

MEMORANDUM OF UNDERSTANDING (MOU)

Between Grays Harbor Transportation Authority and ATU 1765

This Memorandum of Understanding (MOU) is entered into on November 22, 2023, between Grays Harbor Transportation Authority, hereinafter referred to as "Employer", and Amalgamated Transit Union 1765, hereinafter referred to as "the Union."

Background:

The Employer and the Union recognize the need to adjust the payroll schedule for the benefit of both parties.

Terms of Agreement:

1. Payroll Frequency:
 - a. The parties agree to transition from a monthly to a semi-monthly payroll schedule.
 - b. Under the semi-monthly payroll schedule, employees shall be paid on the 10th and the 25th of each month and equal to twenty-four (24) payroll periods in a calendar year.
2. Effective Date:
 - a. This change in the payroll schedule shall be effective starting January 1, 2024.
3. Payroll Calculation:
 - a. Employee wages will be divided between two payroll periods of the 16th – 31st, paying on the 10th, and the second payroll period would pay for time from the 1st – 15th of the current month with payday on the 25th.
 - b. Deductions for taxes, benefits, and other withholdings will be calculated accordingly.
 - c. Union dues, fees and assessments will be deducted from the employee's wages and submitted to the Union at a semi-monthly frequency. GHT will maintain all other union due requirements as per Operator, Maintenance and CSR collective bargaining agreement Article 3 – Union Dues Business Leave and Employee Notice, and Dispatch Supervisor collective bargaining agreement Article 4 – Union Security.
4. Communications:
 - a. The Employer agrees to communicate the transition to employees at least two weeks before the effective date.
 - b. The Union agrees to support the communications efforts and address any concerns raised by its members.
5. Compliance:

Both parties agree to comply with all relevant labor laws and regulations related to the new payroll schedule.
6. Duration:

This MOU shall remain in effect until either party provides written notice of intent to renegotiate or terminate the agreement. Any changes to the payroll schedule will be subject to mutual agreement.

IN WITNESS WHEREOF, the parties hereto have executed this Memorandum of Understanding as of the date first above written.

Grays Harbor Transportation Authority

Ken Mehi

Ken Mehin, General Manager

11/27/23

Date

Amalgamated Transit Union 1765

Mark Neuville

Mark Neuville, President

27 November 2023

Date