

EXTENSION AGREEMENT

This Agreement is entered into by, and between, Teamsters Local Union No. 222 (“Union”) and MV Transportation, Inc. (“Company”).

WHEREAS, the Union and Company are parties to a collective bargaining agreement that expires on June 30, 2020 for Bus Drivers at the Company’s Ogden Division;

WHEREAS, the Company desires to increase the Driver Wage Scale in order to attract and retain employees;

WHEREAS, the parties desire to extend the terms and conditions of the existing collective bargaining agreement except for the changes below;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties agree as follows:

1. Article “Agreement” shall be modified as follows:

This Agreement is entered into effective this first day of July, 2020, by and between MV TRANSPORTATION, INC. (hereinafter referred to as the “Company”) and Teamsters Local No. 222 (hereinafter referred to as the “Union”). Its purpose is the promotion of harmonious relations between the Company and the Union, the establishment of an equitable and peaceful procedure for the resolution of differences, and the establishment of rates of pay, hours of work and other conditions of employment.

2. Section 1.1. shall be modified as follows:

Section 1.1–Effective Date. This Agreement will be effective from July 1, 2020 through June 30, 2023 and will continue thereafter unless either party gives sixty (60) days’ notice of opening.

3. The Article 25 shall be modified as follows:

Wages	7/27/2020	7/1/2021	7/1/2022
Training	\$16.42	\$16.83	\$17.25
Start	\$16.42	\$16.83	\$17.25
6 Months	\$16.92	\$17.34	\$17.77
1 Year	\$17.42	\$17.85	\$18.30
2 Years	\$17.50	\$17.94	\$18.39

3 Years	\$18.00	\$18.45	\$18.91
4 Years	\$18.50	\$18.96	\$19.44
5 Years	\$18.75	\$19.22	\$19.70
6 Years	\$19.25	\$19.73	\$20.22
7 Years	\$19.50	\$19.99	\$20.49
8 Years	\$19.75	\$20.24	\$20.75
9 Years	\$20.00	\$20.50	\$21.01
10 Years+	\$21.63	\$22.17	\$22.73

Employees will progress through the wage scale above:

- When they begin revenue service
- At 6 months of service
- Thereafter, on their anniversary date for “1 Year” through “10 Years”.
- Employees with 10 or more years will continue on the 10 Years+ scale

NOTE: The Company shall have the right to increase one, or all, of the wage rates listed in the wage table at any time during the term of this agreement.

A minimum \$.50 per hour premium shall be paid for all hours worked as a BTW instructor. BTW instructors with three (3) or more years of service shall receive a \$1.00 per hour premium for all hours worked instructing.

4. Article 24 shall be modified as follows:

The Company shall provide a 401 (k) Retirement Savings Plan to all employees after thirty (30) days of employment.

5. Modify Section 32.2 PTO accrual scheduled as follows:

Section 23.2–PTO Accrual Schedule:

- Hire – six (6) months: No Accrual
- Six Months - One (1) Year Anniversary: 1.54 Hours per Pay Period (~1 week)
- Three (3) Year Anniversary: 3.08 Hours Per Pay Period (~2 weeks)

- Five (5) Year Anniversary: 4.62 Hours Per Pay Period (~3 weeks)

6. Modify Article 26 as follows:

After one (1) year of service, employees shall be eligible for 2 (two) days of bereavement leave to attend the funeral of a parent, step-parent, spouse, sibling, child, step-child. Eligible Full-time employees shall receive eight (8) hours pay, eligible part-time employees shall receive four (4) hours pay for such leave. Employees must verify in order to receive Bereavement pay.

7. Modify Article 28 as follows:


This Agreement shall be effective July 1, 2020, and shall remain in full force and effect up to and including June 30, 2023, and shall continue thereafter from year to year, unless at least sixty (60) days prior to June 30, 2023, either party shall file written notice with the other party of its desire to amend, modify, or terminate this agreement.

8. Except for the above changes, the current agreement including all other terms and condition of employment remain in full force and effect.

All parties have read and understood this Agreement and acknowledge their understanding and acceptance by signing below.



Patrick Domholdt 7/28/2020
MV Transportation, Inc. Date

 7/28/2020

Jeff Kendall Date
Teamsters Local 222