



metro
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June 28, 2024 Tentative Agreement

Metro and the Amalgamated Transit Union Local 627 have reached Tentative Agreement on a successor Memorandum of Agreement (Contract). The following is intended to provide information related to the Tentative Agreement and proposed changes.

The Tentative Agreement includes changes to the following Sections of the Memorandum of Agreement, Board Rules and other provisions:

5 - Wage Rates

6 - Vacation

7 – Holidays

16 – Picking Runs

20 – Reporting After Day Off

22 – System Seniority

23 - Uniforms

31 -Part Time Operators

32 – Term of Agreement

Appendix B – Maintenance
Training Agreement

Appendix F – Part Time
Operators

Board Rules

Fatigue Rule

Hold Down Board

Details of those changes and additional information can be found within this document.

Questions regarding the proposed changes should be directed to Union leadership.

Contact Information:

Frank Harper
Local 627 President/Business Agent
513-969-2184

FRANK HARPER
President/Business Agent
INGA McGLOTHIN
Financial Secretary-Treasurer

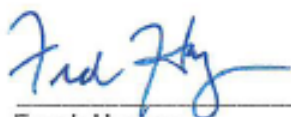


AMALGAMATED TRANSIT UNION LOCAL 627

1385 TENNESSEE AVENUE APWU BUILDING,
SECOND FLOOR
CINCINNATI, OHIO 45229-1085
TELEPHONE 513-721-2133 • FAX 513-721-4089

Amalgamated Transit Union Local 627 Executive Board Members agree and support the Tentative Agreement reached with Metro for a successor Memorandum of Agreement.

The Local 627 Executive Board recommends voting **YES** for ratification.



Frank Harper
President/Business Agent



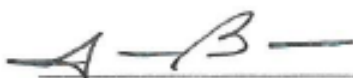
Inga McGlothlin
Financial Secretary



James Henderson
Vice President



Charles Heard
Recording Secretary



James Brown
BH Trans Ops Steward



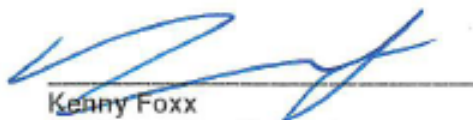
Gary Strayhorn
BH Trans Ops Steward



Fred Schridt
BH Maintenance Steward



Keith Law
QG Trans Ops Steward



Kenny Foxx
QG Trans Ops Steward



Stephen Wilson
QG Maintenance Steward

Pete Layman
QG Maintenance Steward

FREEDOM THROUGH ORGANIZATION

DEMAND THE UNION LABEL



**Labor Negotiations
SORTA and ATU, Local 627**

Tentative Agreement

Section 5: WAGE RATES

The basic wage rates of employees covered by this Agreement from 12:01 A.M. November 1, ~~2020-2023~~ through midnight October 31, ~~2023~~ **2026**, shall be as listed below:

This language and these provisions shall expire on October 31, ~~2023~~ **2026**.

One Time Lump Sum Payment

In addition to the wage rates and increases as listed below, all active employees covered by this Agreement on (DATE OF RATIFICATION) will receive a one-time, lump sum payment of \$2,050 to be included on each employee's regular paycheck.

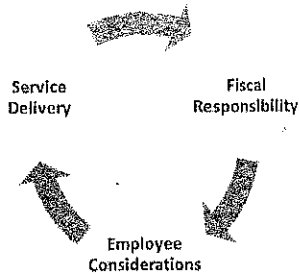
- **Effective July 7, 2024, all employees shall receive a four percent (4%) increase to their basic wage rate.**
- **Effective July 6, 2025, all employees shall receive a five percent (5%) increase to their basic wage rate.**
- **Effective July 5, 2026, all employees shall receive a four percent (4%) increase to their basic wage rate.**

Tentatively Agreed

John Ravasio 6/28/24
 John Ravasio Date

Frank Harper 6/28/24
 Frank Harper Date

(not included language – Wage Tables to be updated)



Labor Negotiations
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Tentative Agreement

• **Section 6 VACATIONS (Part 1)**

(a) Vacation Time and Pay (Section 6(a) and 6(e) are to be considered together)

(1) Employees who have been in continuous service ~~one~~ six (6) months from the start of the probationary period year but less than two (2) years shall be entitled to one (1) weeks vacation with forty (40) hours pay.

(2) Employees who have been in continuous service for two (2) years or more shall be entitled to two (2) weeks vacation with eighty (80) hours pay.

(3) Employees who have been in continuous service for five (5) years but less than ~~fifteen~~ thirteen (1513) years shall be entitled to three (3) weeks vacation with one hundred twenty (120) hours pay.

(4) Employees who have been in continuous service for ~~fifteen~~ thirteen (1513) years but less than ~~twenty-two~~ twenty-one (22) years shall be entitled to four (4) weeks vacation with one hundred sixty (160) hours pay.

(5) Employees who have been in continuous service for ~~twenty-two~~ twenty-one (2221) or more years shall be entitled to five (5) weeks vacation with two hundred (200) hours pay.

(6) Employees who have been in continuous service for twenty-eight (28) years or more shall be entitled to six (6) weeks vacation with two hundred forty (240) hours pay.

(e) Vacation Eligibility (Section 6(a) and 6(e) are to be considered together)

If an employee has worked two hundred and ~~twenty-thirty (220230)~~ days or more during the twelve (12) months immediately preceding April 1 ~~the first day of the new vacation year~~, the employee shall be entitled to one hundred percent (100%) of vacation and vacation pay in the upcoming vacation year. If an employee has worked one hundred ~~sixty-nine~~ seventy-nine (169179) days but less than two hundred and ~~twenty-thirty (220230)~~ days the employee shall be entitled to one-half of vacation and vacation pay. An employee to be eligible for any vacation or vacation pay must have worked at least one-hundred ~~sixty-nine~~ seventy-nine (169179) days. Such days of work shall be computed on the basis of April ~~June~~ 1st of one year to March ~~May~~ 31st of the succeeding year and the employee must be employed on June 1st of such succeeding year to be eligible. (June 1st employment date requirement shall not apply to those employees retiring under PERS.) In the event that any employee does not work any particular day due to the fact that the employee's attendance is required by the Union at Executive Board meetings or negotiating sessions, such day shall be considered as a day worked for purposes of this section. The number of days for which an employee receives vacation pay shall be considered as days worked for determining vacation eligibility. An employee's scheduled working days for which the employee is receiving Sickness and

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**Labor Negotiations
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Accident benefits in accordance with Section 10, or Worker's Compensation benefits, and scheduled days off due to a paid holiday, shall also be considered as days worked for purposes of determining vacation eligibility, up to a maximum of ~~one hundred~~ seventy-five (10075) days.

