


SORTA and ATU Local 627 – Memorandum of AGREEMENT


April 19, 2019

1. On a trial basis, SORTA will implement a regular work week consisting of four (4) days of work at ten (10) hours per day in the Main Shop and Body Shop (“4-10 Program”), effective with the 2019 General Pick.
2. The Trial Period for the 4-10 Program will run from June 2 to October 5, 2019.
3. For all 4-10 Program jobs in the Main Shop and Body Shop:
 - a. Main Shop will be scheduled from 6:00am to 4:30pm, Monday through Thursday
 - b. Body Shop, with the exception 2 CBA jobs that will remain at a 5-8 work schedule, will be scheduled from 6:00am to 4:30pm, Monday through Thursday or Tuesday through Friday depending on the job.
 - c. Overtime shall be paid on all hours worked in excess of ten hours per day instead of eight hours per day where described in the CBA. Overtime will continue to be paid in excess of forty hours per week, per the CBA.
 - d. Paid vacation, paid sick leave, and paid holidays, shall pay ten (10) hours per day. A week of vacation shall pay forty (40) hours per week. If an employee qualifies for a paid holiday but it falls on the employee’s scheduled day off, s/he shall receive eight (8) hours of holiday pay.
4. After the General Pick is completed, in May 2019 the employees that have picked Main Shop and Body Shop jobs will receive training on how to enter more data into Maximo in connection with their work orders. Examples include, but aren’t limited to: time spent getting a bus into the shop, waiting for parts, and actual job completion.
5. These data entry methods will be required during the Trial Period, and this data will serve as a critical piece in evaluating the success of the 4-10 Program and potential future direction.
6. Management staff will analyze work order data and other metrics and discuss their findings with the ATU Maintenance Stewards and/or the ATU Executive Officers.
7. During the Trial Period, SORTA has the right to cancel the 4-10 Program in either Shop if overtime in the Main Shop exceeds 1.5% over the course of 2 months or in the Body Shop exceeds 1% over the course of 2 months.
8. In addition, after the Trial Period SORTA has the sole discretion to either terminate or keep the 4-10 Program independently in either the Body Shop or Main Shop. Upon Program termination, all 4-10 Program jobs will be abolished and reposted back to the (“5-8 job schedule”) that was in place prior to the start of the 2019 General Pick.
9. Future direction of the Program will be based on productivity metrics, data, and goals that SORTA will develop during the Trial Period and discuss in the 4-10 Program Committee.

Signed and agreed,



John C. Ravasio 4/23/19
SORTA interim COO date



Troy Miller 4/23/19
President/Business Agent ATU Local 627 date