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**REQUEST FOR PROPOSALS
FOR
OPERATION OF MARIN TRANSIT'S
RURAL AND SEASONAL TRANSIT
PROGRAM**

**ATTACHMENT 2 to
ADDENDUM 4**

board of directors

susan l. adams
president
supervisor district 1

steve kinsey
vice president
supervisor district 4

barbara heller
2nd vice president
city of san rafael

judy arnold
director
supervisor district 5

harold c. brown, jr.
director
supervisor district 2

madeline kellner
director
city of novato

kathrin sears
director
supervisor district 3

- 1) Stage wage and benefits**
- 2) Muir Woods Shuttle wage and benefits**

Marin Stage Coach Employees

Please note: the employees for the Marin Stage are governed by a collective bargaining agreement with the Teamsters Local 624, of which the benefits are defined below.

CURRENT WAGES

Position	As of 7/12
Driver 1	\$ 13.39
Driver 2	\$ 13.91
Driver 3	\$ 13.91
Driver 4	\$ 14.16
Driver 5	\$ 14.16
Driver 6	\$ 14.68
Driver 7	\$ 15.19
Driver 8	\$ 15.19
Dedicated Road Supe	\$ 17.91
Dedicated Ops Mgr	\$ 18.45
PT Dispatcher	\$ 17.50
PT Mechanic	\$ 14.79

BENEFITS

Holidays: Full time employees receive 7 paid holidays after 6 months of seniority

Paid Time Off (PTO): Employees accrue PTO based on the following table:

Seniority	6-12 m	13-35 m	36-120 m	120 m +
PTO Amount per pay period	0.77 hr	1.54 hr	3.08 hr	4.62 hr

Funeral Leave: Employees are eligible for up to three days paid funeral leave each year

Health Benefits: Company contributes \$180 per month towards health benefits

\$200 annual Safety Bonus: awarded for 12 months without an unsafe act or accident

401k Plan: Company matches up to 10% of the employee's contribution of the first 6% of their pay

WAGE SCALE

Training	\$ 8.00
Start	\$ 13.39
Year 1	\$ 13.91
Year 2	\$ 14.16
Year 3	\$ 14.42
Year 4	\$ 14.68
Year 5	\$ 14.94
Year 6	\$ 15.19
Year 7	\$ 15.45
Year 8	\$ 15.71
Year 9	\$ 15.97
Year 10	\$ 16.22

* wages increase \$0.50 each year after 10 years of seniority

3. Operators involved in an incident, which requires a report, must submit the incident report to a designated District official within twenty-four (24) hours from the time the incident occurred. Time required to fill out incident reports shall be considered as work time and shall be compensated for accordingly. If the operator claims in excess of fifteen (15) minutes work time for filing an incident report, then said report shall be prepared by the operator on District property and in the presence of a District official.

4. Accidents reports involving a fatality or serious injury must be submitted prior to the completion of duty on the day the accident occurred.

When bus operators are required by the District to complete a Driver's Daily Log, they shall receive an additional ten (10) minutes pay.

ARTICLE 54. SAFETY COMMITTEE

A Safety Committee shall be formed consisting of four (4) Union representatives and four (4) District representatives. Committee meetings shall be held monthly at mutually agreed times and places unless there is an agreement not to meet. The Committee shall review safety practices and shall make recommendations to the District with copies sent to the Union. The Committee shall act by a majority vote on all matters, except that each party shall select one (1) person to determine the time and place of meeting and to decide whether or not a meeting shall be held. The District will reimburse Union members of the Committee for any lost wages.

ARTICLE 55. LIMITATIONS ON HOURS

1. An extra operator after completing a tour of duty of ten (10) or more hours will not be recalled until a rest period of nine (9) hours has elapsed.
2. No operator shall exceed sixteen (16) hours of total elapsed spread time, except when a dead head passenger to his/her home division.

ARTICLE 56. OVERTIME PAY

1. FLSA overtime pay at the rate of time and one-half (1-1/2) shall be paid on all hours or portions thereof worked in excess of eight (8) hours in a workday. Hours worked shall be deemed to include platform time, report and turn-in time, scheduled travel time, recovery time unless released at Division Points, Trans Bay Terminal, San Francisco lot or Stinson Beach, and any break of less than thirty (30) minutes, unless otherwise determined under FLSA.
2. Overtime for day off work shall be paid at the rate of time and one-half (1-1/2) for all base time hours or portions thereof in the workday as provided in Article 49.

3. Work outside a regular run shall be paid at the rate of time and one-half (1-1/2) for all such hours worked as provided in Article 50.

4. In the event any operators work a tripper before or after their regular assignment, they will be paid no less than a minimum of three (3) hours pay at the rate of time and one-half (1-1/2).

