

MEMORANDUM OF AGREEMENT
BETWEEN
TRANSPORT WORKERS UNION OF AMERICA, LOCAL 252, AFL-CIO
AND
GUARDIAN BUS COMPANY, INC.

This Memorandum of Agreement (“MOA”) is entered into as of this 4th day of September, 2020, by and between Transport Workers Union of America, Local 252, AFL-CIO (“Union”) and Guardian Bus Company, Inc. (“Employer”).

WHEREAS the Employer and Union are parties to a collective bargaining agreement (“CBA”) which contained a re-opener clause to negotiate wages and longevity for the last two (2) years of such contract;

WHEREAS the parties have negotiated and reached an Agreement over the wages and longevity for the last two (2) years of the CBA; and

WHEREAS as a result of the Employer retaining additional school districts commencing with the 2020-2021 academic year, the Employer has hired employees who were previously employed by Baumann Bus Co., Inc. and represented by the Union.

NOW, THEREFORE, it is hereby AGREED and CONSENTED to the following:

1. The wages for the last two (2) years of the CBA shall be increased as follows:

Year 2 – 2.0%

Year 3 – 2.5%

Each increase shall take effect on September 1st.

2. Article XXXV – Longevity (p. 61 of the CBA) shall be revised, effective September 1, 2020, to read as follows:

Big Bus Drivers, Van Drivers and Driver Assistants shall be paid an annual longevity bonus on the employee’s Anniversary Date, as follows:

- Five (5) full years of consecutive service: One (1) days pay
- Ten (10) full years of consecutive service: Three (3) days pay
- Fifteen (15) full years of consecutive service: Four (4) days pay
- Twenty (20) full years of consecutive service: Five (5) days pay

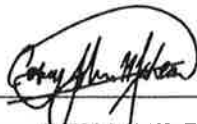
3. The newly hired employees who previously were employed by Baumann Bus Co., Inc. shall accrete into this Employer's bargaining unit and be subject to the terms and conditions of the Guardian Bus Co., Inc.'s CBA with the Union. Such former Baumann Bus Co., Inc. employees shall retain the seniority they possessed while working for their former employer. The former Baumann Bus Co., Inc. employees shall be slotted into their new Employer's wage scale, but in no case will such employee receive less compensation working for Guardian Bus Co., Inc. than he/she did while working for Baumann Bus Co., Inc.

The general wage increase for the final two (2) years contained in this MOA will be calculated off the Guardian Bus Co., Inc. wage scale for all employees. For example, currently the top wage for a Big Bus driver at Guardian Bus Co., Inc. is \$23.22 per hour. Such top wage for a Bug Bus driver at Baumann Bus Co., Inc. was \$23.45 per hour. With the two percent (2%) raise based on Guardian Bus Co. Inc.'s wage scale on September 1, 2020, both the Guardian and Baumann Big Bus operators would receive \$23.68 per hour.

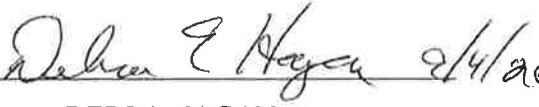
4. The Union's final approval of the terms contained in this MOA is subject to a majority approval vote of those present at a duly noticed ratification meeting of its bargaining unit members, including former Baumann Bus Co., Inc. employees.

IN WITNESS WHEREOF, the parties have caused this Agreement to be duly executed by their respective authorized representatives.

EMPLOYER

By:  9/4/2020
COREY MUIRFIELD
EXECUTIVE VICE PRESIDENT

UNION

By:  9/4/20
DEBRA HAGAN
PRESIDENT