

**Memorandum of Understanding**  
**Between IAM, District Lodge #160 and Intercity Transit**  
**Concerning Differential Pay for Swing and Graveyard Shifts**

The Union and Intercity Transit mutually agree to below revised 2019 Wage Chart, which includes a 3.5% pay differential for Swing Shift and a 6.0% pay differential for Graveyard Shift.

<b>Wage Chart</b>
(current 2019 Wage Chart, with new differential for Swing and Graveyard)

	DAY	SWING	GRAVE
Technician		Add 3.5%	Add 6.0%
A	\$ 29.49	\$ 30.52	\$ 31.26
B	\$ 30.96	\$ 32.04	\$ 32.82
C	\$ 32.50	\$ 33.64	\$ 34.45
D	\$ 34.20	\$ 35.40	\$ 36.25

		Add 3.5%	Add 6.0%
Support Specialist			
A	\$ 24.22	\$ 25.07	\$ 25.67
B	\$ 25.43	\$ 26.32	\$ 26.96
C	\$ 26.66	\$ 27.59	\$ 28.26
D	\$ 28.02	\$ 29.00	\$ 29.70

		Add 3.5%	Add 6.0%
Service Worker			
A	\$ 21.50	\$ 22.25	\$ 22.79
B	\$ 22.53	\$ 23.32	\$ 23.88
C	\$ 23.66	\$ 24.49	\$ 25.08
D	\$ 24.85	\$ 25.72	\$ 26.34

		Add 3.5%	Add 6.0%
Vehicle Cleaner			
A	\$ 19.33	\$ 20.01	\$ 20.49
B	\$ 20.28	\$ 20.99	\$ 21.50
C	\$ 21.30	\$ 22.05	\$ 22.58
D	\$ 22.31	\$ 23.09	\$ 23.65

		Add 3.5%	Add 6.0%
Cleaner			
A	\$ 18.36	\$ 19.00	\$ 19.46
B	\$ 19.26	\$ 19.93	\$ 20.42
C	\$ 20.22	\$ 20.93	\$ 21.43
D	\$ 21.19	\$ 21.93	\$ 22.46

Additionally, the following edits are also mutually agreeable:

**Section 17.2, Overtime.** All hours worked in excess of forty (40) in the work week shall be compensated at a rate of one and one-half (1-1/2) times the ~~straight time~~ **employee's** hourly rate, ~~plus any differential~~. The employee may elect to receive their entitlement as pay or as compensatory time (comp time) subject to paragraph "m" below.

**Section 17.5, Shift Differential.** An employee assigned to swing shift shall receive a shift differential of ~~sixty-five cents (\$.65) per hour~~ **three and a half percent (3.5%) added to the employee's base pay while assigned for all hours worked during the bid period**. An employee assigned to graveyard shall receive a shift differential of ~~eighty-five cents (\$.85) per hour~~ **six percent (6%) added to the employee's base pay while assigned for all hours worked during the bid period**. Shift differential will be applied to all paid leaves with the exception of paid leaves, excluding WPSL, used due to personal injury or illness of the employee or the employee's eligible dependents.

**Section 18.5.3, Pay Upon Termination:** Upon termination of employment for any reason, an employee will be paid at the ~~employee's straight time hourly rate of pay~~ **Day Shift rate**, exclusive of shift differential, for accrued but unused vacation credits.

**Section 18.6, Sick Leave, b Rate of Pay:** Sick leave shall be paid at the ~~employee's straight time hourly rate of pay, exclusive of shift differential~~. An employee shall not be entitled to more sick leave hours per day than the regularly scheduled hours of work. In all cases, accrued sick leave will be paid only for the period of actual disability. After all accrued sick leave is exhausted, vacation leave and compensatory time, ~~in that order and exclusive of shift differential~~, will be used for absences due to illness. Once all paid leave is exhausted, the employee will be placed on a medical leave of absence without pay.

**Section 27, Shift Bidding:** The Employer agrees to twice a year shift bidding. The change is to be effective on the first day of the first full pay periods in April and October. The Employer has the right to establish the number of positions by classification per shift. For purposes of shift bidding, seniority will be determined on the basis of length of employment within classification. **Beginning in 2020, Maintenance will bid in alignment with Operations service changes.**

Signed this day 18 of SEPT, 2019

For the Union:



For Intercity Transit:

