

MEMORANDUM OF AGREEMENT

Between

MV Transportation, INC (“The Company”)

&

Teamsters Local Union No. 222 (“The Organization”)

Following extensive negotiations, the Parties agree to the following changes to the existing collectively bargained agreement (“CBA”) signed July 1, 2015:

1) Article 1 - Term of Agreement: October 3, 2022 – June 30, 2025.

2) Article 25 - Wages:

The existing wage table will be replaced with the following:

Seniority	Current	Proposed (10/3/22)	Proposed (7/1/24)
Start	\$17.25	\$18.98	\$19.35
6 Months	\$17.77	\$19.55	\$19.94
1 Year	\$18.30	\$20.13	\$20.53
2 Years	\$18.39	\$20.23	\$20.63
3 Years	\$18.91	\$20.80	\$21.22
4 Years	\$19.44	\$21.38	\$21.81
5 Years	\$19.70	\$21.67	\$22.10
6 Years	\$20.22	\$22.24	\$22.69
7 Years	\$20.49	\$22.54	\$22.99
8 Years	\$20.75	\$22.83	\$23.28
9 Years	\$21.01	\$23.11	\$23.57
10+ Years	\$22.73	\$25.00	\$25.50
% Increase	N/A	10%	2%

Employees will progress through the wage scale above as follows:

- When they begin revenue service
- At six (6) months of service
- Thereafter, on their anniversary date for “1 Year” through “10+ years”
- Employees with ten (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 throughout the term of this Agreement.

3) 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.

4) Article 23 PTO accrual schedule shall replace the contents of Section 23.2 as follows:

Full Time Employees		
Seniority	Accrual Hours per pay period	Annual Hours Equivalent
<6 Months	0	N/A
>6 Months	1.54	40
3 Years	3.08	80
5+ Years	4.62	120

5) Article 26 shall be replaced with the following:

After one (1) year of service, employees shall be eligible for two (2) 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.

6) Article 28 shall be replaced with the following:

This Agreement shall be effective on October 3, 2022 and shall remain in full force and effect up to and including June 30, 2025, and shall continue thereafter from year to year, unless at least sixty (60) days prior to June 30, 2025, either Party shall file written notice with the other Party of its desire to amend, modify, or terminate this Agreement.

Except as specifically provided herein, nothing contained in this Agreement shall be construed as modifying, amending, or superseding any of the provisions of existing Collective Bargaining Agreements between the Organization and the Company.

If the above accurately reflects our understanding, please affix your signature in the line provided below.

For MV Transportation, INC:

For Teamsters Local Union No. 222:



Tommy Bossaller
Labor Relations Director



Jeff Kendall
Union Representative



Jeff Kendall <jeff@teamsterslocal222.org>

RE: MV 2022-2025 CBA - Updated Wage Rates

1 message

Tommy Bossaller <tommy.bossaller@mvtransit.com>

11 October 2022 at 18:46

To: Jeff Kendall <jeff@teamsterslocal222.org>

Cc: Goran Petrovic <gpetrovic@mvtransit.com>, Jarrett Andrews <jarrett.andrews@mvtransit.com>, Aaron Edwards <aedwards@mvtransit.com>

Jeff,

As we discussed over the phone, I know this is a bit bizarre considering we just discussed this a few weeks ago, however, after further market analysis we believe a starting rate of \$20 is necessary to recruit and retain drivers in the area. However, in order to be fair to everyone, we have increased everyone's wage rates accordingly to avoid any unintentional negative emotions associated with a compression of the wage scale as a result of increasing the starting rate. As such, please see the below wages that will be paid out to the drivers based on seniority:

Start	\$20.00
1 Year	\$20.68
2 Years	\$20.78
3 Years	\$21.37
4 Years	\$21.97
5 Years	\$22.26
6 Years	\$22.85
7 Years	\$23.15
8 Years	\$23.45
9 Years	\$23.74
10 Years	\$25.68

I hope that considering this is a raise even above what we just negotiated, the membership will be satisfied. However, please let me know if you have any questions or concerns.