

SORTA and ATU Local 627 – TENTATIVE AGREEMENT #1

October 14, 2020

Section 22: SYSTEM SENIORITY

(c) Seniority In Other Departments

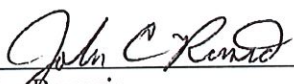
- delete "Call Center" from the 2nd paragraph

When an employee applies for and is awarded a job in a different department...

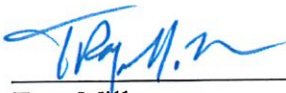
...For this paragraph only, departments are defined as Transportation, Mechanical including Building Maintenance, Fare Systems Technicians, Farebox Pullers, ~~Call Center~~, and Traffic Checkers.

Section 32: CALL CENTER AGREEMENT

- Delete the entire section



John Ravasio 11/10/20
SORTA Chief Operations Officer date



Troy Miller 11/10/20
President/ Business Agent ATU Local 627 date


SORTA and ATU Local 627 – TENTATIVE AGREEMENT #3

October 15, 2020


Section 7: HOLIDAYS

(g) Holidays Defined – add Juneteenth

The holidays referred to throughout this Agreement are the following: New Year's Day, President's Day, (the third Monday in February), Easter Sunday, Memorial Day, **Juneteenth**, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, Christmas Day, and Martin Luther King's birthday, as celebrated locally by the Cincinnati Public School System. The Authority shall determine the number of employees required to work on a holiday.



John Ravasio 11/10/20
SORTA Chief Operations Officer date



Troy Miller 11/10/20
President/ Business Agent ATU Local 627 date

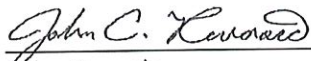
SORTA and ATU Local 627 – TENTATIVE AGREEMENT #4

December 4, 2020

Section 6(f): Banking Vacations

– change the paragraph below. All other language in Sec 6(f) remains unchanged.


Accumulated vacation weeks must be taken not later than three (3) years from the year in which the employee was originally entitled to take them. ~~Accumulated vacation weeks, w~~When taken an employee uses Banked Vacation, it will be paid for at the employee's current wage rate was originally eligible to take such weeks. Banked ~~v~~vacation accumulation and use must be in whole weeks of vacations. The only exception is to use banked vacation in single day increments for the purposes of Section 30: Family Medical Leave.



John Ravasio
SORTA Chief Operations Officer

12/10/2020

date

 12/15/2020

Troy Miller
President/ Business Agent ATU Local 627

SORTA and ATU Local 627 – TENTATIVE AGREEMENT #5

December 8, 2021

Section 5: WAGE RATES

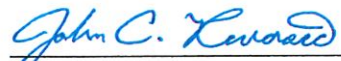
(k): Transportation New Hire Progression

All operators hired on or after February 1, 2003 will be paid under the following sixty (60) month progression:

	Current	Revised, upon ratification:
First 12 Months	60%	70%
Next 12 months	64%	76%
Next 12 months	70%	82%
Next 12 months	76%	88%
Next 12 months	88%	94%
Thereafter:	100%	100%

All operators hired on or after 10/9/00 shall advance through their respective progression based upon 173.3 hours worked equaling one month, and overtime shall be paid for all hours worked in a pay week in excess of forty (40) hours worked until employee reaches top operator rate.

Progression percentage rate changes shall become effective on the first day of the payroll week following the progression percentage effective date.



John Ravasio
SORTA Chief Operations Officer

12/8/21
date



Troy Miller
President/ Business Agent ATU Local 627

12/13/21
date

SORTA and ATU Local 627 – TENTATIVE AGREEMENT #6

December 11, 2020

Section 19: GUARANTEE FOR EXTRA OPERATORS

(b) Show-Up Time For Extra Operators

Show-up time for extra operators shall be paid at the regular hourly wage rate. Said payment for "show-up" time shall not be included in spread time and ~~overtime~~ computations, but shall be included or applied to overtime calculations and the eight (8) hours pay guaranteed to such operator.