Tentatively Agree to on February 27, 2024

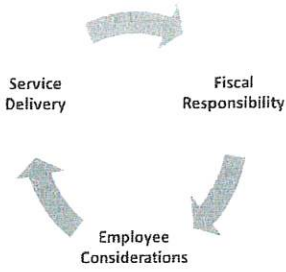
John C. Ravasio 2/28/24
John Ravasio Date

Frank Harper 2/27/24
Frank Harper Date

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Labor Negotiations
SORTA and ATU, Local 627

04/18/2024

Tentative Agreement Package

Section 7 HOLIDAYS

(b) In order to qualify for holiday pay in accordance with paragraph (a) above, the employee must work the regularly scheduled work day immediately preceding and following the holiday, provided the employee is assigned to work on such days, **unless the absence is Sick and Accident Benefits, Sick Benefits or Sick Workers Comp.** ~~and unless the absence is due to proven illness or other good cause, or which is agreed to by the management. An employee will not lose holiday pay if he or she is off with permission or has missed but shown up for work within two (2) hours.~~

Tentatively Agree to on April 18, 2024

John Ravasio 4/18/24
John Ravasio Date

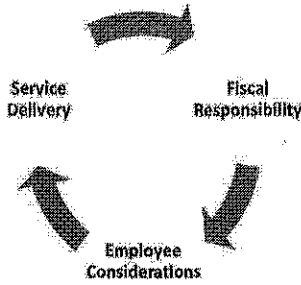
Frank Harper 4/18/24
Frank Harper Date

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Labor Negotiations
SORTA and ATU, Local 627

SORTA and ATU Tentative Agreement

February 28, 2024

- Section 16: PICKING RUNS

(a) (1) There will be a minimum of four general picks each calendar year, with the pick implemented in June being the system pick. All other picks will be within the Division.

One pick will be implemented the first Sunday in March, and one will be implemented the first Sunday in December. The June system pick will be implemented to coincide with the closing of the Cincinnati Public Schools and the September Division pick will be implemented to coincide with the opening of the Cincinnati Public Schools. **The Authority reserves the right to change implementation dates by up to fourteen (14) days.** All picks shall be posted one week prior to the beginning of the picking process, and implemented within 15 days after the picking process is completed. For all picks, the Authority shall provide the Union with three (3) pick options per Division for weekday runs.

Tentatively Agree

John Ravasio 2/28/24
John Ravasio Date

Frank Harper 2/28/24
Frank Harper Date

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Section 22: SYSTEM SENIORITY

(b) Mechanical Departments

(9) All Fares Systems Technicians positions are classified as A-rate Fare Technicians positions. These positions will include current Fare Technicians duties. All Fare Systems Technician positions **and Vinyl Technician positions** shall be appointed positions. For internal employees to apply for appointment, they must meet the following criteria for the 12-month period prior to applying:

- 3% or less unexpected absences
- No active written warning or suspension

For Fare Systems Technician positions, the employee who meets the criteria above and achieves the highest score on the Authority's written Fare Technician test will be appointed. In case of a tie among all criteria, including test score, the highest seniority employee will be appointed. If no employee meets the criteria, the Authority may hire an external applicant(s).

Employees that are appointed to these positions will be subject to Section 22(c). Appointed employees **Fare System Technicians** shall pick a Fare Systems Technician job by seniority within the Fare Systems classification just prior to the maintenance general pick. **Appointed Vinyl Technicians shall pick a Vinyl Technician job by seniority within the Vinyl Technician classification just prior to the maintenance general pick.** The incumbents and other appointed employees appointed to these positions will continue to accrue overall seniority for the purpose of vacation eligibility and selection, and maintenance department seniority for job selection or in the event of layoff. The Authority reserves the right to determine the qualifications for these positions.

(c) Seniority In Other Departments

Seniority shall prevail in all other departments where employees are members of this Union and part of the bargaining unit. Vacancies shall be filled within a period of thirty (30) days or as soon thereafter as practicable unless the job so vacated is abolished.

When an employee applies for and is awarded a job in a different department, that employee will move into the new department at the bottom of the department seniority list. The employee will retain his/her overall seniority for purposes of benefits. Picking rights will be determined by his/her place on the new department seniority list. Any such employee moving from the department to another as outlined above, will serve a ninety-five (95) day probationary period in the new department and job. The Authority may at any time during the probationary period elect to move the employee back to his/her former department. In such a case, the employee will move back to their old department with full seniority for picking and benefits. In case of layoff an employee shall be allowed to return to his/her former department with the seniority attained at the time they left. For this paragraph only,



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departments are defined as Transportation, Mechanical including Building Maintenance and Vinyl Technician, Fare Systems Technicians, Farebox Pullers, and Traffic Checkers.

Tentatively Agreed

John Ravasio 6/28/24

John Ravasio

Date

Frank Harper 6/28/24

Frank Harper

Date



**Labor Negotiations
SORTA and ATU, Local 627**

SORTA and ATU Tentative Agreement

February 27, 2024

- **Section 22(b)(8) ASE Certification**

- Metro will pay maintenance employees while working in a mechanical position in classifications A or B an additional ~~forty~~ **fifty** cents (~~\$0.40~~ **\$0.50**) per hour for each Metro approved ASE transit certification obtained or ten cents (\$0.10) per hour for each hour worked in a Spotter job.

Tentatively Agree to on February 27, 2024

John C. Ravasio 2/28/24
John Ravasio Date

Frank Harper 2/27/24
Frank Harper Date

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Service
DeliveryFiscal
ResponsibilityLabor Negotiations
SORTA and ATU, Local 627Employee
Considerations

SORTA and ATU Tentative Agreement

February 27, 2024

Section 22: SYSTEM SENIORITY and APPENDIX B: Maintenance Training Agreement**Section 22: SYSTEM SENIORITY****(b) Mechanical Departments**

A combined Seniority List will be maintained for the following departments: Mechanical Department and Building Maintenance Department.

During the Agreement the Authority shall continue a training program for willing employees in the Mechanical Department for the purpose of improving their technical competence towards advancement.

~~Maintenance training will be conducted according to the Maintenance Training Agreement in Appendix B.~~

~~Maintenance vendor training will be offered by seniority rotation as follows:~~

- ~~(1) The number of training slots will be determined by management to assure continuation of normal work.~~
- ~~(2) When multiple training slots are available to employees with the same job description on the same shift, seniority rotation will determine who shall attend.~~
- ~~(3) If the training is three (3) days or less an employee may be permitted, but not required, to work their shift and attend training.~~
- ~~(4) If training is less than eight (8) hours the employee may be required to work their shift.~~

The Authority and Union shall create a Joint Maintenance Training Committee where both Union and Management will work together to identify technical training needs and adopt training programs to meet those needs.

The Joint Maintenance Training Committee will function under the following provisions:

- 1. The Joint Maintenance Training Committee shall be comprised of an equal number of Union and Management members. The committee shall begin with three (3) Union members from the Maintenance Department selected by the President/Business Agent of the Union and three (3) Management members to be selected by the Director of Maintenance or his/her designee. Once convened, the Joint Maintenance Training Committee may determine the size of the committee by majority vote, given an equal number of Union and Management representatives participate in the vote.**
- 2. Decisions from the Joint Maintenance Training Committee shall be by majority vote, given an equal number of Union and Management representatives participate in the vote.**

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Labor Negotiations
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SORTA and ATU Tentative Agreement

February 27, 2024

3. Until such time as modified by the Joint Maintenance Training Committee, the Training Agreement, as signed February 17, 2021, shall be the Training Document immediately adopted by the Joint Maintenance Training Committee.
4. In addition to the technical training identified by the Joint Maintenance Training Committee, nothing shall preclude Management's ability to provide and require training of employees.