ARTICLE 57. CHARTER SERVICE

1. Charter service will operate off the rotating extra board nearest the point of origin of the charter. Pay for charter work will be in accordance with Article 46 of this Agreement.
2. District requests for a particular driver or drivers will be honored for VIP charters only.

ARTICLE 58. BASIC WAGE RATES

1. Effective March 1, 2012, the basic wage rate for operators will be as follows:
Regular Operators -- \$24.96 per hour.
2. Effective September 1, 2012, the basic wage rate for operators will be as follows:
Regular Operators -- \$25.21 per hour.
3. Effective March 1, 2013, the basic wage rate for operators will be as follows:
Regular Operators -- \$25.46 per hour.
4. Effective September 1, 2013, the basic wage rate for operators will be as follows:
Regular Operators -- \$25.84 per hour.

5. In addition to the above wage rates, 1% of wages (fully loaded) will be credited to Marin County for the purpose of preserving Marin County service. If Marin County ceases to use District bus service, 1% will be reinstated to the wages of Bus Operators at that time. If Marin County substantially reduces District bus service, the parties may mutually agree to reopen the MOU to address this issue and the continuation of the 1% credit.

6. During the training period for new bus operators, the basic wage rate for trainees shall be 85% of the full-time operator rate.

7. All operators assigned a trainee for instruction either in the classroom (for the full day) or on the road shall be paid an amount equal to one (1) hour's pay per day in addition to their regular rate of pay. No operator shall receive more than an amount equal to one (1) hour's pay in the event an operator is assigned more than one trainee for instruction.

The District agrees to use the following criteria in selection of classroom training instructors: driving record, attendance record, infraction record, testing criteria, seniority, EEO requirements, and three (3) years' minimum service as a bus operator.

8. Upon completion of training, new drivers will receive the following percentage of the basic hourly rate for regular operators:

For the first six (6) months of service: 90%

For the second six (6) months of service: 95%

Thereafter: 100%

9. Operators shall be paid biweekly, with the pay period closing on Wednesday and the operators being paid the following Wednesday.

10. The above paragraph may be amended by mutual agreement between the Union and the District.

ARTICLE 59. JOB SECURITY

1. In the event of a merger or consolidation with any other Transportation Unit or Metropolitan District, the District will make every reasonable effort to protect job equities of affected employees and seniority rights.

2. During the term of this Memorandum of Agreement, the District agrees not to reduce the number of coach operators below the level of 290 drivers solely and as a result of, and concurrently with, the expansion of the District's Club Bus System or the District's Vanpool Operation, or a combination of both. Any reduction contemplated by this Article may be by attrition only.

ARTICLE 60. PICKET LINES AND WORK PROHIBITION

1. No Union member of the District will be required to cross a picket line sanctioned by the International of a striking Union and the Central Labor Council. It is the intent of this provision that members will not cross picket lines where a common site has been established. Further, members will be expected to handle passengers so as to create the least inconvenience to the traveling public by allowing them to alight in the proximity of the pickets without interrupting activity of the pickets.

2. Supervisory employees will not be permitted to do any work performed by employees covered by this Memorandum of Agreement.

ARTICLE 61. UNIFORM POLICY AND ALLOWANCE

All full-time operators shall receive \$300.00 and all part-time operators shall receive \$200.00 for uniform allowance annually. This paragraph will not apply to any operator on medical leave of absence or regular leave of absence until the return to work. Payment will be made within seven (7) working days of return to work in the full amount. In the following year, payment to such a driver will be prorated based on 1/12 of the amount for each month or portion of any month worked in the preceding year.

In 2011, 2013 and 2015 operators will not receive uniform allowances.

The annual payment for uniforms will be made in the second pay period in February of each year of the Memorandum of Understanding.

Operators on probation will receive uniform allowance within seven (7) working days of completion of first probationary period. The initial payment will be the full amount and in the second year will be prorated based on 1/12 of amount per month for each month or any part of any month worked in the previous year.

Part-time operators going to full-time will receive an additional allowance based on 1/12 of \$100.00 for each month remaining in the calendar year.

Operators returning from medical or regular leave of absence who have received a full uniform allowance in any preceding year shall, upon return to work, receive an allowance based on 1/12 of the amount for each month, or portion of a month, worked in that preceding year.

All responsibility for purchase of approved uniforms will be with the individual driver. No paid time will be authorized for the procurement of Uniforms.

ARTICLE 62. STANDEES

There shall be a limit of ten (10) standees on District coaches except when operating in local service. Local service shall be defined as any schedule originating and terminating in the same county. The ten (10) standee limit shall be waived when it is necessary to accommodate wheelchair(s) and disabled passengers so that other passengers will not be required to get off the bus.

ARTICLE 63. MISCELLANEOUS

It is the intent of the parties that one (1) basic wage rate for operators shall apply to all equipment operated by the District.