John C. Ravasio

John Ravasio
SORTA Chief Operations Officer

12/14/2020
date

Troy Miller

Troy Miller
President/ Business Agent ATU Local 627

12/15/2020

date

SORTA and ATU Local 627 – TENTATIVE AGREEMENT #7

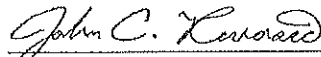
January 26, 2021

Section 14: WORK DAY AND WORK WEEK

(e) Day Shift Employees Hours

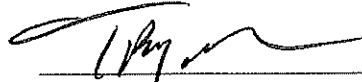
The work day of all day shift employees, members of the Union, other than operators, who are employed in garages, shall start not earlier than 7:00 A.M. and be completed not later than 6:00 P.M., provided, however, that the work day of day shift employees who wash, clean, fuel or spot vehicles may be completed not later than 7:00 P.M. However, the work day for all such employees, other than operators, shall start not earlier than 6:00 A.M. if the employees are working a “4-10s” schedule.

Shifts for Fare Systems Technicians will be determined by the Authority.



John Ravasio
SORTA Chief Operations Officer

2/17/2021
date



Troy Miller
President/ Business Agent ATU Local 627

2/17/2021
date

SORTA and ATU Local 627 – REVISED TENTATIVE AGREEMENT #8

December 9, 2021

Section 9(a): GROUP LIFE INSURANCE

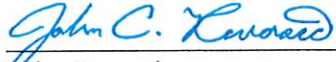
Tentative Agreement #8, signed February 17, 2021, is revised to reflect the following:

(a) (1) Life Insurance for all active full time employees shall be increased as follows:

January 1, 2022: \$40,000

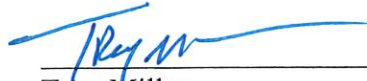
January 1, 2023: \$42,000

(b) The Authority is to bear and pay the cost and expense of group life insurance on the life of all pensioners in the amount of two thousand five-hundred dollars (\$2,500).



John Ravasio
SORTA Chief Operations Officer

12/8/21
date



Troy Miller
President/ Business Agent ATU Local 627

12/13/21

date

SORTA and ATU Local 627 – TENTATIVE AGREEMENT #9

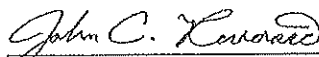
January 26, 2021

Section 22: SYSTEM SENIORITY

(a) Mechanical Departments

(8) ASE Certification

Metro will pay maintenance employees while working in a mechanical position in classifications A or B an additional forty cents (\$.40) per hour for each Metro approved ASE transit certification obtained or ten cents (\$.10) per hour for each hour worked in a Spotter job. Mechanical position is defined to exclude Building Maintenance and Storeroom jobs. These payments will be added to the employee's base pay. The certifications must be maintained to continue receiving the additional money. Metro will reimburse certification and testing costs upon successful completion by the employee. ASE certification shall not be a job requirement, and no employee shall be displaced nor their seniority infringed for having or not having an ASE certification.



John Ravasio
SORTA Chief Operations Officer

2/17/2021

date



Troy Miller
President/ Business Agent ATU Local 627

2/17/2021

date

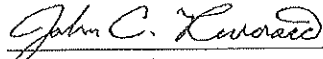
SORTA and ATU Local 627 – TENTATIVE AGREEMENT #10

January 26, 2021

Section 23: UNIFORMS

(d) Maintenance Uniforms

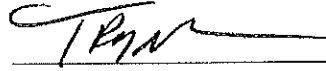
General Pick 2021: \$290
General Pick 2022: \$300
General Pick 2023: \$310



