

Tentative Agreement Highlights

Effective from April 1, 2013 until March 31, 2018

The Local 1700 Executive Board unanimously recommends that members ratify this tentative agreement which raises all wages, pays drivers for all time at work, and returns all subcontracted work. Visit the union website for the complete contract and examples of work assignments.

OPERATORS

Minimum Non-Driving Rate

The MNDR was created so drivers will eventually be paid for all hours on the job, from the time they report until they are released to get fresh. Greyhound will phase in the new rate for hours not currently paid:

- Beginning Oct. 1, 2013, the MNDR will be paid from when the driver signs on until he or she departs, excluding garage time, which will still be paid at 50% of the driving rate. This will usually be 30 minutes.
- Beginning Oct. 1, 2014, the MNDR will be paid from the arrival time of the run until sign-off, excluding garage time, which will still be paid at 50% of the driving rate. This will usually be 15 minutes.
- Beginning Oct. 1, 2015, the MNDR will be paid for all stops of 30 minutes or longer.
- Beginning Oct. 1, 2016, the MNDR will be paid for all spread time on regular runs (from arrival to departure at a location away from home when the operator is not released to get fresh), excluding garage time.
- Beginning Oct. 1, 2016, the MNDR will be paid for all other time between assignments, such as report-back time, etc., where the operator is not released to get fresh.

Other Pay Changes

- Regular operators will be guaranteed a minimum of \$125 per day. For straight away runs (operator gets fresh away from home), the average of the days work must be less than \$125 per day for the guarantee.

OPERATORS						
	Top Driving Rate	Deadhead	Charter	Shuttle	Protection DHOC Garage	Minimum Non-Driving Rate (MNDR)
April 1, 2013	\$24.00	70%	70%	70%	50%	N/A
Oct. 1, 2013						\$5.00
April 1, 2014	\$24.25	70%	70%	70%	50%	
Oct. 1, 2014						\$7.50
April 1, 2015	\$24.50	70%	70%	70%	50%	
Oct. 1, 2015						\$9.00
April 1, 2016	\$24.75	70%	70%	70%	50%	
Oct. 1, 2016						\$9.25
April 1, 2017	\$25.00	100%	70%	70%	50%	
Oct. 1, 2017						\$9.75

- Extraboard operators will be guaranteed a minimum of \$80 per workday.
- Beginning Oct. 1, 2013, time between multiple schedules on a cushion (DHOC) assignment will be paid as protection.
- Meal allowance will increase to \$30 per 24-hour period.

Work Previously Subcontracted

Miles previously subcontracted to Americanos/Crucero will be returned to Greyhound/ATU operators over a 12-month period beginning April 3, 2013.

- In the areas where Americanos/Crucero operated, there may be a significant increase in available regular runs.
- Runs containing these miles, routes or schedules may be designated bilingual. Employees will be reimbursed up to \$400 for Spanish/English language training.

- Greyhound will return at least three runs to San Antonio and three runs to San Diego on or before April 3, 2013.

Wage Progression

- Operators in New York City, Boston, Philadelphia, Washington, DC, Oakland, San Francisco, and Seattle will move to a 36-month progression with increases in the driving rate every six months.
- Operators who are hired after April 1, 2013 in Abilene, Albuquerque, Amarillo, Birmingham, Boise, Brownsville, Calexico, Dallas, El Paso, Fayetteville, Grand Junction, Harlingen, Houston, Jackson, Jacksonville, Knoxville, Laredo, Louisville, McAllen, Memphis, Mobile, Oklahoma City, Phoenix, San Antonio, San Ysidro, Shreveport, Tallahassee, Tampa, and Tulsa will be hired under a new, 8-year progression with yearly increases that begin at 70% of the driving hourly rate.

—over—

This new contract incorporates current MOUs. Other language changes clarify current language and current practices.

REGULAR OPERATORS

Drivers who work on an off-day on the first day of the new bid cycle (other than cushioning home) will be paid overtime.

Hold-downs and permanent vacancies will be awarded at 12:01 p.m. instead of 3 p.m.

Operators assigned to work charters on their day off will be paid overtime (except request drivers).

Drivers out of hours on their 70 will be compensated for one day of run guarantee.

When hotel/dorm rooms are unavailable, operators unable to rest sufficiently (8 hours), will receive run guarantee and may DHOC home.

Regular operators required to report at their home location more than 2 hours before the start of their run, or arriving at home more than 2 hours after their normal arrival time (except in the case of delay or cancellation), will be paid overtime for work performed.

EXTRABOARD OPERATORS

If an operator requests an Earned Day Off on Monday through Thursday and they are turned down, they may choose a day Monday through Thursday of the next week except during blackout periods. Dispatch will set the day up as a future book-off while on the phone.

Operators returning to their home on assignment may choose to float the board for 12 or 24 hours (rather than the 9 hours fresh time), staffing permitting.

Operators who opt to work after returning to their home terminal have new options for electing to return home after their assignment.

Operators on indefinite hold-down must be notified four or more hours in advance of the next sign-on time of the run that the hold-down ended. If not notified, the operator will be due one day's run guarantee.

MAINTENANCE EMPLOYEES

INCREASES

	Mechanics	Tire Technicians	Parts Clerks	Service Technicians	Service Workers
April 1, 2013	\$.55	65%	\$.40	\$.40	\$.35
April 1, 2014	\$.55	65%	\$.40	\$.40	\$.35
April 1, 2015	\$.55	65%	\$.40	\$.40	\$.35
April 1, 2016	\$.60	65%	\$.45	\$.45	\$.40
April 1, 2017	\$.65	65%	\$.45	\$.45	\$.40

- For Service Workers, the progression table will consist of an entry level and an increase at the first anniversary.
- Red-circled Service Workers will receive an annual lump sum payment of 2% of the previous year's wages.

MECHANICS

Tools

- Company guarantees tool insurance up to \$25,000.

Overtime Distribution

- Greyhound and ATU 1700 will work jointly between to determine the appropriate process for each location.

Uniforms

- All locations will become rental and the company will pay 100% of the cost.
- Greyhound will provide work boots and replace them when they are worn out.

HEALTH AND WELFARE

Greyhound will increase its monthly maximum contribution to:

- \$622 during 2013
- \$665.54 during 2014
- \$705.47 during 2015
- \$747.80 during 2016
- \$792.67 during 2017
- \$840.23 during 2018

Participants covered under B-11 sick leave who obtain a documented wellness exam will be paid for that day with no waiting period. Employ-

ees who obtain appropriate wellness exams will have their waiting period reduced by one day each year, beginning at whatever level the employee is at and continuing to zero. The waiting period will revert to three days, however, if the employee fails to obtain a documented wellness test in a year.

Emphasis will continue to be on wellness and funds will be made available for wellness. Because of this, the opt-out payment will be discontinued starting in 2014.

Bereavement leave will be extended to grandparents and stepparents.

The Non-Discrimination clause will be extended to include sexual orientation.