bidding, seniority will be determined on the basis of length of employment within classification.

The Employer has the right to control the work force in its entirety, including the shifts to be offered; however, any alteration from the shift bid will be submitted to the Union for review and input at least thirty (30) days before shift bidding begins. The Employer has the right to establish the number of positions by classification.

Unanticipated vacancies that occur between bids as the result of a voluntary or involuntary termination, or an extended absence of greater than thirty (30) days (including for training or a light-duty assignment), will be filled by the Employer offering the shift to the Driver who is next on the seniority list, and so on until all positions are filled. If there are fewer than thirty (30) days until the next shift bid, the position will be filled by the Extra Board until the return of the Regular Driver or the next shift bid. If newly created positions or new shifts will be offered in between bids, there will be a bid by seniority if the work will commence more than thirty (30) days before the next regular bid.

If a Driver is on a leave of absence and is not expected to be able to work for at least 30 days of the bid cycle for which they would be selecting a shift, the Driver may not bid. At least three working days prior to the bidding, a driver on a leave of absence for medical reasons (including FMLA and workers' compensation) must provide adequate documentation certifying their ability to return to driving their full shift within thirty days of the start of the bid cycle in order to bid.

**It has been agreed in the Joint Labor-Management Committee meeting on October 9, 2017 to add the language highlighted below.**

The Employer agrees to shift bidding three (3) times per year. Additional bids may be scheduled to meet business needs regarding routed or other service schedule changes upon mutual

agreement with the Union. A minimum of two (2) weeks prior to the shift bid, MTA will post all available shifts and the current seniority list. For purposes of shift bidding, seniority will be determined on the basis of length of employment within classification.

The Employer has the right to control the work force in its entirety, including the shifts to be offered; however, any alteration from the shift bid will be submitted to the Union for review and input at least thirty (30) days before shift bidding begins. The Employer has the right to establish the number of positions by classification.

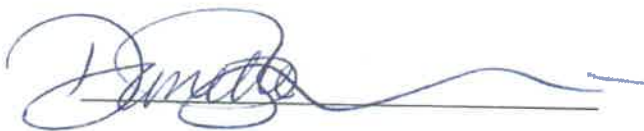
Unanticipated vacancies that occur between bids as the result of a voluntary or involuntary termination, or an extended absence of greater than thirty (30) days (including for training or a light-duty assignment), will be filled by the Employer offering the shift to the Driver who is next on the seniority list, and so on until all positions are filled. During the shift bid, upon the return of the Regular Driver from a leave of absence, the bid will revert back to the original bid within two weeks of the notification from the Regular Driver stating the ability to return to full-time status. If the Regular Driver is only able to return part time, the Regular Driver will be assigned to the extra-board until a time comes the Regular Driver is able to return full time.

If there are fewer than thirty (30) days until the next shift bid, the position will be filled by the Extra Board until the return of the Regular Driver or the next shift bid. If newly created positions or new shifts will be offered in between bids, there will be a bid by seniority if the work will commence more than thirty (30) days before the next regular bid.

If a Driver is on a leave of absence and is not expected to be able to work for at least 30 days of the bid cycle for which they would be selecting a shift, the Driver may not bid. At least three working days prior to the bidding, a driver on a leave of absence for medical reasons (including FMLA and workers' compensation) must provide adequate documentation certifying their ability to return to driving their full shift within thirty days of the start of the bid cycle in order to bid.

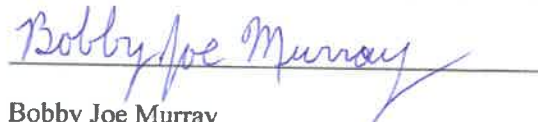
Agreed to this 9<sup>th</sup> day of October, 2017

For Mason Transit Authority



Danette Brannin  
General Manager

For International Association of Machinists  
and Aerospace Workers District Lodge 160



Bobby Joe Murray  
Business Representative/Organizer