John Ravasio
SORTA Chief Operations Officer

2/17/2021

date



Troy Miller
President/ Business Agent ATU Local 627

2/17/2021

date

SORTA and ATU Local 627 – TENTATIVE AGREEMENT #11

January 26, 2021

APPENDIX B

Maintenance Training Agreement

GENERAL GUIDELINES

- 1) The Maintenance Department will utilize an apprenticeship program where a technical position employee or qualified new hire will have the opportunity to advance and obtain hands on technical experience and exposure.
- 2) This program will utilize a joint committee between the Union and Management, to help oversee ongoing progress of the program.
- 3) To gain entry into the apprenticeship program, the employee will be required to have achieved a qualifying score, determined by management, on the Mechanical Aptitude Test. Management retains the right to assess and change the qualifying score. Employees will be given the Mechanical Aptitude Test upon submitting a written request. Employees that do not achieve the required score must wait to re-test for at least 6 months from the date of the test.
- 4) When a qualifying score on the Mechanical Aptitude Test is achieved, the employee will then be afforded the opportunity to take a Qualification Test and/or pick an apprenticeship eligible job in maintenance based on their seniority. When picking an apprenticeship job the application process must be followed in accordance with updated agreement. The applicable apprenticeship classification status tag and all associated benefits will be linked to the employee when the employee has been assigned to and holds an Apprentice Job.
- 5) New hires will be given the Mechanical Aptitude Test in accordance with this Agreement for qualification placement (see Qualification Testing). All new hire employees will be required to attend a Bus Familiarization course.
- 6) The apprenticeship program will be a maximum of 9 months to advance from C-rate to B-rate and another 9 months to advance from B-rate to A-rate. The application and general pick process will still be followed with each apprentice level rate change.
- 7) Within the 9 month period, the apprentice will be required to pass a series of hands-on tasks reflecting the expected work requirements for the sought classification. One-third of the hands-on tasks should be completed within the first 3 months of the apprenticeship, and two-thirds of the hands-on tasks should be completed within the first 6 months. Upon completing the hands-on tasks within the 9 month period, the apprentice must pass an exit exam. After a passing score on the exit exam is achieved, the employee is eligible to pick an open job based on their qualifications and seniority. At that point Management will abolish the Apprentice job and re-hang as a regular open B or A-Rate job.
- 8) Hands-on tasks will be graded PASS or FAIL by management. The Union may appoint a representative to observe the process.

SORTA and ATU Local 627 – TENTATIVE AGREEMENT #11

January 26, 2021

- 9) An employee will be given (2) two opportunities per classification to advance through the apprenticeship program. After the first attempt, the employee will be required to wait until the next General Pick before they are allowed to pick an apprenticeship eligible job again. After the second attempt, the Union/Management joint committee will review all of said employee's training documents and other previous apprenticeship milestones, to determine the next steps of the employee's possible apprenticeship opportunities.
- 10) Employees holding apprenticeship jobs will be protected from being bumped while in the apprenticeship program.
- 11) Apprentice status wages will be the following:
 - a) C-rate to B-rate apprentice will receive 90% of B-rate pay
 - b) B-rate to A-rate apprentice will receive B-rate pay plus \$0.25
- 12) Employees in apprenticeship status will be eligible to work overtime in all classifications for which they are fully qualified in accordance with the maintenance overtime agreement. Overtime will not be awarded in classifications where full qualification has not been achieved.
- 13) EPA A/C certification exams will be a requirement and part of the A-rate Qualification.

RELATED TOPICS

Mechanical Aptitude Testing

- The Mechanical Aptitude Test will be offered twice a year. Employees that do not achieve the required qualifying score determined by management, must wait 6 months before re-taking the Test.

CDL Licensing and Training

- CDL training will be provided once the employee has passed the mechanical aptitude test and obtained their temporary permit by passing the BMV written tests. A maximum of 24 hours of paid training will be given for all maintenance employees. All employees and new hires will be responsible for payment of any BMV licensing fees. Payment for CDL testing fees will occur the same way as in the Transportation Department.
- Management retains the right to decide whether to use Transportation Training staff to conduct CDL training for apprentices.

Non-Technical Training

- Training for non-technical positions (J, D and E) will be PIT Pass (forklift) training and testing. PIT pass training and testing will be offered semi-annually for all current maintenance employees and will be a requirement for new maintenance employees.

SORTA and ATU Local 627 – TENTATIVE AGREEMENT #11

January 26, 2021

Paying an employee to take PIT pass training will be limited to two (2) times. Employees in these classifications will continue to receive training to effectively perform their respective job duties.

- Metro will continue a C-rate qualification test, with the prerequisites being a passing score on the mechanical aptitude test. Under the new training program, an employee will be required to take the Basic Bus Maintenance Course. It should be noted that a CDL license must be obtained to become fully C-rate qualified.

C, B, & A-Rate Qualification Testing

- Qualification tests will be given upon the employee's written request. Employees will need to meet all potential job requirements prior to taking qualification tests. Employees or New Hires will need to be C-rate qualified to take the B-rate qualification test and will need to be B-rate qualified to take the A-Rate qualification test. Qualification Tests will be comprised of written and hands-on tests. A score of 75% will be required on all qualification tests. Upon failing a qualification test, the employee must wait 6 months before re-taking the qualification test.
 - C-Rate qualification testing will remain a written and hands-on test. This testing will be proctored on a semi-annual basis as it has been since the 2011 agreement.
- Employees who do not achieve a passing grade for the qualification Test will still have the option of advancing through the maintenance apprenticeship program.
- Test Security – In order to establish and maintain the integrity of test questions, the guidelines below will be followed.
 - Metro will produce qualification tests. The tests will be approved by a panel of maintenance manager designees.
 - Metro will then review all tests with an A-rate qualified union designee prior to the test being given and afterwards. If requested, test results may be reviewed, by the same A-Rate qualified union designee, after the testing cycle.
 - It is expected that all parties will maintain the confidentiality of the test questions to ensure the integrity of the test.

