



## MEMO

**TO:** Bobby Joe Murray, IMAW Business Representative  
**FROM:** Danette Brannin, General Manager  
**RE:** Article 26 Exception  
**DATE:** September 25, 2018

MTA Management is asking for an exception to Article 26 paragraph five of the MOU dated October 9, 2017 due to potential violation of FMLA rights of restoration.

According to FMLA regulations, an employee has the right to return to an equivalent position including an equivalent shift. Article 26 paragraph five states if a driver 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, a driver may not bid. This would put a driver on the extra board upon their return which is not an equivalent shift.

Therefore, MTA is asking that a driver who is on FMLA but will be out more than 30 days be allowed to bid a shift. Upon return, the driver will work the shift in which the driver bid.

If the Union is in agreement please sign below and return to me.

Agreed to this 25<sup>th</sup> day of September, 2018

For Mason Transit Authority

For International Association of Machinists  
and Aerospace Workers District Lodge 160

A handwritten signature in blue ink, appearing to read "Danette Brannin", written over a horizontal line.

Danette Brannin  
General Manager

A handwritten signature in blue ink, appearing to read "Bobby Joe Murray", written over a horizontal line.

Bobby Joe Murray  
Business Representative/Organizer