

MEMORANDUM OF AGREEMENT

between

AFSCME, DISTRICT COUNCIL 20, LOCAL 3001

and

**NATIONAL EXPRESS TRANSIT SERVICES CORPORATION
ARLINGTON TRANSIT**

WHEREAS the American Federation of State, County and Municipal Employees, District Council 20, Local 3001 ("Union") and National Express Transit Services Corporation Arlington Transit ("Employer") (collectively "the Parties") are parties to a collective bargaining agreement covering compensation and other terms and conditions of employment for a bargaining unit of bus operators; and

WHEREAS the current collective bargaining agreement is for a term three years beginning on January 1, 2017 and expiring on December 31, 2019; and

WHEREAS the Parties mutually agree to amend Article 22 of their collective bargaining agreement concerning wages prior to the expiration of the agreement; the Parties hereby enter the following Memorandum of Agreement to the following terms:

1. The Parties agree that, effective January 1, 2019, the Employer will elevate all employees currently earning less than \$20.00 per hour to \$20.00 per hour.
2. The Parties agree that, effective January 1, 2019, the Employer will set its starting rate for new hires at \$20.00 per hour.
3. The Parties agree that, effective January 1, 2019, all employees who currently earn at least \$20.00 per hour will have their respective rates increased by three and a half percent (3.5%).
4. The Parties agree that the increase to \$20.00 per hour for employees making less than that amount constitutes a higher percentage increase than would otherwise be permitted under Article 22 of the collective bargaining agreement and that this increase is intended to be in lieu of the contractual increase for employees currently making less than \$20.00 per hour.

The foregoing terms set for the entirety of the Parties agreement. Any further amendment to the collective bargaining agreement shall be the subject of a separate Memorandum of Agreement.

