

Wages and Fringe Benefits for MV Transportation's WestCAT Fixed Route and Dial a Ride

IMPORTANT NOTE AND DISCLAIMER

The wages and benefits paid to certain employees (drivers) of the WestCAT operation are governed by a collective bargaining agreement (CBA) between MV Transportation and the International Brotherhood of Teamsters, Local 315 (Teamsters Local 315).

MV Transportation and the Teamsters Local 315 have executed one (1) Agreement, the CBA is attached for reference.

OPERATOR BENEFITS (non-exempt, bargained employees)

PAID HOLIDAYS

Non-probationary full-time employee covered by this Agreement shall receive pay for the following holidays; New Year's Day, Dr. Martin Luther King's Birthday, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. Holiday pay shall be calculated at the employee's base, straight-time rate of pay and shall be based upon the employee's current run standard.

JURY LEAVE

An full-time employee assigned covered by this Agreement who is required to complete Jury Duty shall receive pay at his/her base, straight-time rate of pay for each day of work lost because of such service, for up to five (5) days per year during the term of this Agreement.

BEREAVEMENT LEAVE

A non-probationary full-time employee covered by this Agreement shall, upon request, be granted up to three (3) days with pay, to attend the services of his current spouse, parent, child, sibling, current mother-in-law, current father-in-law, grandmother, grandfather or grandchild, and current legal domestic partner, it being understood that in order to be eligible for this benefit, the employee and his/her domestic partner must execute and provide to the Company a Declaration of Domestic Partnership and meet the requirements specified therein. In the event an employee is required to travel out of the State of California to attend the services of relative as provided for herein, the employee may be granted up to an additional two (2) days of services leave. Bereavement pay shall be paid at the employee's straight-time hourly rate of pay and shall be paid for the number of hours comprising the employee's current run standard.

VACATION

A full-time employee shall be eligible to take vacation according to the following schedule:

- Anyone hired to a full time position after ratification of this agreement will not accrue vacation for the first six (6) months.
- After six (6) months of full time service - 20 hours
- After one (1) years' service - one (1) week
- After three (3) years' service - two (2) weeks
- After eight (8) years' service - three (3) weeks

SICK LEAVE

Sick Leave pay shall be accrued by a full-time employee according to the following schedule: 0.038 hours for each hour worked during the employee's most recent anniversary year of service, not to exceed a total of seven (7) days. Unused sick leave may be accumulated to maximum accumulation of one hundred eighty (180) hours. Anyone hired to a full time position will not accrue sick for the first ninety (90) calendar days. After ninety (90) calendar days of service 24 hours. The first twenty-four (24) hours of accrued sick leave from anniversary date to anniversary date will not incur attendance points.

PENSION FUND

For probationary employees, the company shall pay an hourly contribution rate of \$0 .10 during the probationary period, but in no case for a period longer than ninety (90) calendar days from an employee's first date of hire. After the expiration of the probationary period as defined in this agreement, but in no event longer than ninety (90) calendar days from an employee's first date of hire, the contribution shall be increased to the full contractual rate.

Benefit time paid for but not worked, such as holidays and vacations shall be considered as time worked.

Effective September 1st 2019 the Company's contribution rate for all non-probationary employees shall be \$1.20 per hour.

HEALTH INSURANCE

The Company shall, provide Group Medical Insurance Plan coverage to a qualified employee, and to his dependents. The employee shall pay \$20.00 per month towards their own coverage.

A qualified employee may elect to extend coverage to his authorized dependents. Such employee shall, through payroll deduction, pay the following amounts per month.

- Employee + spouse = \$100
- Employee + children = \$100
- Employee + family = \$200

Eligible employees will be able to participate in the company's group Dental and Vision Plans at their own cost. The Company will pay 25% of the premium for the employee's coverage.

SUPPLEMENTAL VOLUNTARY BENEFITS

Following 30 days of employment full time and part time employees are eligible to participate in company offered benefits for short term disability, accident care, critical illness, universal life, and term life insurance.

FLEXIBLE SPENDING ACCOUNTS (Health Care FSA and Dependent Care FSA)

These programs allow employees to put aside pre-tax money to pay for childcare or eldercare expenses while employees work, and to pay for qualifying out-of-pocket medical expenses (such as copays and other covered items.) Employees are eligible to participate in both plans on their normal benefits eligibility date.

EMPLOYEE ASSISTANCE PROGRAM

MV offers confidential counseling services at no cost for employees and family members (up to 3 phone or face-to-face sessions per issue per year). There is a 24/7 resource and referral line for counseling, financial assistance, legal problems, and many other issues.

