

Article 1 Section 15 Par. 3. Hours-of-Service Policy and Procedures

~~The District and the Union negotiated an Hours of Service (HOS) policy in 2000 that applies to all designated safety sensitive positions and requires that those employees have at least seven (7) hours off in a service day. The policy further requires that safety sensitive employees cannot work more than 70 hours in any seven day period and they cannot work more than thirteen (13) consecutive days.~~

~~In 2011 the definition of a service day was clarified to be defined as a 24 hour period that begins at the time an employee reports to work after having at least the required number of hours off for all safety sensitive rail employees.~~

~~In 2013 the parties agreed bus operators shall be required to have ten (10) hours off between service days and bus extra board operators shall be required to have nine (9) hours off between service days. The service day for all bus operators is defined as a 24 hour period that begins at the time an employee reports to work after having at least the required number of hours off.~~

a. It is understood by the parties that regulatory authorities may impose requirements beyond this within their legal authority.

b. The current hours of service requirements are listed in the attached table

c. Definitions

i. The seven (7) day period means the time-period from an employee's first shift Sunday to end of their last shift on Saturday, including hours that overlap into Sunday.

ii. A month is a calendar month starting at Midnight the morning of the first of the month and ending at midnight in the evening of the last day of the month.

iii. When an employee has worked the maximum consecutive days, they must have 24 hours off before working again.

~~The District and the Union agree to hold labor/management meetings, as needed, consisting of up to four representatives from each group to review Hours of Service requirements for all safety sensitive positions. The District agrees to pay the employees that are part of the represented group for the time spent in these meetings.~~

01/23/20

Given union:

Proposed Hours of Service requirements/agreements with corrections and with union comments

| Classification* | Max hours worked in day | Max spread | Rest hours between shifts | Max hours other | Consecutive days |
|--------------------------------------|-------------------------|------------|---|------------------|----------------------------|
| Bus Operator- Regular | | 16 | 10 ⁹ ¹ | 70/7 days | 13 |
| Bus Operator –Extra B. | | 16 | 9 | 70/7 days | 13 |
| Road Supervisor | | | 7 | 70/7 days | 13 |
| Bus Dispatcher | | | 7 | 70/7 days | 13 |
| Bus Mechanic | 17 | | 7 | 70/7 days | 13 |
| <u>Paint and Body Technician</u> | <u>17</u> | | <u>7</u> | <u>70/7 days</u> | <u>13</u> |
| <u>Bus Electronic Technician</u> | <u>17</u> | | <u>7</u> | <u>70/7 days</u> | <u>13</u> |
| Rail Operator | 15 | 16 | 9 | 310/month | 13 ⁶ |
| Rail Operator/Streetcar | 15 | 16 | 9 | 310/month | 13 |
| Controller | 9 | | 15 | | |
| Rail Supervisor | 17 | | 7 | 70/7 Days | 13 |
| REM Maintenance Tech | | | 9 | 310/month | 13 |
| <u>REM Overhaul Tech</u> | | | <u>9</u> | <u>310/month</u> | <u>13</u> |
| <u>REM Electrical Tech</u> | | | <u>9</u> | <u>310/month</u> | <u>13</u> |
| REM Service Worker | | | 9 | 310/month | 13 |
| Signal Maintainers | 12 | | 10 | | |
| Traction Power Substation Technician | | | 9 | 310/month | 13 |
| Overhead Catenary Systems Maintainer | | | 9 | 310/month | 13 |
| WES Maintainers | 12 | | 10 | | |

* Includes any Leads and Trainees for the classification listed, associated Assistant Supervisors, and Training Supervisors and respective certification supervisors.

** Waived under certain circumstances

¹ Proposed as part of the package of AM/PM extra boards and associated requirements and 10 hour sign up rules.