



SIDE LETTER #6

February 20, 2018

Mr. Troy Miller
President/Business Agent
Amalgamated Transit Union Local 627
1385 Tennessee Avenue
Cincinnati, Ohio 45229-1085

Mr. Miller,

Pursuant to the discussions with Mr. McCall and myself regarding streetcar operators, and maintenance technicians' vacations, the following guidelines are mutually agreed upon and shall be followed:

Vacation Days

All employees shall restart their vacation on January 1 of each year. If an employee resigns or gets terminated for just cause and has used all of their vacation prior to their seniority date at the point they resign or are terminated, they will have to repay it back in their last check. Under this system, employees must use all their vacation by December 31 of each year.

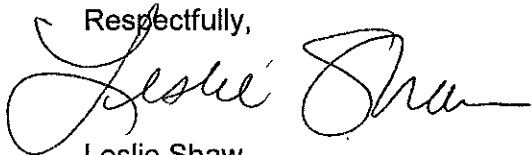
All employees eligible for vacation may take their vacation beginning January 1.

- Employees may take their vacation as individual days paid at eight (8) hours per day. Individual vacation days must be requested with 48 hours prior to the actual day to be used as vacation. No more than two (2) employees may be off on vacation per calendar day to protect the Service.
- If it two (2) employees turn a request in 45 days before the day selected day off the senior person will get it first. This will be done the same way if two (2) employees turn the request in less than 45 days.
- A vacation selection calendar will be posted for employees beginning January 1. Vacation selections will begin with the most senior eligible employee in the unit until all personnel have had an opportunity to pick vacation. Once the vacation selection calendar is posted, employees will have seven (7) calendar days to make selections. (Note, for the 2018 calendar year, the pick will commence on April 2, 2018 and conclude by April 9, 2018). If an employee picks a full week of vacation during vacation pick time they will have priority over an employee picking individual days.

- Priority of Vacation
 1. Employees picking full weeks will be entitled to the vacation week 1st
 2. Employees picking individual days 45 days in advance will be entitled 2nd
 3. Employees picking individual days less than 45 will be last.
- There will be no vacation carry over into the next calendar year.
- Any bargaining unit employee who elects not to take their vacation may request payout for any unused portion by November 30 of the current calendar year. Any unused vacation time will be paid in the final pay period in the calendar year.
- Any employee earning additional vacation days in the latter part of the calendar year may request to use that vacation time prior to their eligibility.
- Employees paid vacation prior to their eligibility, resigning or being terminated, will be compelled to reimburse Transdev for vacation paid.

This agreement is a trial will run concurrent with the collective bargaining agreement and will end May 31, 2020 unless both sides agree to continue it.

Respectfully,



Leslie Shaw
General Manager
Cincinnati Streetcar
Transdev North America

I concur,



Troy Miller
President/Business Agent
ATU local 627