Hands-On Tasks of the Apprenticeship Program

- One-third of the hands-on tasks should be completed within the first 3 months of the apprenticeship, and two-thirds of the hands-on tasks must be completed within the first 6 months. Should someone fail to meet this requirement or fail to complete the required tasks within the 9 month period, they will be required to put in a combination of picks or bumps for 3 positions within their achieved qualification level. If there are no jobs available within their qualification to pick or bump, then they will be placed in floater status and be assigned work within their achieved qualification, until a job is available for them to pick. Below is a list of B-rate & A-rate topics. Repair tasks will come from these main areas.
 - B-Rate
 - Schematics / Basic Electric

SORTA and ATU Local 627 – TENTATIVE AGREEMENT #11

January 26, 2021

- Brakes
- Air System
- Steering
- Suspension
- Doors
- Transmission/Drive Axle (mechanical)
- Cutting Torches
- PM Procedures
- Engine (mechanical)
- **A-Rate**
 - Electrical / Multi-plex
 - ADA Inspection and Repair
 - Air Conditioning & EPA Certification
 - Engine & Transmission (electronic)
 - Welding / Advanced Cutting (torches and plasma)
 - PM Procedures

Body Shop Training - C-B-A Program Modifications

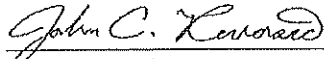
- The C-B-A program in the Body Shop will remain the same except for the following changes.
 - Employees who are C-rate qualified or B-rate qualified as of the Fall 2012 Semi-annual testing cycle will be grandfathered as “C-B-A eligible” and will be permitted to pick a Body Shop trainee/apprentice job.
 - Effective with the 2012 General Pick – June 3, 2012:
 - All employees will be required to have B-Rate mechanical qualification in order to pick a Body Shop trainee/apprentice job.
 - A-rate mechanical employees picking into the Body Shop apprentice jobs will be paid the A-rate apprentice rate of B-rate +.25 while they are in training to become Body Shop qualified.
 - B-rate mechanical employees who are C-B-A eligible picking into the Body Shop apprentice jobs will be paid the B-rate apprentice rate of 90% B-rate for the 1st 6 months and thereafter, if approved, full B-rate pay while they are in training to become Body Shop qualified.
 - C-rate mechanical employees who are C-B-A eligible picking into the Body Shop apprentice jobs will be paid the C-rate for the 1st 6 months and thereafter, if approved, the apprentice rate of 90% B-rate while they are in training to become Body Shop qualified.
 - If an employee passes the A-rate Written and Hands-on test while in training, they will be paid A-rate.
 - In the event that no one picks the C-B-A jobs during the general pick process, management will abolish the open C-B-A jobs, and hang regular A-rate Body Shop jobs, for which an employee will need to be fully Body Shop qualified in order to be eligible to pick.

SORTA and ATU Local 627 – TENTATIVE AGREEMENT #11

January 26, 2021

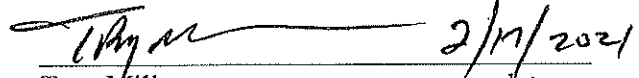
Library of Resources

- Metro will maintain a library of learning resources to assist employees in improving their technical knowledge. The library will have 1 location and resources will be checked out through the Maintenance Trainer when requested. A list of resources will be available on the Intranet for viewing, along with library guidelines. Employees will be required to sign a form for each resource checked out stating that if it is not returned to the library or if it is not returned in the same condition, payment for the resource will be deducted from their paycheck over a period of time not to exceed 120 days.