*The remainder of 22(b) to be current contract language

*Removal of Appendix B in its entirety from the Memorandum of Agreement

Appendix B

Tentatively Agree on February 27, 2024

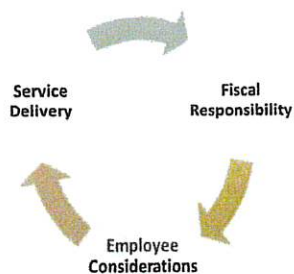
John Ravasio 2/28/24
John Ravasio Date

Frank Harper 2/27/24
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Labor Negotiations
SORTA and ATU, Local 627

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Section 23: UNIFORMS

Operator Uniforms

(a) So long as an exact uniform is used, the Authority will provide each operator with the following annual uniform voucher to be used exclusively for purchasing uniforms: for February 1, 2021, ~~three hundred ninety dollars (\$390.00)~~ **four hundred twenty five dollar (\$425.00)**; February 1, 2022, ~~four hundred dollars (\$400.00)~~ **four hundred dollars thirty five (\$435.00)**; and for February 1, 2023, ~~four hundred ten dollars (\$410)~~ **four hundred forty five dollars (\$445.00)**. The purpose of the voucher is for purchasing uniforms. No unused portion of an annual uniform voucher shall carry over from year to year. Uniform vouchers will be provided at system pick. All new operators, upon completion of the probationary period, will receive five (5) sets of uniforms, a jacket, and sweater at the Authority's cost. Clerks will receive the same annual uniform voucher amounts as the Operators. Employees will have two (2) years from the date of any uniform change to replace their uniforms. The one exception to this replacement rule is that during the 2020-2023 Agreement, the Authority will change the Operator uniform, and each operator will receive five (5) new sets of uniforms, a jacket, and a sweater at the Authority's cost.

Upon the SORTA Board's approval of a uniform vendor contract, Operators will have one (1) year to replace their uniforms.

(b) Special Apparel

The Authority shall supply and pay for Required Personal Protective Equipment (PPE) and adequate special apparel for maintenance employees such as necessary safety gloves, boots, and safety hats when required in their tasks.

(c) Tool Allowance

All Mechanical Department and Building Maintenance employees who are required to furnish tools shall be paid a tool allowance for the purpose of tool updating or replacement. This allowance shall be paid as follows:

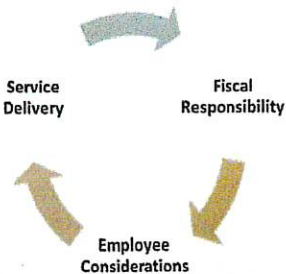
August 1, 2021-2024 :	\$495 \$530
August 1, 2022-2025 :	\$505 \$540
August 1, 2023-2026 :	\$515 \$550

To be entitled to this allowance an employee must have been in an eligible classification for the twelve (12) months immediately preceding the effective date of the annual general pick (Sunday nearest to June 1st). Employees who receive an allowance must provide a receipt to substantiate that they have purchased such tools during the previous twelve (12) months.

All employees shall furnish such tools as required by the tool list issued by the Authority.

(d) Maintenance Uniforms

The Authority will provide each maintenance department employee with an annual uniform voucher, for ~~General Pick 2021~~ **General Pick 2024**, ~~two hundred ninety dollars (\$290.00)~~ **three hundred twenty five dollars (\$325.00)**, for ~~General Pick 2022~~ **General Pick 2025**, ~~three hundred dollars (\$300.00)~~ **three hundred thirty five dollars (\$335.00)** and for ~~General Pick 2023~~ **General Pick 2026**, ~~three hundred and ten~~



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~~dollars (\$310.00)~~ **three hundred forty five (\$345.00)**, for purchasing uniforms, work shoes, and winter jackets. Uniform vouchers will be provided at system pick. No unused portion of an annual uniform voucher shall carry over from year to year. Employees will have two (2) years from the date of any uniform change to replace outdated uniforms.

All maintenance employees must wear the authorized uniform and shoes while on duty. All new maintenance employees will receive five (5) sets of uniforms, one pair of shoes, and a winter jacket at the Authority's cost upon completion of the probationary period.

Tentatively Agreed

John C. Ravasio 6/28/24
 John Ravasio Date

Frank Harper 6/28/24
 Frank Harper Date

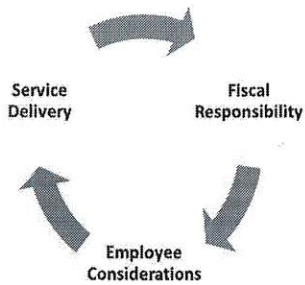
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NEW UNIFORMS AND INCREASED UNIFORM ALLOWANCE

Side Letter Agreeing to the following:

If during the term of the current Memorandum of Agreement, Management decides to change the Maintenance Uniform in its entirety (pant and shirt) and requires such uniform be worn:

- All impacted maintenance employees shall receive five (5) shirts, five (5) pants and a jacket (if applicable), in addition to their yearly uniform allowance.
- If the cost of the newly selected uniform (shirt and pant) is more than 20% higher than the cost of replaced uniform at the time of replacement, the company shall increase the remaining Uniform Allowances to be paid in the current Memorandum of Agreement by \$35.



Labor Negotiations
SORTA and ATU, Local 627

SORTA Proposal

February 28, 2024

Section 31 and Appendix F

• **Section 31 PART-TIME OPERATORS**

- (c) Effective upon ratification, the maximum number of operators covered by this section shall not exceed 716% of the number of operators on the seniority list who are receiving the forty (40) guarantee.
- (l) These operators shall be offered the chance to move to the Full-Time forty (40) hour guarantee status based on seniority **except for those having transferred from Full Time to Part Time shall be considered for the Full Time position only after the minimum 12 months as Part Time.** ~~Such Part Time Operators shall move to Full Time at the bottom of the Full Time seniority list. The employee will retain his/her overall seniority for purposes progression and benefits.~~

• **Appendix F**

- Eligibility:
 - ~~Only newly hired Operators will be eligible for the Part Time Operator classification.~~
- Number of Part-Time Operators: no more than 716% of the Full-Time Operator workforce
Example: If there are 500 Full-Time Operators, then there can be no more than ~~3580~~ additional Part-Time Operators

Operator Transfer from Full-Time Operator to Part-Time Operator

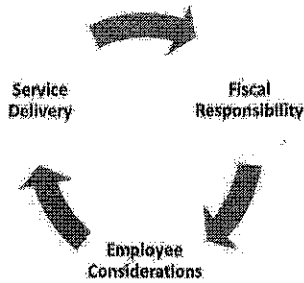
Operators wishing to transfer from Full Time to Part Time may apply to do so according to the following provisions:

- **Operators must apply for the transfer no less than one (1) month prior and no more than two (2) months prior to the start of the System Pick selection period.**
- **Each application to transfer will be evaluated regarding eligibility. To be eligible to transfer an Operator must meet all of the following criteria:**
 - **Operators must have been Full Time and actively employed for at least the ³⁶ consecutive months immediately preceding the application to transfer.**
- **After receiving applications to transfer, SORTA, in its sole discretion and determination, will determine how many positions, if any, it will approve to transfer and how many, if any, Part Time positions (and the corresponding shift(s)) it will make available to be transferred into.**
- **Those Operators determined to be eligible and approved to transfer from Full Time to Part Time shall be notified prior to the start of the System Pick selection period and provided an opportunity,**

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Labor Negotiations
SORTA and ATU, Local 627

SORTA Proposal
February 28, 2024

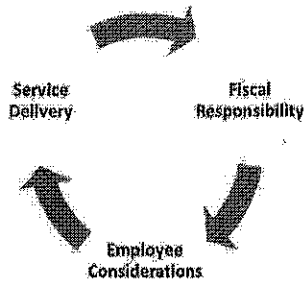
in order of seniority, to select from the Part Time positions and their corresponding work hours SORTA has identified and offers as available.

- Each eligible Operator will be given 24 hours from the time notification is provided to them or the Union, to select from the Part Time position and corresponding work hours SORTA has identified and offered as available.
 - The Operator may elect to rescind their application to transfer from Full Time to Part Time.
 - Failure to rescind their application during their allotted selection time will result in the transfer to Part Time and the assignment of shift if no selection is made.
 - Failure to select within the 24 hours will result in the loss of opportunity to select.
 - If Operators fails to select during their selection period, SORTA shall assign the Part Time position and corresponding work hours at their sole discretion.
 - Selection will continue with the next person deemed eligible and approved in the seniority list.
- If more eligible applications are received than positions made available to transfer, the seniority of those determined to be eligible will be used to determine who might be approved for transfer.
- Those approved for transfer from Full Time Operator to Part Time Operator shall retain their overall seniority.
- Those transferring from Full Time to Part Time Operator shall be required to remain a Part Time Operator for a minimum of 12 months.
- The Vacation and Sick Leave balances of those transferring from Full Time Operator to Part Time Operator will be modified as follows:
 - Full Time Operator to Part Time Operator
 - The Operator's Vacation and Sick Leave Hours Balance will be divided by eight (8) to determine how many days of vacation and sick leave the Operator had as Full Time
 - Example:
 - Full Time Operator has 120 hours of sick leave. 120 hours would be divided by 8 to equal 15 Full Time Sick Days.
 - 120 total hours / 8 hours per day = 15 Full Time Sick Days
 - After dividing by eight (8) and finding the number of Vacation and Sick Leave days, the number of Vacation and Sick Leave days will then be multiplied by five (5), the number of hours in a typical Part Time day.
 - Example Continued:
 - 15 Full Time Sick Days multiplied by five (5) hours per Part Time Day would equal 75 hours of Sick Leave.
 - 15 Sick Days x 5 hours per day = 75 hours of Sick Leave

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Labor Negotiations
SORTA and ATU, Local 627

SORTA Proposal

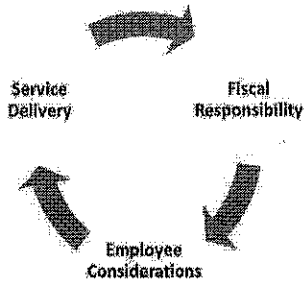
February 28, 2024

- The total hours used to make sure the employee had the equivalent number of Vacation and Sick Leave Days will then be subtracted from the total number of Vacation and Sick Leave Hours, leaving a Vacation and Sick Leave hours overage.
 - Example Continued:
 - 75 hours of Sick Leave would be subtracted from the original Sick Leave Balance of 120 hours resulting in an overage of 45 hours.
 - 120 original Sick Leave Hours – 75 Sick Leave hours to get 15 Part Time Sick Days = 45 Sick Leave hours overage.
- Full Time Operators transferring to Part Time will have the choice to either Cash out the Sick or Vacation time overage at their wage at the time of transfer to Part Time or they may hold their Sick or Vacation time overage for a period not to exceed 12 months.
 - Cashing Out
 - The Vacation and Sick Leave Hours overage will be paid out to the employee at their wage rate at the time they transferred to Part Time.
 - Holding the Overage
 - Operators transferring to Part Time and wishing to hold their Sick or Vacation time overage will not be able to utilize this leave time while they remain in Part Time.
 - At such time the transferred Part Time Operator returns to Full Time, their Sick and Vacation Leave balances, including any remaining overage elected to be held at the time of transferring from Full Time to Part Time, will be used to calculate the appropriate amount of Sick or Vacation Leave as Full Time.
 - Those failing to transfer back to Full Time within the 12 months overage hold period, will be paid out at their wage rate at the time of transferring to Part Time.

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Labor Negotiations
SORTA and ATU, Local 627

SORTA Proposal

February 28, 2024

Operator Transfer from Part-Time Operator to Full-Time Operator

- **Operators transferring from Part-Time Operator to Full-Time Operator shall retain their overall seniority.**
- **When Full Time opportunities are offered to Part Time Operators, those having transferred from Full Time to Part Time shall be considered for the Full Time position only after the minimum 12 month lock in period is spent as Part Time.**

Tentatively Agreed

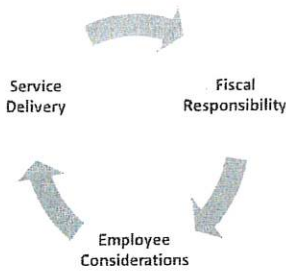
John Ravasio 2/28/24
John Ravasio Date

Frank Harper 2/28/24
Frank Harper Date

All proposals and provisions are effective upon ratification unless expressly stated otherwise in the signed tentative agreement.

No proposal or provision shall include retroactivity unless specifically bargained for and expressly included in the language of the signed tentative agreement.

SORTA reserves the right to modify, rescind or amend this, or any of its proposals, at any time during the course of negotiating a successor Agreement.



Labor Negotiations
 SORTA and ATU, Local 627

04/18/2024

Tentative Agreement Package

Section 32: TERM OF AGREEMENT

(a) This Agreement and the provisions thereof shall take the place of all prior contracts and continue in force and bind the respective parties hereunto from 12:01 A.M., November 1, ~~2020~~2023 to midnight, October 31, ~~2023~~2026, and from year-to-year thereafter, unless changed by the parties.

(b) Either of the parties hereunto desiring a change in any Section or Sections of this Agreement shall notify the other party in writing of the desired changes at least sixty (60) days prior to the thirty-first (31st) day of October, ~~2023~~2026. If neither party gives such notice, the Agreement shall continue on from year-to-year. If such notice is given by either party, the Agreement shall then be opened for consideration of the change or changes desired.

Tentatively Agree to on April 18, 2024

John C. Ravasio 4/18/24
 John Ravasio Date

Frank Harper 4/18/24
 Frank Harper Date

SORTA reserves the right to modify, rescind or amend this, or any of its proposals, at any time during the course of negotiating a successor Agreement.

