

CONFIDENTIAL

**ORANGE COUNTY TRANSPORTATION AUTHORITY
COUNTER PROPOSAL TO TEAMSTERS LOCAL 952**

TENTATIVE AGREEMENT

**ARTICLE 11
PART-TIME ASSIGNMENTS**

The Orange County Transportation Authority may create Part-time work assignments for Part-time Assignment Operators provided that they do not exceed twenty percent (20%) effective May 1, 2004, of Full-time Bid Assignments available for Full-time Assignment Operators.

SECTION 1. JOB GUARANTEE

(1) No Full-time Assignment Operator will be laid off to create Part-time Assignments and no Full-time Assignment Operator will be forced to accept a Part-time Assignment.

(2) ~~The number of Full time Assignment Operators working Full time Assignments shall not be reduced below the following number to create a Part-time workforce.~~

~~• Effective May 1, 2004, nine hundred fifty (950) Full-time Assignment Operators.~~

SECTION 2. CLASSIFICATION I – PART-TIME OPERATORS WORKING PART TIME ASSIGNMENTS

~~THIS PROVISION SHALL BE INOPERATIVE DURING THE TERM OF THIS AGREEMENT~~

All provisions of the Agreement will apply to Operators working Part-time assignments except as provided herein:

- (1) Part-time work assignments may be in any combination hours worked and days off as long as the weekly scheduled work hours do not exceed thirty (30) hours.
- (2) Part-time Assignment Operators will accrue vacation benefits at one-half (1/2) of the rate set forth in Article 38.
- (3) Part-time Assignment Operators will accrue sick leave at one-half (1/2) of the rate set forth in Article 39.
- (4) Part-time Assignment Operators will receive the full contribution for health and welfare as set forth in Article 40, providing one hundred twenty (120) hours are worked by the Operator during the prior month.

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- (5) Operators working Part-time assignments who do not work on a holiday will be paid four (4) hours straight time for all eligible holidays as set forth in Article 37, Section 1, provided the Operator completes the work assignment the day before and the day after the holiday.
- (6) There shall be no Part-time Assignment Extra-Board Operators or Part-time Extra Board.
- (7) There shall be a separate Part-time Assignment Operator seniority roster.
- (8) Any assignment designated as Part-time at the time of the bid which is not bid by a Part-time Assignment Operator will be worked from the Extra-Board.
- (9) Operators designated as Part-time will not be allowed to bid for Full-time assignments.
- (10) Part-time Assignment Operators working Part-time Assignments shall be given the right of first refusal for promotion into any vacant Full-time Operator position, in accordance with seniority.

SECTION 3. FULL-TIME OPERATORS WORKING PART-TIME ASSIGNMENTS

- (1) The Authority will offer ~~ten (10)~~ four (4) Part-time Assignments for bid by Full-time Assignment Operators. Full-time Operators bidding Part-time Assignments may choose from any available Part-time Assignment. These Part-time Assignments will be bid by Full-time Assignment Operators first.
- (2) Full-time Assignment Operators will be allowed to bid Part-time Assignments as provided in this Article.
- (3) Full-time Assignment Operators working Part-time Assignments will retain seniority on the Full-time Assignment Operator roster.
- (4) Full-time Assignment Operators working Part-time Assignments will accrue sick leave at one-half (1/2) the rates set forth in Article 39.
- (5) Full-time Assignment Operators working Part-time Assignments will accrue vacation at one-half (1/2) the rates set forth in Article 38.

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- (6) Full-time Assignment Operators working Part-time Assignments and who do not work on a holiday will be paid four (4) hours straight time pay for all eligible holidays as set forth in Article 37, Section 1, provided the Operators complete the work assignments the day before and day after the holiday.
- (7) Full-time Assignment Operators working Part-time Assignments may sign up to work VCBs.

SECTION 4. CLASSIFICATION II

THIS PROVISION SHALL BE INOPERATIVE DURING THE TERM OF THIS AGREEMENT.

Of the percent referred to above, the Authority may assign the remaining percent of the Part-time assignments to this classification. All provisions of this Agreement shall apply to Classification II Operators except as set forth below:

- (1) The Authority may schedule three (3), four (4) and five (5) day work weeks for Classification II Operators.
- (2) Operators working Part-time assignments shall not be permitted to work more than one (1) assignment per day and such assignment shall not be split.
- (3) Operators working Part-time assignments shall not be permitted to work more than six (6) hours per day nor more than thirty (30) hours per week except as provided in Article 8, Section 10.
- (4) There shall be no Part-time Extra Operators.
- (5) The Authority shall first lay off all Classification II Operators before a layoff of Classification I assignments or Operators.
- (6) Classification II Operators shall be given the right of first refusal for promotion into any Classification I vacant position in accordance with seniority.
- (7) Classification II Operators who apply and are accepted for a Classification I position shall for all purposes accrue seniority and fringe benefits only from the date of hire as a Classification I Operator.


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(8) Operators working Part-time assignments shall not be entitled to vacation, sick leave or holiday benefits.



Maggie McIlton
OCTA



Patrick D. Kelly
Teamsters Local 952

5/2/18

Date

5-2-18

Date