

CONFIDENTIAL

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

**TENTATIVE AGREEMENT**

**ARTICLE 8  
CHOICE OF WORK ASSIGNMENT**

**SECTION 1. SHAKE-UPS**

(a) The General System Shake-up will take effect in the month of February as close to the second Sunday as possible.

(b) Base Shake-ups shall take effect during the months of June and October as close to the second Sunday as possible.

**SECTION 2. BIDDING**

(a) The bidding for the General System Shake-up and Vacation will be conducted ~~at a central location~~ over a period of ~~nine (9)~~ fifteen (15) days, ~~beginning on a Thursday~~. Such dates will be determined by the Authority. ~~Bidding shall begin no later than 3:00 p.m. on the first day and shall not begin prior to 8:00 a.m. on subsequent days.~~

Bidding process will be by proxy via HASTUS Self Service. A bid group schedule will be posted at the Bases requiring two (2) groups of operators per day.

The number of Coach Operators required to submit proxy bids per day over this fifteen (15) day period will be adjusted to stay within the time frame described above.

The first group will be processed at 6:00 a.m. and the second group will be processed at 3:00 p.m. Following the process of the first group the bid results will be available via HASTUS Self Service at 7:30 a.m., the second group will be available at 4:30 p.m. Operators will submit proxy bids via HASTUS Self Service; listing their choice of work assignments no later than 6:00 a.m. and 3:00 p.m. on their scheduled group appointment.

~~(b) If for some reason an Operator is unable to be present at the time of the General System Shake-up bidding, the Operator shall submit a proxy bid in duplicate to the Union. The Union will furnish the Authority copies of all proxy bids received. The Authority will furnish the Union with a box which can be locked in each Base for the deposit of proxy bids. The Union will furnish locks to these and will accept all responsibility for proxy bids. The Authority shall not be held responsible in the event the proxy bid is not submitted correctly via HASTUS Self Service, is lost, stolen or illegible. All proxy bids are final upon receipt, and can only be overridden if a personal appearance is made at the Shake-up at the designated time of bidding.~~

~~In the event of an error by the Union in selecting the bid by proxy, the Operator will be allowed to select an assignment that has not been bid or revert to the Extra-Board.~~

(c) ~~If for any reason, an Operator is not present when his name is called to give his selection of bids, and no proxy bid is submitted, If no proxy bid is submitted via HASTUS Self Service, the~~

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Union shall have sole responsibility for choosing the Operator's assignment. In making this selection, the Operator's previous work pattern will be taken into consideration.

(d) Base Shake-up Bidding will be conducted by proxy bid via HASTUS Self Service.

(1) Bidding process will be by proxy via HASTUS Self Service. A bid appointment schedule will be ~~posted~~ available at the Bases requiring ~~twenty-four (24)~~ thirty (30) Operators from each Base to submit proxy bids via HASTUS Self Service, for a total of ~~seventy-two (72)~~ sixty (60) Operators per day, over a twelve (12) day period with no Saturdays or Sundays if the number of Coach Operators is under ~~eight hundred sixty-four (864)~~ six hundred and ninety (690). Following the daily process of each base, the bid results will be available via HASTUS Self Service after 4:00 p.m. The number of Coach Operators required to submit proxy bids per day over this twelve (12) day period will be increased only to the extent necessary to stay within the time frame described above if the number of Coach Operators exceed ~~eight hundred sixty-four~~ six hundred and ninety (690).

(2) Operators will submit proxy bids via HASTUS Self Service, forms listing selecting their choice of work assignments ~~to the Window Dispatcher~~ no later than 1:00 p.m. on their scheduled bid day.

~~(3) Window Dispatcher will initial the proxy bid form, note date and time of receipt, and return a copy of the form to the Operator for his/her record.~~

~~(4) At 1:00 p.m., a Union Steward will collect the proxy bids from the Window Dispatcher and deliver them to the Bid Manager.~~

~~(3-5) Bid Manager, in the presence of the Union Steward, will process the proxy bids each day, and post an updated set of bid sheets at the Bases by 7:00 p.m. The bid results will be available via HASTUS Self Service after 4:00 p.m.~~

### **SECTION 3. POSTING OF BIDS**

(a) Prior to finalizing schedules for each service change, management will hold a meeting with the Union to inform them of the service change recommendations. The Union may provide management with suggestions to improve the proposed service change recommendations. It is understood that this shall not preclude the Union from sufficient input on the upcoming service changes.

