

MEGABUS Ratification

CONTRACT HIGHLIGHTS

WAGES	621
	Bus Operator
Current	\$22.10
July 1, 2017	\$22.76
July 1, 2018	\$23.45
July 1, 2019	\$24.15
<p>New Hire Rate - Starting after 7-1-2017 New Hires will make \$1.00 less then scheduled operator rate for 6 months then .50 less for next 6 months and be brought to full scale upon the completion of 1 year of service.</p>	

Medical	<u>EE</u>	<u>ER</u>
Single	0	606.90
Employee + 1 Child	\$203.08	749.86
Employee + Spouse	\$358.99	946.42
Family	\$358.99	946.42
Future Increases Split	27.5%	72.5%
<p>Current Employees enrolled in Employee + 1 Child will have grandfathered the current rate, with future increases applied.</p>		

1. Additional Personal Day from 7-1-2017 and one further Additional Personal Day on 7-1-2019 For a total of 6 Personal/Sick/Utility Days by end of the agreement. If requested, then if a personal day is requested for an employees birthday it shall be granted.
2. The Employer will compensate employees who are called to and serve on a jury duty by the payment of up to 10 days lost work at 75% of 8 hours of the employees base rate pay in each contract year.
3. Vacation - The Employer will put out a minimum of four percent of runs at each location for vacation bid. Exceptions may be required ur to business necessity, in which case the union will be given notice and an opportunity to discuss the matter.
4. In the event of a scheduled layover in excess of eighteen 18 hours the following schedule of additional compensation shall govern: Over 18 hours - 2 hours of pay

*pay will be at 75% of drivers base hourly rate. Over 20 hours - 4 hours pay, over 22 hours 6 hours pay over 24 hours 8 hours pay.

5. Seniority - If a driver transfers from another bargaining unit represented by the Union the driver shall retain all seniority rights from original date of hire.
6. The employer will agree to the 32 hour per week bid guarantee unless the driver chooses a bid containing less than 32 hours, as long as the driver completes the scheduled work week, with the exception of acts of god, beyond the control of the employer such as weather. the bid time shall include any paid time off.
7. Operators must, at the end of their workday, log in and review E-logs and authorize any necessary edits.
8. The Employer agrees to extend the seven 7 day requirement for initial grievance filing to 10 days and to make participation by the business agent optional at the unions discretion at the third step.
9. The Employer agrees that designate stewards and assistant stewards will be paid 8 hours pay at base rate once a year to attend certified training seminar for example given by FMCS. The company also agrees that it will grant an indefinite leave of absence with no loss of seniority to any employee who accepts a full time position with the Union. Seniority will be frozen and will not accrue during the period of leave. An employee returning from such leave will be subject to retraining and physical examinations and cannot bump a junior employee, but can only take a position that is open.

CONTRACT RATIFICATION VOTE

NAME _____

YARD _____

Acepte
ACCEPT

Huelga
STRIKE
