

MEMORANDUM OF UNDERSTANDING

Re: Operators Bidding Process

THIS MEMORANDUM OF UNDERSTANDING (MOU) is by and between Grays Harbor Transit (GHT) and the Amalgamated Transit Union Local Division 1765 (ATU), collectively the "parties."

I. RECITALS

GHT and ATU are parties to the 2019-2022 Collective Bargaining Agreement ("Current Agreement"). The parties have tentatively agreed to the 2022-2025 Collective Bargaining Agreement ("Successor Agreement"). The ATU membership and GHT Board of Directors are in the process of ratifying and approving the Successor Agreement, respectively. Beginning on October 1, 2023, the parties wish to implement a new bidding process to improve efficiency and enhance the employee bidding experience. This MOU is intended to help the parties interpret and apply relevant provisions of the Successor Agreement.

II. AGREEMENT

IN CONSIDERATION OF the mutual covenants and promises contained herein, the parties agree to the following:

1. GHT will implement the bid procedure in Article 19 of the Current Agreement through September 30, 2023. Beginning on October 1, 2023, the bid procedure in Article 19 of the Successor Agreement will be implemented. The parties will implement the new bidding process consistent with Attachment A and Article 19.

IN WITNESS WHEREOF, the parties have executed this Agreement as their free and voluntary act on the dates set forth below.

GRAYS HARBOR TRANSIT

Ken Mehin
Ken Mehin (Aug 9, 2023 09:35 PDT)

Ken Mehin
General Manager

Aug 9, 2023

Date

AMALGAMATED TRANSIT UNION LOCAL DIVISION 1765

Mark Neuville
Mark Neuville (Aug 9, 2023 10:56 PDT)

Mark Neuville
Local President

Aug 9, 2023

Date

ATTACHMENT A

Grays Harbor Transit Operators Bidding Process

1. **Bidding Process.** GHT will have four bids per year. Operators will be grouped by seniority into four groups.
 - a. Group A receives the run card on the Friday before the bid and must submit their bid preferences by a designated time on Monday.
 - b. Group B receives the run card on Monday (minus runs already selected by the previous group) and must submit their bid preferences by a designated time on Tuesday.
 - c. Group C receives the run card on Tuesday (minus runs already selected by the previous group) and must submit their bid preferences by a designated time on Wednesday.
 - d. Group D receives the run card on Wednesday (minus runs already selected by the previous group) and must submit their bid preferences by a designated time on Thursday.
2. **Bid Sheet Availability.** Bid packets will be available to operators the day before their designated bid time. The operator is responsible for contacting dispatch to receive the available runs the day before their scheduled group is to bid and submit their preferences to dispatch by the designated time.
3. **Bid Preference Review.** Each bid day at a designated time, 1 GHT representative and 1 ATU representative will review the submitted operator preferences to verify their choices. If an operator does not timely submit their preferences, the ATU rep will select the available run for that operator.
4. **Early Submission of Bid Preferences.** If an operator chooses to submit their preferences before the bid, they may submit them to dispatch, but their preferences will not be considered until it is their turn to bid.
5. **Operator Bids During Unforeseen Circumstances.** If an operator misses their designated bid time because of an unforeseen circumstance, the ATU representative will try to contact the operator to confirm their preferences. The ATU representative will serve as the proxy for the operator and bid for the said operator during their designated bid time.
6. **Operators Returning Between Bids.** If an operator returns to duty from a leave of absence within 30 days of starting the next regular bid, then that operator will be placed on the A-Board based on their seniority.
7. **Mock Bid Process.** GHT will consult with the ATU to create a mock bid process to familiarize employees before implementing the new bidding process. The mock bid process will occur before the October 2023 bid.