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 JH

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Labor Negotiations
SORTA and ATU, Local 627

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Board Rules

Metro Board Rules

1. The board will be officially daily at **3:00 pm** – (listing the work assignments for the following day).
2. The overnight board will be official daily at 9:00 am – listing the work assignments for the overnight board. (note: “evening” and overnight” are the same for these Board Rules).
3. Runs will be marked on the board in the following order:
 1. Day Runs
 2. AM Split runs
 3. PM split runs
 4. Late Runs
 5. Overnight work
4. Define what run types are for clarification- definition of runs as identified in the side letters mentioned in the fact-finding report
5. The rotation of extra board operators or extra operators is defined as “rotating daily through all show-up times within their specifically picked or assigned show-up board.” Part-time operators will rotate within their scheduled show up time.
6. For the purposes and functions of the board rules, the revised show-up times and boards are:
7. AM show-up (show-up times before 12:00pm):
 - A. 3:00 am – 8:30 am
 - B. 4:00 am – 9:30 am
 - C. 5:00 am – 10:30 am
8. PM show-up (12:00 pm and 1:00 pm showup)
 - A. 12:00 pm- 5:30 pm
 - B. 1:00 pm- 6:30 pm
9. Evening/ overnight show-up (6:30 pm, 8:00 pm, and 11:00 pm showup)
 - A. 6:30 pm- 12:00 am
 - B. 8:00 pm- 1;30 am
 - C. 11:00 pm – 4:30 am
10. Additional board rules for evening show-up times:
 - A. Evening show-up operators (6:30 pm – 4:30 am) may be assigned to PM extras that plug after 12:00 pm
 - B. Evening show-up (6:30 pm – 4:30 am) will not serve as the “top” of the am extra board. Rather, the primary purpose of evening show-up is to protect the service that plugged prior to midnight and prior to when AM show-up begins.
 - C. Evening show-up operators cannot be used to cover work after the day’s AM show-up has been exhausted, and they cannot be assigned to AM extras for the same day as their evening night

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show-up.

11. Rotation of extra board operators: extra board operators will be brought back in the below listed order based on the assignment for the previous day.
 - A. Operators not operating a regular run paying 8.0 hours or more
 - B. Operators returning from a regular scheduled day or days off, according to last scheduled days' work.
 - C. Operators returning from FMLA
 - D. Operators who missed
 - E. Operators who were off sick
 - F. Operators who laid off.
 - G. Operators returning from a suspension
 - H. Operators returning from vacation
 - I. Operators returning from paid administrative leave.
 - J. Operators newly appointed
 - K. Operators instructed to stay home with 8.0 hours pay.
 - L. Operators who had a scheduled run paying 8.00 hours or more, in their place according to the size of the run. (Any operator who fails to complete a full run will drop for what the run pays, as though the operator had work his assignment).
 - M. Operators returning from paid funeral leave.
 - N. Operators assigned to miscellaneous work such as sub-clerk will return at the bottom of the list of operators with an 8.0 hour run.
12. Board Errors
 - A. Operators will be assigned to the bottom of show up for their respective board. They will be made whole for the run that they were originally assigned to for that day. The newly assigned work will be cut to allow the operator to be off at the same time.
 - B. If the operator was on a hold down, they will go to the bottom of show up for the remainder of the week and will be made whole for the difference in their work.
 - C. The operator who will be available for assignment for the same time frame for which their hold down was assigned.
13. Show up
 - A. Operators assigned to show up must report to the dispatch clerk, in full uniform, on or before the posted show up time. No one assigned to show up is permitted to leave the building without the permission of the clerk dispatching runs.
 - B. Full runs will be assigned from the top of the show up list on down, according to the plug time
 - C. All other work will be assigned from the bottom of the show up list upward.
14. Show up on off day
 - A. Operators serving show up on an off day will be used the same as regular operators serving show

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up.

- B. On show up, on an off day, the top operator will be used for full runs first.
- C. The bottom off day operator on show up will be used for incomplete work.
- D. Once show up is over, an off-day operator reverts back to being classified as an off-day operator.
- E. Once show up is over, an operator working their regularly scheduled workday on show up, that did not catch out, will be assigned to the largest available open piece of work before an off-day operator serving show up.
- F. Once show up is over, and an operator reverts back to being classified as an off-day operator, who ever signed the off-day book first, will be assigned to the highest paying piece of open work possible
- G. The use of off day operators who are on show-up and runs. You must call those off day operators in the book who were not used before you allow off day operators on both runs and show-up run any additional extra work
- H. Any board operator that calls in running late and serves show up and is assigned any piece of work will not be assessed an unexcused absence for that day.

15. Early AM show up

- A. Starting time for early AM show up will be at the discretion of the Senior Division Manager at either operating division and the Union Representative

16. PM show up

- A. PM show up will start at 12:00 PM and end at 5:30 PM.; start at, 1:00 PM, and will end at 6:30 PM
- B. Any operator on show up catching extra work which returns him or her to the Division before show up is over, will return to show up
- C. If an operator is on PM show up and catches a stub-end when they complete that stub-end they are finished for the day, unless they are assigned a picked extra at the time they catch the stub-end. However, if an extra is open when the operator returns to the garage and he or she is the only operator available other than the last show-up person, he or she can be assigned the extra.

17. Late Runs

- A. An operator with a regular picked late run who lays off sick after 2:00 PM must call back between 7:00 AM and 7:45 AM on the next day if he or she wants to work that day

18. Arrow express and charter to ball games (Updated to "Reds and Bengals Service")

- A. An operator dropping for extras, will not be used for this service except when no other operator is available.
- B. An operator who misses or is late in reporting for work will not be assigned to an ~~Arrow or Charter~~ to Reds or Bengals Service except when no other operators are available.
- C. ~~Arrows and Charters~~ Reds and Bengals Service will be given first to operators on combination work and then assigned in the following order:

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Labor Negotiations
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1. Extra Board Operators on day runs
 2. Regular operators on day runs
 3. Extra Board Operators on split runs
 4. Regular operators on split runs
 5. Operators on off days
- D. In Assigning ~~Arrows and Charters~~ Reds and Bengals Service the Senior Division Manager and the Union Representative of each Division will work out assignment procedures
19. Overtime Work

*Note's left for overtime work (i.e, incomplete runs or extras will be honored as follows):

- A. Operators must submit notes at the plug time of their first assignment
- B. Operators cannot call-in later in the day to leave a note
- C. Notes left later in the day will not be honored until the notes left properly are exhausted
- D. In order for a note to be considered "left properly", a Note must be time-stamped by a Clerk
- E. The following order of Entitlement will be on a First In- First Out basis
 1. Extra Board Operators
 2. Regular and Hold Down Operators
 3. Operators working in sub positions (i.e , Clerks, Dispatchers, Instructors, Supervisors, and Operator Trainers).
 4. Operators on Off Days
- F. The First operator "in"- according to the operator's end time – will be assigned to the first piece of work going "out"
- G. Work will be assigned by off-time, meaning there will be no over-lapping of work. The Operator must be available to complete the work. The Operator will be available to complete the work based on the pull in time for their last revenue trip.
- H. Notes that are left by Operators at a Division for work at that same Division must be exhausted before using a Note from another garage.
- I. In responding to a call to be assigned open work, Clerks will give a five-minute grace period to Operators who have already completed their assignment/assignments for that day.
- J. If an operator is on their assigned work the clerk must have dispatch, contact the operator to offer the assignment.
- K. A five (5) minute grace period applies.
- L. If an Operator that left a Note for overtime work declines an assignment, their Note is no longer eligible. It will not be moved to the bottom for later consideration.
- M. When leaving a Note, an Operator must provide the following information:
 1. Date
 2. Name or Badge #
 3. Plug Time