John Ravasio
SORTA Chief Operations Officer

2/17/2021
date



Troy Miller
President/ Business Agent ATU Local 627

2/17/2021
date

SORTA and ATU Local 627 – TENTATIVE AGREEMENT #12

April 11, 2021

Section 10: GROUP SICKNESS AND ACCIDENT PROTECTION

- **Insert new Section 10(h):**

(h) Sick Leave: Retirement Payout

Effective January 1, 2022, subject to the provisions of the Ohio Revised Code, upon retiring an employee shall be eligible to be paid for one-half (1/2) of his/her accrued but unused sick leave. Sick leave will be paid at the prevailing base rate per hour, and one (1) day of accumulation shall equate to eight (8) hours. Said payment shall eliminate all sick leave accrued by the employee.

An employee desiring to receive this Sick Leave Retirement Payout must declare his or her intent in writing.



John Ravasio
SORTA Chief Operations Officer

4/11/2021
date



Troy Miller
President/ Business Agent ATU Local 627

4-14-21

date

SORTA and ATU Local 627 – TENTATIVE AGREEMENT #13

April 11, 2021

APPENDIX (insert letter): PART-TIME OPERATORS

New classification:

The classification of Part-Time Operator is also addressed Section 31 of the MOA, being added as a new classification.

- ~~The 28-Hour Operator classification is being eliminated.~~

Eligibility:

- Only newly hired Operators will be eligible for the Part-Time Operator classification.

Part-Time Operators' work:

- These Operators will not pick runs.
- Instead, they will be assigned by the Authority to specific Part-Time Show-up times on a separate Part-time Show-up Board.
- Part-Time Show-Up will last for 5 hours.
- These Operators will be assigned by the Authority to specific Show-Up start times. This means the Operator will start at the same time every day.
- A Part-Time Operator may request, in writing, to be assigned to a different Show-Up schedule, listed below. The decision to grant such a request is in the Authority's sole discretion.

Part-Time Show-Up Schedule:

- AM:
 - 5:10 am Show up until 10:10 am
 - 9:30 am Show up until 2:30 pm
- PM:
 - 1:30 pm Show-up until 6:30 pm
 - 5:30 pm Show-up until 10:30 pm
 - 7:30 pm Show-up until 12:30 am
 - 9:00 pm Show-up until 2:00 am
- Part-Time Operators will rotate daily within their specific Show-Up start time group. Otherwise, the rotation will be done according to the parties' current method.

Use of Part-Time Show-Up:

- Any incomplete work:
 - Will be first assigned to the on-duty Part-time Board, from the bottom-up.
- Full/complete pieces of work:
 - Will be first assigned to the on-duty Regular Sub-Board. This work will only be assigned to the Part-time Board after all other on-duty Full-Time Board Operators have been exhausted.
 - Complete work assigned to the Part-time Board will be from the top-down.
 - The Operator at the bottom of the next Regular Sub-Board Show-up time will, upon reporting, relieve a Part-Time Operator on a complete piece of work, who will then return to Part-Time Show-up.

SORTA and ATU Local 627 – TENTATIVE AGREEMENT #13

April 11, 2021

- A Part-Time Operator in revenue service will be permitted to finish a piece of work even if it carries the Operator beyond 28 weekly hours worked.
- After reaching 28 paid hours, the Part-Time Operator will not be eligible for any other work that week.

Relief after 8:

- In addition to the assignment procedures for incomplete and full pieces of work, PM Part-time Operators will be used first for relieving Full-time Board Operators after 8 daily hours worked.
- The parties have agreed to a separate Side Letter regarding Relief after 8 procedures.

Full-Time Regular Operators that have “left a note”:

- Full-Time Operators that have left a note for additional work will be used before Part-Time Operators.
- Full-Time Operators cannot be used to fill an open Part-Time Show-Up assignment.

Probation:

- The current standards will apply. SORTA retains the discretion to change them.

Criteria for moving to Full-Time:

- ~~Current~~ Rules regarding Attendance, Accidents, and Customer Complaints are not affected by this agreement Side Letter, and those rules shall apply to Part-Time Operators. However, to be eligible to advance to a Full-Time Operator position, a Part-Time Operator must meet all of the following criteria:
- Attendance:
 - Less than 3 active misses within the prior 95 days
 - Less than 3 active Attendance Points within the prior 120 days
- Accidents:
 - Less than 2 active accidents within the past 12 months
- Customer complaints:
 - Less than 2 active chargeable complaints within the past 12 months

Other topics:

- Number of Part-Time Operators: no more than 7% of the Full-Time Operator workforce
 - Example: If there are 500 Full-Time Operators, then there can be no more than 35 additional Part-Time Operators
- SORTA retains the following management rights:
 - To assign any number of Part-time Operators to these Show-Up times, including zero Part-time Operators to any of these times.
 - Any changes to these Show-up times must first be bargained in good faith with the ATU.
 - However, if the parties cannot agree to Show-up time changes, SORTA retains the right to change the times after good faith bargaining.

