

**Memorandum of Understanding
Between IAM, District Lodge #160 and Intercity Transit
Concerning Shift Changes for Technicians**

The Union and Intercity Transit mutually agree to the attached shift bid sheets for Automotive and Coach Technicians, which will become effective the first full pay period of April 2019, per Article 27-Shift Bidding, so long as the Technician teams are meeting service level requirements. "Meeting service level requirements" means all Preventative Maintenance (PM) work is completed within department operational standards and overtime has not been open for more than 30 consecutive days to catch up on PM work, excluding overtime created by working between classifications and/or due to special projects, campaigns, illnesses or injuries, or pre-approved absences.

We are in agreement to revisit the status of the shift bid arrangements each month at joint labor management meetings.

Signed this day 22nd of February, 2019

For the Union:

Bobby Joe Murray

For Intercity Transit:

[Signature]