(b) The bid will be available displayed or posted via HASTUS Self Service at least ten (10) days prior to the day of the bidding to allow Operators an opportunity to review all work assignments available.

(c) Holiday work assignments shall be subject to the provisions of this Article.

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**SECTION 4. BID ELIGIBILITY**

All Operators must be able to work assignments they bid at a General System or Base Shake-up so that the Authority may conduct its bus operations in an efficient manner. Accordingly, all Operators must be able to work any assignment they bid at a General System or Base Shake-up within twenty-eight (28) consecutive calendar days of the date such assignment becomes effective. If an Operator bids an assignment and fails to actively work that assignment for at least one hundred sixty (160) cumulative hours during any bid cycle prior to the beginning of the bidding process for the following bid cycle, he/she cannot bid on the following bid cycle and would be assigned to the Extra-Board. Operators who do not meet this qualification as of the date a General System or Base Shake-up occurs shall not be qualified to bid any assignment at such Shake-up but will be assigned to an Extra-Board when they return to work. The scheduled days off for such Operator will be determined on the basis of seniority by the Authority and the Union when such Operator returns to active status.

**SECTION 5. BIDDING SYSTEM (GENERAL SYSTEM SHAKE-UP)**

~~(a) Three (3) minutes will be allowed for each Operator to select a bid. Operators relieved from duty to bid, will be allowed up to fifteen (15) minutes to prepare for bid selection after arriving at the bid site.~~

~~(b) In the event of an error by an Operator in selecting a bid, a correction may be made prior to the next Operator bidding.~~

~~(a-e) One (1) Union Steward per Base group will be placed in a non-counted change of assignment with an eight (8) hour guarantee during the actual bidding process in order to assist with the process. In the event of a change in the process, the number of Union Stewards will be mutually agreed upon by the Union and the Authority.~~

**SECTION 6. INTERIM BASE BIDS**

(a) When the straight pay time of any regular work run is decreased up to fourteen (14) minutes per day, the Operator(s) affected will be paid not less than the Operator(s) would have received had the run not been decreased in pay time.

(b) When regular work runs are modified to the extent listed in (1) or (2) below, the Authority may elect to either pay the Operator(s) not less than the Operator(s) would have received had the run not been decreased in pay time or hold a Base Bid from the seniority of the Operator affected to the end of the Base's Seniority Roster.

(1) When the daily pay time or spread time on any run is affected to the extent of fifteen (15) minutes or more.

(2) When the commencing (report) or ending time (time off) of any run varies fifteen (15) minutes or more.

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(c) If the Authority elects to hold a Base Bid, the beginning seniority of the Operator to bid first will be determined by the Authority and the Union.

(d) In the event a run is extended to a point where it causes a hardship, that Operator shall have the option of reverting to the Extra-Board and will retain the same days off as originally bid.

(e) Base Bids will be ~~posted~~ available via HASTUS Self Service at least seven (7) days prior to the day of bidding to allow Operators an opportunity to review all work assignments available for them to bid. Base Bids will take effect on the Sunday following such bid. ~~Posted material~~ Materials for Base Bids will contain Bid Sheets, Run Cuts and Paddles.

~~(f) Operators will be paid for their appearance at the bid if on duty during the bid.~~

(f-g) Operators who bid Biddable Trippers which are changed, for fifteen (15) minutes or more per day or canceled, for more than ten (10) days will be allowed to select another Biddable Tripper based upon seniority. Operators may choose to revert to the Extra-Board.

~~(g-h) Operators affected will be notified of bid requirements.~~

(h-i) Day off combinations once available via HASTUS Self Service ~~posted~~ and bid at a Shake-up pursuant to Article 8, Section 1, shall not be changed during the bid.

(i-j) When a line is transferred from one Base to another or a staffing adjustment is needed, the required number of Operators shall be permitted to volunteer to transfer. The Operators so transferred shall be entitled to exercise full seniority at the Base to which they have been transferred.