Where the Side Letter and ~~current~~ Board Rules conflict:

SORTA and ATU Local 627 – TENTATIVE AGREEMENT #13

April 11, 2021

- Part Time Operators follow this Side Letter as well as the Board Rules that do not conflict with the Side Letter.
- The parties will meet to address Board Rules that contradict with this Side Letter, as those issues arise.

~~This Side Letter will expire at the conclusion of the parties' CBA on October 31, 2020 and will be open for re-negotiation.~~

John C. Ravasio

John Ravasio
SORTA Chief Operations Officer

4/11/2021
date

Troy Miller

Troy Miller
President/ Business Agent ATU Local 627

4-14-21

date

SORTA and ATU Local 627 – TENTATIVE AGREEMENT #14

April 11, 2021

Section 10: GROUP SICKNESS AND ACCIDENT PROTECTION

(f) Benefits Paid

For claims occurring on or after February 1, 2021, ~~February 9, 2014~~, the weekly benefit shall be ~~two hundred and twenty-five dollars (\$225.00)~~ two hundred and seventy-five dollars (\$275.00). Effective February 1, 2022, the weekly benefit shall be two hundred and ninety dollars (\$290.00). Effective February 1, 2023, ~~2015~~, and until the termination of this Agreement, the weekly benefit shall be three hundred dollars (\$300.00). ~~two hundred and thirty-five dollars (\$235.00)~~.



John Ravasio
SORTA Chief Operations Officer

4/11/2021

date



Troy Miller
President/ Business Agent ATU Local 627

4-14-21

date

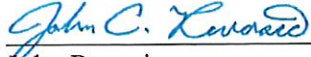
SORTA and ATU Local 627 – TENTATIVE AGREEMENT #15

April 11, 2021

Section 16: PICKING RUNS


(a)(1): add to the end of the current language:

For all picks, the Authority shall provide the Union with three (3) pick options per Division for weekday runs.



John Ravasio
SORTA Chief Operations Officer

4/11/2021
date

 9-7-21

Troy Miller
President/ Business Agent ATU Local 627

SORTA and ATU Local 627 – TENTATIVE AGREEMENT #16

April 11, 2021

Section 23: UNIFORMS

(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:

<u>August 1, 2021:</u>	<u>\$495</u>
<u>August 1, 2022:</u>	<u>\$505</u>
<u>August 1, 2023:</u>	<u>\$515</u>

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.

John C. Ravasio
John Ravasio
SORTA Chief Operations Officer

4/11/2021
date

Troy Miller 4-14-21
Troy Miller date
President/ Business Agent ATU Local 627

SORTA and ATU Local 627 – TENTATIVE AGREEMENT #17

April 27, 2021

Section 5: WAGE RATES

(h) Division Clerks and Board Clerks

Summary of proposals regarding Clerks:

- Section 5(o) will apply to Clerks, effective with the first full pay period after ratification.
- Section 10 will apply to Clerks, effective with the first full pay period after ratification. The parties will execute a Side Letter to establish Sick Leave banks and Perfect Attendance Days for current Clerks.
- Section 14(d) will apply to Clerks, effective with the first full pay period after ratification.

It is understood that Division and Board Clerks normally work hours in addition to their regularly scheduled hours and the monthly rate is computed to cover all of such hours. The Authority, however, agrees that it does not intend to change the existing practice of schedule scheduling eight (8) hour shifts. Assigned shifts beyond their regular schedule shall be paid at the straight time hourly equivalent of the applicable monthly rate.

It is also understood that the past practice shall continue for Division and Board Clerks as it is presently in existence and as it has existed for the past several years and that provisions of this contract do not apply to Division and Board Clerks except the following sections: 1, 2, 3, 4, 5(h), 5(k), 5(o), 5(q), 5(r), 5(t), 5(u), 7, 8, 9, 10, 11, 12, 13, 14(d), 23, 27, 28, 29, 30, 31.

