

May 19, 2022
Thursday
8th Session

Tentative agreement between parties Peter Pan Bus Lines and ATU 1512

1. Wage Rate for Drivers

Current Driver Rate	As of 3/7/22	As of 7/1/22	As of 7/1/23	As of 1/1/24	As of 7/1/24	As of 6/30/25
\$23.09	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00

*All other driver rates and progressions are eliminated

2. Mileage Rates

Current Mileage Rate	As of 7/1/22	As of 7/1/23	As of 7/1/24
\$0.64	\$0.65	\$0.66	\$0.67

*The above mileage rate adoption requires the elimination of pre - 2008 combination pay option (mileage and hourly).

Any assignment, line run bid or spare board assignment, excluding charters, that consists of up to, or more than, 475 miles, shall guarantee 12 hours pay at driver wage rate.

3. 40-hour guarantee.

Operators will be guaranteed a minimum of 40 hours pay, per pay period, provided they are not on layoffs/furloughs, and meet criteria outlined in Art V (1) (a) & Art U (2).

4. Meal money work together on language but both parties agree conceptually

(39) **AMENDED** Operators on multi-day assignment (overnight charter, contract work, special operations, working spare board at another division) with a hotel stay will be given a meal allowance for each twenty-four (24) hour period or fraction thereof per the following chart:

Current Meal Allowance (Per Day)	7/1/22	7/1/23	7/1/24
19.00	25.00	27.50	30.00

(15) The Company shall have the right on an emergency basis to order Spare Board operators onto the Spare Board at another location for a time not to exceed seven (7) days. Such assignments shall be made in reverse order of seniority of operators on the Spare Board and only after failing to satisfy the need by asking for volunteers. The assigned Spare Board operators will be placed on the other Spare Board in the same order as vacated on their home Board. The Company will provide the operator with a hotel room. All Operators while on overnight assignments will be required to share a room only in cases where hotel rooms are not readily available, ~~with another operator of the same gender and only except in instances where the second operator checks into his room between the hours of 9:00 pm and 6:00 am, the following morning.~~ Operators forced away as outlined above will receive ~~\$19.00 for meal money~~ meal allowance for each twenty-four (24) hour period or fraction thereof, provided he is away from the home Spare Board location for at least twenty-four (24) hours and no more than seven (7) days and does not return to the home Spare Board location within the posted away time. This does not apply to runs that are listed in the general bid. and does not apply to operators receiving an away assignment during the normal bidding process.

(49) DELETE Company in agreement

(40) Operators will be provided with single room accommodations when the charter customer pays for the operator's hotel room. When the Company is paying for the operator's hotel room, the operator will be required to share a room only in cases where hotel rooms are not readily available, and only with an operator from their home location. The room will be considered non-smoking. The company policy is that the charter customer pays for single rooms. When operators are required to share rooms, it will be indicated on the job posting.

Article Z Section 4 add the word "working"

5. Continuation of "Spare Board" agreement, with the following changes,

- a) Holiday work – For the term of the MOU, 15% of the driver population by division will be allowed to bid off on the holiday in seniority order, rounding up.
- b) MOU Expiration date of June 30, 2023

6. Increase Driver Shoe/Boot Allowance

Each Driver shall have an increase

\$25 increase on January 1, 2022

\$25 increase on January 1, 2024

Total increase from \$75 to \$100 to \$125

7. Maintenance Wages –

Reclassification/equalization the following maintenance classifications, Repairman first class, Repairman second class, Repairman third class, shall be combined into a single classification known as;

Repairman

Date(s)	As of 3/7/22	As of 1/1/23	As of 7/1/23	As of 7/1/24	As of 6/30/25
Repairman	\$30.00	\$30.50	\$31.00	\$32.00	\$32.50

Repairman B

Date(s)	As of 3/7/22	As of 1/1/23	As of 7/1/23	As of 7/1/24	As of 6/30/25
Repairman Body	\$30.00	\$30.50	\$31.00	\$32.00	\$32.50

Date(s)	As of 3/7/22	As of 1/1/23	As of 7/1/23	As of 7/1/24	As of 6/30/25
Utility Current	\$20.50	\$20.75	\$21.25	\$21.75	\$22.75

Date(s)	As of 3/7/22	As of 1/1/23	As of 7/1/23	As of 7/1/24	As of 6/30/25
Washer/Cleaner Current	\$19.50	\$19.75	\$20.25	\$20.75	\$21.75

Any incumbent Repairman as of date of ratification, who is earning an amount greater than \$29.00 per hour, not including additional premiums, such as ASE certifications, shall receive a 4% increase on March 7, 2022, - 4% increase July 1, 2023, - 4% increase July 1, 2024.

