

# Memorandum



**Lane Transit  
District**

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<b>Date:</b>	September 24, 2020	
<b>To:</b>	LTD Employees	
<b>From:</b>	Aurora (A.J.) Jackson, General Manager	
<b>RE:</b>	COVID-19 HAZARD BONUS	

In the spirit of true community, we pause to acknowledge that, despite the ongoing challenges caused by COVID-19, LTD employees have remained committed to serving the community. While some of us have been able to continue working while being able to isolate either off-site or in isolation at the office, many in our organization have public-facing jobs and don't have that ability. In addition to providing critical service during the COVID-19 pandemic, they have served through the adversity of civil unrest and the recent hazardous air quality from the Holiday Farm Fire.

To recognize and CELEBRATE the valiant work of our front-line employees, LTD, through agreement with ATU, will provide a \$1,000 hazard bonus to all ATU employees who worked between March 1 and June 6, 2020; ATU employees will also receive an additional three days of leave (floaters).

We also include in the celebration our front-line workers who are not part of ATU, but who have worked throughout the pandemic to serve the community by being in direct contact with the public or with employees who are in regular direct contact with the public. These employees have also earned a \$1,000 COVID-19 hazard bonus with our gratitude.

For clarification, the following employees are eligible to receive a \$1,000 COVID-19 hazard bonus:

- A. All ATU employees who were designated as being eligible through the Memorandum of Agreement.
- B. Non-represented employees who were required to be in regular contact with members of the public. (Management employees excluded)
- C. Non-represented employees who were required to be in contact with individuals in group A or B for the greater portion of the established timeline. (Management employees excluded)

In closing, I want to express my personal and heartfelt thank you, and encourage all of us to celebrate the heroic work of LTD's front-line employees. They have earned our gratitude and this small token of appreciation.