Division and Board Clerks shall receive the same length of vacations as other employees and will pick vacations according to Authority seniority. Seniority will be used for the purpose of job selections, job assignments, lay-offs, and bump-downs. If a new division is opened or a division entirely closed, a reselection on a system seniority basis will be allowed. When divisions are consolidated, a reselection on a system seniority basis will also be allowed. Regardless of any of the foregoing one Board job at each division shall not be subject to pick and the Authority shall assign that job. A person assigned as a Board Clerk, however, shall have the right to pick out of the job. The Authority will provide clerks with written job descriptions. Division Clerks will have a "System Pick" each year.

~~All Division and Board Clerks appointed prior to January 7, 1981 shall receive one hundred ninety five (195) accumulated sick leave days effective January 8, 1981. There will be no additional accumulation of sick leave days until the one hundred ninety five (195) days have been reduced to below one hundred thirty (130) sick leave days. Maximum accumulation allowed thereafter will be a total of one hundred thirty (130) days accumulated at the rate of three-fourths (3/4) day per month worked (no accumulation if absent more than five (5) days per month).~~

~~All Division and Board Clerks appointed after January 8, 1981, shall convert their sick days accumulated under the contract to the nearest whole day and be credited with that amount to a maximum of one hundred thirty (130) days sick leave. Further accumulation will be at the rate of three-fourths (3/4) day per month worked to a maximum of the hundred thirty (130) days (no accumulation if absent more than five (5) working days per month.)~~

~~This maximum of one hundred thirty (130) days sick leave accumulated at the rate of three-fourths (3/4) day per month as above, is in accordance with the current sick leave policy as outlined in the Authority's salaried personnel policies as approved by the SORTA Board and subject to revision by them from time to time.~~

SORTA and ATU Local 627 – TENTATIVE AGREEMENT #17

April 27, 2021

~~Any revisions in the Authority's salaried personnel sick leave policies as approved by the SORTA Board will apply to the Division and Board Clerks.~~

John C. Ravasio

John Ravasio
SORTA Chief Operations Officer

4/27/2021
date

Troy Miller

Troy Miller
President/ Business Agent ATU Local 627

5/10/21

date

SORTA and ATU Local 627 – TENTATIVE AGREEMENT #18

December 8, 2021

SORTA and ATU Local 627
Side Letter: Clerks Sick Leave Accruals

Agreement has been reached by Amalgamated Transit Union, Local 627 (Union) and the Southwest Ohio Regional Transit Authority (“SORTA”) as it relates to the transition of the Clerks to being covered by Section 10 of the CBA. The parties agree that the Clerks will follow all of the terms of Section 10 of the CBA and that sick leave banks need to be established.

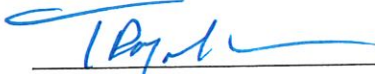
Upon ratification of the collective bargaining agreement, under Section 10(g), Clerks with one (1) or more years of continuous service shall accrue one (1) day per month for the purpose of sick leave. In addition, the sick time each Clerk earned prior to joining the Clerk classification will be available for use.

The following represents the number of months each employee has been in the Clerk classification, along with any sick time earned but not used while the employee was in another classification. This results in a balance for each Clerk going forward, listed below.

Name	Clerk Seniority Date	Sick days Balance at Clerk Start	Months as Clerk, through 11/30/2021*	New Sick Leave Bank, Total Days	New Perfect Attendance Bank, Total Days
Hutsell, Kisha D.	01/28/2018	54	46	95	8
Winston, Denine	08/14/2018	11	39	*50	8
Smith, Youlanda Y.	01/31/2010	Unknown	135	95	8
Black, Marian R.	10/26/2008	Unknown	150	95	8
Edwards, Sheena	08/23/2020	8	15	*23	8
Twitty, Danielle J.	08/28/2016	31	70	95	8
Foxx, Kenneth	04/10/2016	93	61	95	8
Thomas, Richard	01/01/2006	Unknown	184	95	8
Robinson, William	07/11/2021	32	5	*37	8
Colbert, Herschel	08/23/2021	8	4	*12	8

* These totals represent the agreed upon Sick Leave Banks as of November 30, 2021. The parties agree to update these balances, using the methodology discussed above, upon ratification.


John Ravasio
SORTA Chief Operations Officer
12/8/21
date


Troy Miller
President/Business Agent, ATU Local 627
12/13/21
date