8. ASE Certification and other Premiums

Each ASE or other certification shall be added to the repairman hourly rate as follows,

W/Class B CDL -----	\$0.75
W/Certification to Inspect MA Commercial Vehicles -----	\$0.50
W/608 (Type II or Universal) certification -----	\$0.50
W/Certification in Welding (AWS CW) -----	\$0.25
W/Certification in ASE H2 Diesel Engines -----	\$0.50
W/Certification in ASE H3 Drive Train -----	\$0.50
W/Certification in ASE H4 Brakes -----	\$0.50
W/Certification in ASE H5 Suspension and Steering -----	\$0.25
W/Certification in ASE H6 Electrical and Electronic Systems -----	\$0.50
W/Certification in ASE H7 Heating, Ventilation & A/C -----	\$0.50
W/Certification in ASE H8 Preventative Maintenance & Inspection -----	\$0.25
W/Certification ASE L2 Electronic Diesel Engine Diagnostic Specialist -----	\$0.75

9. Increase Tool Allowance – Each Repairman shall receive a tool allowance increase of,

\$25 per quarter - increase on January 1, 2022

\$25 per quarter - increase on January 1, 2024

10. Increase Repairman Shoe/Boot Allowance – Each Repairman shall receive a shoe/boot allowance increase of,

\$25 increase on January 1, 2022

\$25 increase on January 1, 2024

Total increase from \$120 to \$145 to \$170

For the term of the contract maintenance employees are required to wear non-slip soles, composite or steel toe boots that they were reimbursed for while on duty.

11. Increase Washer/Cleaner/Utility Shoe/Boot Allowance – Each Washer/Cleaner shall receive a shoe/boot allowance increase of,

\$85 increase on January 1, 2022

\$25 increase on January 1, 2024

Total increase from \$60 to \$145 to \$170

For the term of the contract maintenance employees are required to wear non-slip soles, composite or steel toe boots that they were reimbursed for while on duty.

12. Holiday Pay

TA Juneteenth and removed holiday progressions

Operators on their day off, will be paid \$224 or an 8-hour guarantee whichever is greater.

13. Grievance Procedure

Proposed Amendment for Article G, 5 –

Grievances shall all be filled electronically @ example: grievances@peterpanbus.com

Whenever a grievance has not been advanced by the Union or answered in writing by the Company, within the time limits outlined in this section, the remedy sought by the Union shall be awarded, or in the case of the Union violating time limits, the grievance shall be considered to be withdrawn.

The parties shall have the right to mutually agree on extending time limits at any step of the grievance procedure, such extension must be in writing, or by mutual electronic verification and agreement. Time limits shall be identical at each step of the grievance procedure for both parties, including advancing and responding to grievances.

In the event a grievance remedy is awarded or a withdrawal of grievance, based on a “time limit” violation, no precedence shall exist regarding the remedy awarded unless the prevailing party seeks such precedence from an “Arbitration Award”.

Submitting grievances,

All grievances shall be submitted electronically.

All grievances shall be initially submitted (step 1) to electronically @ example: grievances@peterpanbus.com

In the event any of the time limitations in the grievance and arbitration procedures are not adhered to, such grievance shall be deemed to have been denied if the Union violates the time limits, and in the event the Company violates the time limits outlined, the Union shall prevail

Union agrees to establish a P.O.C. email exclusively for the purpose of grievance correspondence.

14. Within the contract where the word layoff is used, replace with furlough/layoff.

Company and union agree to develop language in the form of a side letter, to address employees not yet called back to work, prior to language being adopted.

15. “Zero Tolerance” Drug and Alcohol Policy shall be incorporated into CBA by mean of reference to company policy as it exists as of March 7, 2022.

16. 401 K – Retirement

Increase Employer match from \$19.00 per week to

7/1/22 -----\$21.00 per week.

7/1/23----- \$23.00 per week

7/1/24 -----\$25.00 per week.

17. Work overload - When a “work overload” is declared, operator will receive double time premium pay.

18. Term

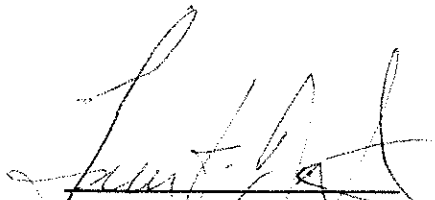
7/1/22 - 6/30/25

36 Months

Wage increases shall be paid retroactively from March 7, 2022. Retroactive wages shall be paid no later than the first payroll period following 30 calendar days of ratification. Retroactive wages shall be paid in a separate check.

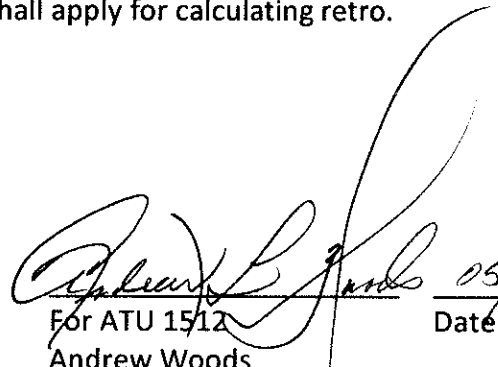
Parties agree to reconvene after ratification to develop language for the purposes of developing conformance language consistent with the changes between parties in the CBA and MOU.

*For purposes of calculating pre-2008 “combination pay” for retroactive pay; the new hourly rate and the new mileage rate shall apply for calculating retro.



For Peter Pan Bus Lines
Francis T. Dougherty
Vice President Operations

3-19-22
Date



For ATU 1512
Andrew Woods
President Business Agent

05/19/22
Date