SUPPLEMENTAL LIFE, AD&D, AND DISABILITY INSURANCE

In addition to its health insurance plan offerings, MV also offers company-sponsored supplemental life insurance and Accidental Death & Dismemberment (AD&D) insurance plans. The supplemental life insurance plan is available to employees, their spouse/domestic partner, and their children. The AD&D insurance plan is available to employees. Employees are eligible effective on the 1st of the month following their waiting period.

CURRENT OPERATOR WAGES

Role	Status	Wage	Hire Date
Driver	Regular Full-Time	24.00	1/27/2003
Driver	Regular Full-Time	24.00	6/5/2006
Driver	Regular Full-Time	23.25	6/3/2013
Driver	Regular Full-Time	21.77	5/7/2019
Driver	Regular Full-Time	24.00	7/30/1998
Driver	Regular Full-Time	24.00	6/24/2011
Driver	Regular Full-Time	19.75	2/4/2019
Driver	Regular Full-Time	21.77	8/20/2018
Driver	Regular Full-Time	20.67	5/9/2016
Driver	Regular Full-Time	25.26	7/6/1987
Driver	Regular Full-Time	19.50	11/25/2019
Driver	Regular Full-Time	21.77	12/26/2017
Driver	Regular Part-Time	19.50	6/3/2019
Driver	Regular Full-Time	19.75	2/22/2019
Driver	Regular Full-Time	24.00	2/26/2007
Driver	Regular Full-Time	24.00	1/25/2010
Driver	Regular Full-Time	21.77	3/19/2018
Driver	Regular Full-Time	24.00	8/9/1998
Driver	Regular Full-Time	19.75	7/24/2017
Driver	Regular Full-Time	19.50	4/3/2019
Driver	Regular Full-Time	19.75	9/19/2018
Driver	Regular Full-Time	24.00	4/26/2000
Driver	Regular Full-Time	23.25	12/1/2014
Driver	Regular Full-Time	19.75	4/4/2018
Driver	Regular Full-Time	19.50	12/5/2019
Driver	Regular Full-Time	24.00	4/19/2004
Driver	Regular Full-Time	21.77	3/5/2018
Driver	Regular Full-Time	19.50	5/13/2019
Driver	Regular Full-Time	21.77	9/16/2019
Driver	Regular Full-Time	19.75	8/15/2018
Driver	Regular Part-Time	19.50	2/10/2020
Driver	Regular Full-Time	19.75	1/9/2019
Driver	Regular Part-Time	19.50	12/23/2019
Driver	Regular Full-Time	22.03	9/29/2015
Driver	Regular Full-Time	20.67	7/5/2016
Driver	Regular Full-Time	23.25	7/14/2014

Role	Status	Wage	Hire Date
Driver	Regular Full-Time	24.00	10/25/2004
Driver	Regular Part-Time	23.25	12/5/2012
Driver	Regular Full-Time	21.77	8/15/2018
Driver	Regular Full-Time	19.75	5/1/2018
Driver	Regular Part-Time	19.50	4/22/2019
Driver	Regular Full-Time	24.00	9/5/2007
Driver	Regular Full-Time	25.26	4/5/1993
Driver	Regular Full-Time	25.26	7/21/1994
Driver	Regular Full-Time	21.77	3/29/2018
Driver	Regular Full-Time	20.67	9/14/2016
Driver	Regular Full-Time	19.50	6/24/2019
Driver	Regular Full-Time	19.75	2/20/2019
Driver	Regular Full-Time	20.67	8/17/2016
Driver	Regular Full-Time	23.25	4/22/2013
Driver	Regular Part-Time	19.75	1/28/2019
Driver	Regular Part-Time	19.50	10/30/2019
Driver	Regular Part-Time	19.50	8/19/2019
Driver	Regular Full-Time	20.67	5/2/2016
Driver	Regular Part-Time	19.75	3/19/2018
Driver	Regular Full-Time	24.00	12/13/2010
Driver	Regular Part-Time	19.50	2/18/2020
Driver	Regular Full-Time	23.25	5/12/2014
Driver	Regular Full-Time	19.75	3/4/2019
Driver	Regular Full-Time	24.00	7/6/2004
Driver	Regular Full-Time	24.00	10/6/2003
Driver	Regular Full-Time	24.00	9/1/1999
Driver	Regular Full-Time	24.00	2/1/2012
Driver	Regular Full-Time	19.75	5/1/2018
Driver	Regular Full-Time	24.00	1/10/2007
Driver	Regular Full-Time	24.00	6/27/2001
Driver	Regular Full-Time	23.25	3/20/2012
Driver	Regular Full-Time	24.00	7/5/2005
Driver	Regular Full-Time	24.00	11/5/1995
Driver	Regular Full-Time	24.00	10/26/2005
Driver	Regular Full-Time	22.03	4/7/2015
Driver	Regular Part-Time	19.50	2/18/2020
Driver	Regular Full-Time	19.75	1/28/2019