



Memorandum of Understanding
Between
Mason Transit Authority
And

International Association of Machinists and Aerospace Workers Lodge #160

On February 9, a Joint Labor-Management Committee meeting was held for the purpose of discussing topics between management and the union. One topic of discussion was July 5, 2021. This relates to the 4th of July holiday, which is a day MTA is closed and employees receive holiday pay. Since 4th of July is on a Sunday, it is observed nationally on Monday. Past practice at MTA has been to run reduced (Saturday) service on holidays that are observed on a Monday. This was not discussed in union negotiations and the contract states in Section 18.3a "When a holiday falls on Sunday, it will be observed on Monday." There was no distinguish that reduced service would run on the observed day like how other holiday days such as Veteran's Day are clarified in Section 18.3 that public service would run. Management is asking for public service to be provided on July 5, as for many it is not an observed holiday.

Management's proposal of running reduced (Saturday) service on July 5, 2021 was accepted by the Union under the following conditions:

- There will be a sign-up sheet to work. Selection of those who will work will be by seniority.
- Shifts available will be posted and the selection will be by bid by seniority, even if a Saturday scheduled driver signs up to work.
- All drivers will receive Holiday Pay for Sunday, July 4.
- Those working July 5 will receive time and a half for hours worked. The hours worked will count towards overtime, but the holiday hours will not. If hours worked for the week (July 4 - 10) are more than 40, then overtime will be calculated at time and a half. (i.e. Driver works 8 hours on July 5 plus 42 hours July 6 -10. For the week, the driver would receive 8 hours of holiday pay for 4th of July, 8 hours pay at time and a half for working July 5, 40 hours of regular pay and 2 hours of overtime at time and a half.)
- If not enough drivers sign up, drivers will be assigned to work in reverse seniority order.

Signed by:

Danette Brannin
General Manager
Mason Transit Authority

Greg Heidal
Business Representative
IAM Lodge #160