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- 4. Off Time
 - 5. Operator Type (Sub, Regular, or Off Day)
 - N. No other specific information, even if it is provided on the note, will be considered by the Clerk.
 - O. If an Operator has received work through the note process, the Operator will not be considered for additional work that day until all other properly filed Notes have been exhausted.
 - P. If an operator who has not put in a note wants to work overtime they may be allowed to work if there is an operational need as determined by management. If allowed to work, the off-day operator will be placed on show-up and will fall for the work in the order for which they have been assigned to show-up.
20. Transferring Coaches
- A. T.C.'s cannot be placed on the board and will be run on a first come first serve basis. If two operators come in at the same time, then the TC will be assigned by seniority.
21. Misses
- A. Extra Board Operators having missed and reported to their division may be placed on show up, assigned to an open piece of work or released for the day as circumstance warrant. Regular operators have the option of serving show up
 - B. An operator failing to report within two (2) hours of a miss will be suspended one (1) day.
 - C. Operators reporting back to work must do so before 2:00 PM on the day prior to the date returning.
22. Laid off with permission (LOP)
- A. An operator wanting off on a specific day may sign the " 10 day book" starting at 4:00 AM on the tenth (10) day prior to the date wanting off. (Example: may start signing the book at 4:00 A.M on 12/15 for 12/25).
 - B. The book is in the dispatch clerk's possession at all times.
 - C. Signing the book does not assure an operator of being off on the desired day.
 - D. Each operator is cautioned to check the board to verify whether he or she is off. The book shall be available to any operator or Union Official
23. Time Stoppage
- A. The time for returning to the garage, should stop at the box puller with 5 minutes to park the bus ~~and turn in the stock.~~
24. Clarification of board rule
- A. The Board rules state: "Operators having missed and reported to their division may be placed on show-up, assigned to an open piece of work or released for the day as circumstances warrant. Regular operators have the option of serving show-up".
 - B. The clarification is as follows:
 - 1. Assigned to an open piece of work shall mean that the piece of work is open at the time that the person who has missed reports to the division.

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**Labor Negotiations
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2. This could be a case of a person, or an extra being taken off prior to the miss person reporting and used elsewhere according to the board rules such as in the case of a PM show-up person with an AM extra being moved to AM show-up. That persons extra would then be open, and a miss person could be assigned.
3. It is not the intent that once a miss person reports that a person on a piece of work then be taken off and that piece of work then be assigned to the miss person.
4. Open Work will be open before the miss person reports at the division

25. Clarification of Procedure

A. A person assigned to evening show-up who has an PM extra and misses on the PM extra.

1. Any operator assigned to evening show-up and misses on a PM extra and misses on the PM pieces of work will if needed on evening Show-up be dropped to last out on evening show-up at the time of reporting from PM miss.
2. The show-up person will not hold their place on the evening show-up should they miss on PM extra and will be dropped to last out when reported
3. A person with an PM extra who is assigned to evening show-up and misses on the PM extra may be sent home for the day depending on the circumstances.

26. OFF DAY PROCEDURE

1. Signing off day is on a first come first serve basis
2. Assigning work will go in numerical order
3. Off day operators can specify open work assignments.
4. Filling board in order or board rules per AM, PM Overnight board
5. If specified work is requested by an operator and is not open and available when it reaches their turn in the off day book, the operator will be skipped and the next operator in the off day book will be considered for open work.
6. Home garage comes first before next garage is used.
7. Off day operators cannot get more than one piece of work until everybody in off day book was used in accordance with (#5)
8. Any discrepancies will be worked out between VP or Senior Director of Transportation and President / Business Agent of ATU Local 627 or appointed designee.

27. Weekly Hold down pick

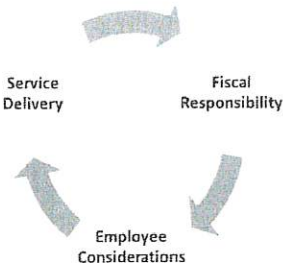
This section will be replaced with the "Qualifying Hold Down Board" pick procedures agreed to by ATU and Metro upon ratification of the Memorandum of Agreement

SORTA reserves the right to modify, rescind or amend this, or any of its proposals, at any time during the course of negotiating a successor Agreement.

FK

[Signature]

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Labor Negotiations
SORTA and ATU, Local 627

04/18/2024

Tentative Agreement Package

28. Fatigue Rule

The Fatigue Rule will be added to the Metro Board Rules upon ratification of the Memorandum of Agreement

Tentatively Agree to on April 18, 2024

John C. Ravasio 4/18/24
 John Ravasio Date

Frank Harper 4/18/24
 Frank Harper Date

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Labor Negotiations
SORTA and ATU, Local 627

04/18/2024

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Fatigue Rule

THE FATIGUE RULE FOR REGULAR OPERATORS

In the event a Regular Operator works additional open late work, the following rules will apply: For runs schedule into the garage after 9:59pm: Except at the discretion of Management, no Operator will work open work within eight (8) hours of their next scheduled report time. However, Operators can work open work up to eight (8) hours prior to their next scheduled report time.

Should an Operator work within eight (8) hours of their next scheduled report time:

1. If the Operator has an early morning a report time the next day within eight (8) hours of finishing their open work, the Operator will be required to invoke this Fatigue Rule. Instead of the regularly scheduled plug time, the Operator will be assigned to report eight (8) hours after finishing the open work.
2. The Operator's fatigued work will be assigned to the applicable Sub Board as incomplete work.
3. The Sub Operator assigned to the fatigued work will be required to perform at least ½ trip.
4. Upon reporting at the new report time:
 - a. If the work is a Day Straight Run:
 - i. The regularly scheduled Operator will relieve the Sub Operator. If the scheduled Operator completes all scheduled ~~normally picked~~ work for the day, the Operator will receive run pay for the day.
 - b. If the fatigued work is a Split Run and the first piece still has at least one full trip from a relief point:
 - i. The regularly-scheduled Operator will relieve the Sub Operator. If the scheduled Operator completes all ~~normally picked~~ scheduled work for the day, the Operator will receive run pay for the day.
 - c. If the fatigued work is a Split Run and the first piece is less than one full trip from a relief point:
 - i. The regularly scheduled Operator will not be required to report until their next scheduled piece. If the scheduled Operator completes all ~~normally picked~~ scheduled work for the day, the Operator will remain eligible for all applicable pay guarantees.
5. The intent of the Rule is to provide an Operator in these situations mandatory eight (8) hours off duty.

