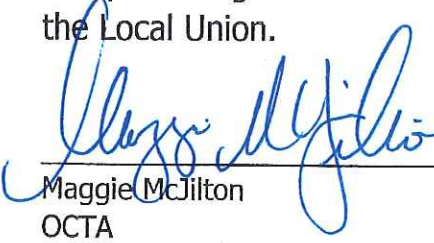


Tentative Agreement

LETTER OF AGREEMENT

The parties agree in the event of a medical administration change, OCTA will meet and confer with the Local Union.



Maggie McJilton
OCTA



Patrick D. Kelly, Secretary-Treasurer
Teamsters Local 952

2-2-18

Date

2-2-18

Date

Tentative Agreement

Shared Printing of Bid Sheets

(Modification of 3/28/07 Letter of Agreement)

The Orange County Transportation Authority and Teamsters Local 952 agree to share the printing of bid sheets for coach operators. During the term of the Agreement, the Authority shall provide the printing of the bid sheets for the February bid and the Union shall continue to provide the printing of the bid sheets for the remaining bids.



Maggie McKilton, OCTA

2-2-18

Date



Patrick D. Kelly, Teamsters Local 952

2-2-18

Date

Tentative Agreement

Letter of Agreement Flag Emblem on Uniform

(Reaffirmation of 5/6/04 Letter of Agreement, as amended in 2006)

The Orange County Transportation Authority hereby enters into a Letter of Agreement with Teamsters Local 952 regarding the placement of a United States flag emblem on Coach Operator uniforms.

The parties agree to the following size and placement on uniforms of an embroidered iron-on or sewn-on patch of the United States Flag:

- The emblem shall be no larger than 2 inches by 3 ¼ inches in size
- The emblem shall be placed horizontally either:
 - On the left sleeve of a shirt or jacket, centered 5 inches from the shoulder seam;
 - OR
 - On the left side of a shirt or jacket above the pocket parallel to the OCTA emblem.
- A United States flag emblem is optional


Maggie McJilton, OCTA


Patrick D. Kelly, Teamsters Local 952

2-2-18
Date

2-2-18
Date

Tentative Agreement

**Assembly Bill 98 and Industrial Welfare Commission
Wage Order No. 9**

(Reaffirmation of 7/8/04 Letter of Agreement)

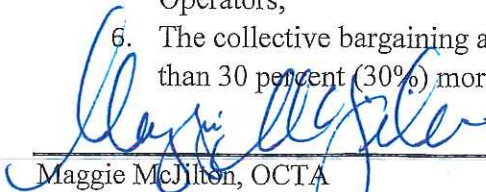
The Orange County Transportation Authority hereby enters into a Letter of Agreement with Teamsters Local 952 regarding Assembly Bill 98 and Industrial Welfare Commission- Wage Order No 9, which became effective July 1, 2004.

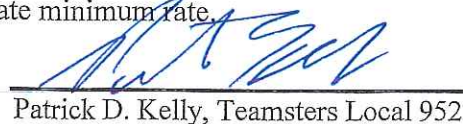
The Order establishes a requirement of providing the Operator up to a 30-minute meal period after five hours work and for more than 10 hours of work in a day, another up to 30-minute meal period. Additionally, the Order would require two (2) 10-minute rest periods during an eight-hour work day.

The Order provides for an exemption for public transit operators that meet certain conditions which are spelled out in the Order itself.

The Authority and Teamsters Local 952 agree that all conditions required in the Order, for the Orange County Transportation Authority to be exempted from the Order are met, as set forth below.

1. The Teamsters Local 952 is a valid labor organization that represents the classification of Coach Operator at the Orange County Transportation Authority;
2. Teamsters Local 952 and the Orange County Transportation Authority have a valid collective bargaining agreement for the Coach Operators at Orange County Transportation Authority;
3. By reference hereto, the collective bargaining agreement between Orange County Transportation Authority and Teamsters Local 952 is hereby amended to specifically and expressly incorporate the requirements of Wage Order No 9, in so far as how and when break and meal periods will be taken by Operators;
4. The collective bargaining agreement provides for binding arbitration for all disputes arising out of the collective bargaining agreement, including disputes concerning the application and meaning of the break and meal period provisions contained therein;
5. The collective bargaining agreement provides for premium wages for overtime worked by Operators;
6. The collective bargaining agreement provides for an Operator hourly pay rate of not less than 30 percent (30%) more than the State minimum rate.


Maggie McJilton, OCTA


Patrick D. Kelly, Teamsters Local 952

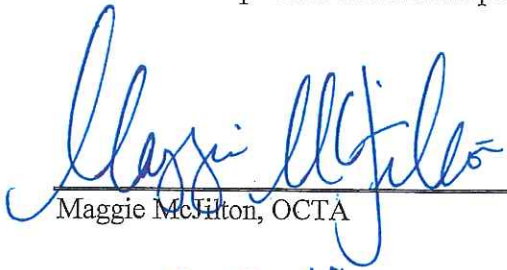
2-2-18
Date

2-2-18
Date

Tentative Agreement

LETTER OF AGREEMENT
COMPLIANCE WITH THE AFFORDABLE CARE ACT

In order to achieve and maintain compliance with the Affordable Care Act (ACA) the parties agree to engage in a good faith effort to exchange information on a continuing basis. The parties shall jointly meet within ten (10) business days following written notice by either party requesting a meeting regarding ACA compliance. The authority will provide coverage that complies with the ACA. Failure to resolve any outstanding issues regarding ACA will be submitted to expedited arbitration per the CBA.



Maggie McHilton, OCTA

2-2-18

Date



Patrick D. Kelly, Teamsters Local 952

2-2-18

Date