**SECTION 7. LINE SHAKE-UP**

In the event there is a documented problem with scheduling on a line(s) the Authority and the Union may agree to a line Shake-up in place of an Interim Base Bid. The process of documenting the problem and implementing the Shake-up will take place as quickly as practicable. The Authority will post a notice outlining the line(s) affected and the probable date of the Shake-up within five (5) days after the decision is made to conduct a line Shake-up.

(a) Only those Operators whose work runs operate any portion of the line(s) affected will be eligible to bid in the line Shake-up.

(b) Operators affected by the line Shake-up will be notified seven (7) days in advance of the line Shake-up bid as to the dates and time of bidding.

~~(c) During the bidding Operators who are working and have to be relieved during their scheduled work time will be paid for any lost work time. Operators not working during the time they are scheduled to bid will not be paid.~~

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(c-d) Operators who are not able to select a bid will go to the Extra-Board effective with the line Shake-up.

(d-e) Line Shake-up bids will be available via HASTUS Self Service ~~posted~~ five (5) days prior to the day of bidding to allow Operators an opportunity to review all work assignments available for them to bid.

(e-f) Line Shake-ups will take effect the Sunday following such bid.

**SECTION 8. CHANGE OF ASSIGNMENT**

~~Upon written~~ Requests for any personal business must be entered via HASTUS Self Service. ~~an~~ An Operator shall be granted one (1) change of assignment per month with no loss of pay time based on availability. In addition, Operators may be granted one (1) change of assignment with no guarantee of pay time. If two (2) changes of assignment are needed to achieve one (1) early-off change of assignment, one additional non-counted, no pay guarantee change of assignment may be granted, based on availability. Requests may be submitted ~~in writing~~ via HASTUS Self Service no earlier than six (6) weeks in advance of the requested date. All change of assignments will be processed on a first-come first-served basis. The maximum number of change of assignments granted per Base shall be limited to three percent (3%) of a Base's Full-time assignments. The Operator shall not be assigned to "report status." An Operator working a regular work run shall be paid as a Regular Operator.

Change of assignments shall be assigned prior to the Mark-up of the Extra-Board and posted along with the daily VCB list. A Coach Operator who requests one or two changes of assignment during a one-month period shall be awarded the change(s) of assignment *prior* to the coupling of assignments. Should a Coach Operator request and receive approval for more than two (2) changes of assignment during a one-month period, the change(s) of assignment may be granted after the coupling of assignments. There is no guarantee of pay time for additional changes of assignment.

**SECTION 9. SWAPPING ASSIGNMENTS**

(a) Any two Full-time Regular Operators within a Base may swap assignments for the same day not more than twice per month provided that Article 15 is not violated and provided that there are not more than ten (10) Operators or five (5) swaps per Base.

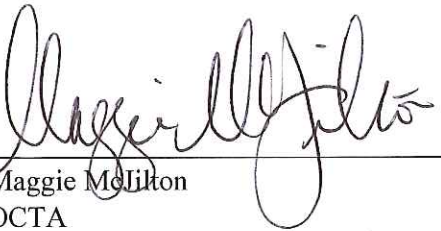
(b) Any two (2) Full-time Operators (Regular-Regular/Regular-Extra-Board/Extra-Board-Extra-Board) within a Base may swap an assignment for a period of one (1) week, not more than twice a month providing that Article 15 is not violated and provided that there are not more than ten (10) Operators or five (5) swaps per Base.

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(c) Any two (2) Extra-Board Operators within a Base may swap day-off combinations for a period of one (1) week, not more than twice a month based on notification to the Dispatcher by 9:00 a.m. Friday of the week preceding the swap. Extra-Board Operators swapping day-off combinations may not bid a Hold Down that will change his/her days off from the days swapped for.

(d) Requests for swapping of assignments may be submitted ~~in writing~~ via HASTUS Self Service no earlier than six weeks in advance of the requested date. All swapping of assignments will be processed on a first-come first-served basis.

  
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Maggie McIlton  
OCTA

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5/2/18  
Date

  
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Patrick D. Kelly  
Teamsters Local 952

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5-2-18  
Date