Other provisions:

6. For runs schedule to the garage before 9:59pm, but circumstances cause the Operator to work beyond 9:59pm (i.e. delay slips, accident reports), the above Fatigue Rule will apply if the Operator works beyond 10:29pm.
6. Open work will be covered first before performing Relief After Eight hours.

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7. Management reserves the right to relieve Operators working open work and approaching eight (8) hours of their next scheduled report time, including the use of Part Time Operators, or terminate the service at their discretion. Should Management terminate the service, Operators will receive the balance of the run pay.

8. All applicable attendance related rules (such as Running Late, Misses, Double Misses, Attendance Policy, etc.) will apply to the new scheduled report time created by the Fatigue Rule.

9. The above Fatigue Rule will apply to Substitute Fare Box Pullers and Substitute Clerks, where applicable.

10. This fatigue rule will supersede any other rule related to fatigue

All fatigued work will be assigned from the bottom of the applicable Sub Board as incomplete for purposes of Show Up. Once the Sub is relieved, if not after the applicable Show Up time is over, they return back on Show Up. ~~For Full Time Sub Operators, if after Show Up is over then an extra will be assigned as if they hadn't caught out.~~

Extra Board Operators

In the event an Extra Board Operator works additional open late work, the following fatigue rules will apply:

1. If an Extra Board Operator has an early show up time/assigned run the next day within eight (8) hours of finishing, the Extra Board Operator will be required to invoke this Fatigue Rule. Instead of their assigned show up/assigned run the Extra Board Operator will be dropped to the bottom of their respective Extra board Show up report time after 8 hours of relief: AM, PM, Evening (overnight) and will report at their newly assigned plug time.
2. If there is open work available at the end of the Fatigue and, if the work is within the time frame of the respective Extra Board Operators board, the fatigue operator will be assigned work within the guidelines of the current board rules.
3. In the event there is no open work at the end time of the fatigue operators respective board the fatigue operator will receive daily/weekly guarantee for that day.
4. All applicable attendance-related rules (such as Running late, misses, Double misses, attendance policy, etc.)

Off Day Operators

An operator who commits to working off day and is assigned work within eight (8) hours of their next scheduled piece/run the off-day operator will have the choice to remain on the work they are assigned or fatigue to the bottom of the show up time frame of the board the work falls into.

Example:

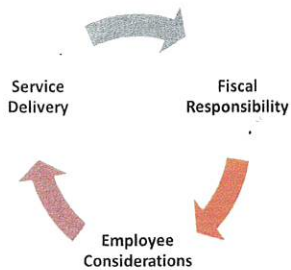
I sign up to work my off day, my work time ends, I am assigned work within eight (8) hours of my end time. End time is 9:00 PM report time is 3:00 AM. I can fatigue to the bottom of AM show up.

SORTA reserves the right to modify, rescind or amend this, or any of its proposals, at any time during the course of negotiating a successor Agreement.

FN

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Labor Negotiations
SORTA and ATU, Local 627

Tentative Agreement

December 18, 2023

SORTA Qualifying Hold Down Board

1. SORTA shall create a Board for the purpose of covering any open work expected to be five (5) consecutive days or longer in duration (Qualifying Hold Downs). This Board will be known as the Qualifying Hold Down Board.
2. Hold Downs expected to be five (5) consecutive days or longer in duration shall be known as Qualifying Hold Downs. This would include, but not be limited to, vacations of all Operators, including Extra Board Operators.
3. Open work expected to be less than five (5) consecutive days in duration shall be filled by the Extra Board.
4. There will be a Hold Down Board for each garage.
5. Management will determine the number of slots to be available on each Hold Down Board.
6. At pick, if slots are made available, eligible Operators may choose to serve on the Hold Down Board.
7. Operators picking the Hold Down Board in a Division or System Pick shall also pick which Extra Board they would like should it be necessary. Those picking the Hold Down Board shall be referred to as Hold Down Operators for the term of that pick.
8. Assignments for the Hold Down Board shall be assigned in the following manner:
 - a. Hold Down Operators scheduled and attending work on pick day, will pick, in order of seniority, from the available qualifying Hold Downs each week.
 - i. Those Hold Down Board Operators not available to pick will be assigned the Qualifying Hold Down they had the previous week if available at their picking position. If the Qualifying Hold Down is no longer available, they will be assigned an available Qualifying Hold Down closest in schedule to the Qualifying Hold Down they held the previous week. If no Qualifying Hold Down is available, the Hold Down Operator will be assigned to the Extra Board they picked until the next Hold Down Board pick period.



**Labor Negotiations
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Tentative Agreement

December 18, 2023

- ii. Hold Down Operators may not opt out of picking and must pick a Qualifying Hold Down, if available.
 - b. In the event there are more qualifying Hold Downs than there are available Hold Down Operators, those qualifying Hold Downs will be offered and filled from the Extra Board Operators as a Hold Down in accordance with the Board Rules. At the next Hold Down Operator pick, those qualifying Hold Downs will return to Hold Down Operator Pick. If not picked, the Hold Down will then be filled by the Extra Board once again. This process will repeat until such time as the expected duration of the Hold Down is less than five (5) days. At that time, the Hold Down will be filled by the Extra Board.
 - c. In the event there are more Hold Down Operators than there are Qualifying Hold Downs and no Qualifying Hold Down is available, the Hold Down Operator will be assigned to the Extra Board they picked until the next Hold Down Board pick period. The following week, the Hold Down Operators assigned to the Extra Board will return to the Hold Down Board.
 - d. Hold Down Operators receiving the Qualifying Hold Down relating to vacation coverage of Extra Operators will receive Sunday – Saturday off days for that vacation coverage until the next Hold Down pick period.
9. Any Qualifying Hold Down picked, but discontinued or canceled for any reason shall result in the Hold Down Operator being assigned to the Extra Board they picked until the next Hold Down Board pick period. The impacted Hold Down Operator shall receive any daily difference between their incomplete Qualifying Hold Down and the work assigned them on the Extra Board.
10. Regularly scheduled Operators who return to work shall return to their picked work even if less than the expected duration.

Tentatively Agreed

John Ravasio 12/18/23
John Ravasio Date

Frank Harper 12-18-23
Frank Harper Date

The Following information is provided for demonstration purposes only and does not necessarily represent actual language changes to the Memorandum of Agreement.

Please refer to the Tentative Agreements for actual changes to contract language and detailed information.

**Questions should be directed to ATU Local 627
Leadership.**

Contact Information:

**Frank Harper
Local 627 President/Business Agent
513-969-2184**

****Any errors will be corrected to match Tentative Agreement Language****

Wage Increase Quick Reference Tables

Lump Sum Payment

	At Ratification
Everyone Covered By Memorandum of Agreement	\$2,050

Transportation Department

	Current	7/7/2024 4% Increase	7/6/2025 5% Increase	7/5/2026 4% Increase
Top Operator	\$32.39	\$33.69	\$35.37	\$36.78
Sub Supervisor	\$32.90	\$34.22	\$35.93	\$37.36
Sub Dispatcher	\$32.90	\$34.22	\$35.93	\$37.36

Mechanical Department

	Current	7/7/2024 4% Increase	7/6/2025 5% Increase	7/5/2026 4% Increase
A Rate	\$34.34	\$35.71	\$37.50	\$39.00
B Rate	\$33.10	\$34.42	\$36.15	\$37.59
A Rate Apprentice	\$33.35	\$34.68	\$36.42	\$37.87
B Rate Apprentice	\$29.79	\$30.98	\$32.53	\$33.83

Mechanical Department C, D, E, and UM Protected Rates (employed as of February 1, 1988)

	Current	7/7/2024 4% Increase	7/6/2025 5% Increase	7/5/2026 4% Increase
C Rate	\$29.82	\$31.01	\$32.56	\$33.87
D Rate	\$28.91	\$30.07	\$31.57	\$32.83
E	\$28.19	\$29.32	\$30.78	\$32.01
UM	\$26.88	\$27.96	\$29.35	\$30.53

Painter Class E, plus five (5) cents

Mechanical Department C, D, E, and UM Rates (Hired after February 1, 1988)

	Current	7/7/2024 4% Increase	7/6/2025 5% Increase	7/5/2026 4% Increase
C Rate	\$27.50	\$28.60	\$30.03	\$31.23
D Rate	\$26.51	\$27.57	\$28.95	\$30.11
E	\$25.45	\$26.47	\$27.79	\$28.90
UM	\$23.49	\$24.43	\$25.65	\$26.68

Any errors will be corrected to match Tentative Agreement Language

Building Maintenance Department - A & B Rates

	Current	7/7/2024 4% Increase	7/6/2025 5% Increase	7/5/2026 4% Increase
A Rate	\$34.34	\$35.71	\$37.50	\$39.00
B Rate	\$33.10	\$34.42	\$36.15	\$37.59

Building Maintenance Department - C & E Protected Rates (Employed as of February 1, 1988)

	Current	7/7/2024 4% Increase	7/6/2025 5% Increase	7/5/2026 4% Increase
C Rate	\$29.82	\$31.01	\$32.56	\$33.87
E Rate	\$28.19	\$29.32	\$30.78	\$32.01

Building Maintenance Employees (Hired after February 1, 1988)

	Current	7/7/2024 4% Increase	7/6/2025 5% Increase	7/5/2026 4% Increase
C Rate	\$27.50	\$28.60	\$30.03	\$31.23
D Rate	\$26.51	\$27.57	\$28.95	\$30.11
E Rate	\$25.45	\$26.47	\$27.79	\$28.90
Janitor	\$23.49	\$24.43	\$25.65	\$26.68
Painter	\$25.50	\$26.52	\$27.85	\$28.96

Division Clerks and Board Clerks

	Current	7/7/2024 4% Increase	7/6/2025 5% Increase	7/5/2026 4% Increase
Division Clerk	\$34.19	\$35.56	\$37.34	\$38.83
Board Clerk	\$34.41	\$35.79	\$37.58	\$39.08
Sub Division Clerk	\$34.19	\$35.56	\$37.34	\$38.83
Sub Board Clerk	\$34.41	\$35.79	\$37.58	\$39.08

Fare Box Pullers

	Current	7/7/2024 4% Increase	7/6/2025 5% Increase	7/5/2026 4% Increase
Fare Box Puller	\$28.24	\$29.37	\$30.84	\$32.07

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New Hire Progression Wage Increase Quick Reference Tables

Lump Sum Payment

	At Ratification
Everyone Covered By Memorandum of Agreement	\$2,050

Transportation New Hire Progression

		Current	7/7/2024 4% Increase	7/6/2025 5% Increase	7/5/2026 4% Increase
First 12 Months	70%	\$22.67	\$23.58	\$24.76	\$25.75
Next 12 months	76%	\$24.62	\$25.60	\$26.89	\$27.96
Next 12 months	82%	\$26.56	\$27.62	\$29.00	\$30.16
Next 12 months	88%	\$28.50	\$29.64	\$31.12	\$32.37
Next 12 months	94%	\$30.45	\$31.67	\$33.25	\$34.58
Thereafter:	100%	\$32.39	\$33.69	\$35.37	\$36.78

Maintenance C Rate New Hire Progression

		Current	7/7/2024 4% Increase	7/6/2025 5% Increase	7/5/2026 4% Increase	
C Rate	First 12 Months	70%	\$19.25	\$20.02	\$21.02	\$21.86
	2nd 12 Months	80%	\$22.00	\$22.88	\$24.02	\$24.98
	3rd 12 months	90%	\$24.75	\$25.74	\$27.03	\$28.11
	Thereafter:	100%	\$27.50	\$28.60	\$30.03	\$31.23

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Maintenance D Rate New Hire Progression

		Current	7/7/2024 4% Increase	7/6/2025 5% Increase	7/5/2026 4% Increase	
D Rate	First 12 Months	70%	\$18.56	\$19.30	\$20.26	\$21.07
	2nd 12 Months	80%	\$21.21	\$22.06	\$23.16	\$24.09
	3rd 12 months	90%	\$23.86	\$24.81	\$26.05	\$27.10
	Thereafter:	100%	\$26.51	\$27.57	\$28.95	\$30.11

Maintenance E Rate New Hire Progression

		Current	7/7/2024 4% Increase	7/6/2025 5% Increase	7/5/2026 4% Increase	
E Rate	First 12 Months	70%	\$17.82	\$18.53	\$19.45	\$20.23
	2nd 12 Months	80%	\$20.36	\$21.17	\$22.23	\$23.12
	3rd 12 months	90%	\$22.91	\$23.82	\$25.01	\$26.01
	Thereafter:	100%	\$25.45	\$26.47	\$27.79	\$28.90

Maintenance UM New Hire Progression

		Current	7/7/2024 4% Increase	7/6/2025 5% Increase	7/5/2026 4% Increase	
UM	First 12 Months	70%	\$16.44	\$17.10	\$17.96	\$18.67
	2nd 12 Months	80%	\$18.79	\$19.54	\$20.52	\$21.34
	3rd 12 months	90%	\$21.14	\$21.99	\$23.09	\$24.01
	Thereafter:	100%	\$23.49	\$24.43	\$25.65	\$26.68

Maintenance Janitor New Hire Progression

		Current	7/7/2024 4% Increase	7/6/2025 5% Increase	7/5/2026 4% Increase	
Janitor	First 12 Months	70%	\$16.44	\$17.10	\$17.96	\$18.67
	2nd 12 Months	80%	\$18.79	\$19.54	\$20.52	\$21.34
	3rd 12 months	90%	\$21.14	\$21.99	\$23.09	\$24.01
	Thereafter:	100%	\$23.49	\$24.43	\$25.65	\$26.68

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Vacation Increase Quick Reference Table

Continuous Service	Vacation
6 months to 2 Years	1 Week
2 Years to 5 Years	2 Weeks
5 Years to 13 Years	3 Weeks
13 Years to 21 Years	4 Weeks
21 Years to 28 Years	5 Weeks
28 Years or more	6 Weeks

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