

AGREEMENT

by and between

BUDGET RENTA CAR SYSTEM, INC.

and

COMMUNICATION WORKERS OF
AMERICA

Local 7750

February 17, 2020 to February 16, 2023

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PREAMBLE

This agreement is entered into this 17th day of February by and between BUDGET RENT A CAR SYSTEM, INC. (hereinafter referred to as the "Company" or the "Employer") and the Communications Workers of America (hereinafter referred to as the "Union"), to establish rates of pay, hours of work and other conditions of employment.

For good and valuable consideration, the parties agree as follows:

ARTICLE 1

Recognition

Section 1 The Employer agrees to recognize and does hereby recognize the Union as the exclusive representative and collective bargaining agent for all full-time and regular part-time Courtesy Bus Drivers employed at the Company's facility located at the Denver International Airport, excluding all other employees, including all office clerical employees, confidential and professional employees, guards, managers and supervisors as defined in the National Labor Relations Act.

Section 2 The Company agrees not to enter into any other agreement with employees in the bargaining unit, either individually or collectively, verbally or in writing, which in any way conflicts with any of the terms and provisions of this Agreement. Any such extra contractual agreement shall be null and void. The parties, and their representatives at all levels, agree to apply the terms and conditions of this Agreement fairly and in accord with its intent and meaning, and in recognition of the Union as the exclusive bargaining representative for covered employees under the Agreement.

ARTICLE 2

Check-Off

Section 1 The Employer agrees to deduct from the pay of all employees covered by the Agreement the dues, initiation fees and/or uniform assessments of the Union having jurisdiction over such employees and agrees to remit to the Union all such deductions upon receipt of a written dues authorization form, as shown in Appendix A of this Agreement. Check off shall be on a monthly basis. The Employer shall deduct such amount and remit to the Union in one lump sum no later than thirty (30) days from the date such deduction was made.

The Union shall defend, indemnify and save the Company harmless against any claim or liability arising out of the administration of the check off provisions of this Agreement.

Section 2 CWA PAF. The Company agrees to deduct each pay period a specific amount of money from the wages of employees as they voluntarily authorize on forms provided by CWA Local 7750 and transmitted to CWA PAF. These deductions shall be accumulated monthly and transmitted by the last pay period of each month, along with a list of names, Social Security numbers and the amount deducted for each employee.

ARTICLE 3

Anti-Discrimination

There shall be no discrimination against any employee by reason of race, creed, color, national origin, age, gender, marital status, sexual orientation, disability, and veteran status, affiliation with the Union or on any other basis protected by local, state or federal law.

ARTICLE 4

Management Rights

The management of the and the direction of the working force are the exclusive rights of the Employer and shall include the right to hire, promote, demote, discipline, suspend and discharge for just cause, the right to assign work, schedule, determine the starting and quitting times and the size and composition of the work force, including the layoff and recall of employees to work, the right to maintain the efficiency of employees, establish quality standards and levels of performance, including new, improved or modified service methods, and the right to make, change and enforce reasonable rules, policies and practices concerning the conduct of the business and the employees provided the same are not in conflict with the provisions of this Agreement. The above-mentioned management rights are not to be interpreted as being all-inclusive but merely indicate the type of rights, which belong to and are reserved for management. It is understood that any of the rights, power or authority the Employer had prior to the signing of this agreement are retained by the Employer, except those specifically abridged or modified by this agreement. The failure of the Employer to exercise its rights under this Article in any respect shall not be taken as a waiver of its rights.

ARTICLE 5

Union Rights

Section 1 The Employer will permit Union officials reasonable access to the Employer's premises at reasonable times for the purpose of administering the terms of this Agreement. The Union official shall be permitted access to the Employer's premises during normal business hours and secure management approval to remain on the premises. Union access to the Employer's premises shall not be unreasonably withheld. In no event shall the Employer's operation be disrupted.

Section 2 The Employer, at its designation, will furnish a locked Bulletin Board (which the Employer shall not be required to maintain), which may be used by authorized Union officials or union stewards for posting notices that deal with legitimate Union business such as meeting notices, member news, etc. Material that is inflammatory, illegal, or detrimental to the Employer may not be posted.

Section 3 The Company agrees to grant necessary time off, without pay or loss of seniority, to one (1) employee designated by the Union to attend to official Union business. The Company shall be notified, in writing, as soon as the Union is aware but not less than ten (10) calendar days in advance of the Union's intention. The notice will specify the length of time off, which shall not exceed ten (10) workdays per calendar year. It is understood that the request may be denied if adequate staffing levels are not in place. The Company agrees that requests under this section will not be unreasonably denied.

Section 4 The Company agrees to notify the Union of new hires and any status change for current employees within ten (10) calendar days of said event.

ARTICLE 6

Union Representatives

Section 1 The Employer recognizes the right of the Union to appoint or elect an Area Representative and two (2) Shop Stewards (alternates) for the bargaining unit. The Union must notify the Employer in writing of the name of the Area Representative and, if applicable, the Shop Stewards.

Section 2 The Employer recognizes that the Area Representative and the Local Representative have the responsibility to administer the Agreement and to investigate grievances. The authority of the Area Representative and Shop Stewards so designated by the Union shall be limited to, and shall not exceed, the following duties and activities:

- (A) the investigation and presentation of grievances to his/her Employer or the designated Company representative in accordance with the provisions of the collective bargaining agreement;

- (B) the collection of dues when authorized by appropriate local Union action;
- (C) the transmission of such messages and information which shall originate with and are authorized by the local Union or its offices, provided such messages and information:
 1. have been reduced to writing; or
 2. if not reduced to writing, are of a routine nature and do not involve work stoppages, slowdowns, refusals to handle goods or any other interferences with the Company's business.

Section 3 The Area Representatives (and Shop Stewards) shall have no authority to take strike action or any other action that interferes with the Employer's business or operation. The Company, in so recognizing such limitations, shall have the authority to impose discipline, including discharge, in the event that the Area Representative has taken unauthorized strike action, slowdown, work stoppage or any other action interrupting the Company's business in violation of this Agreement.

Section 4 In all events, it is understood and agreed that in performing said duties, Area Representatives shall not disrupt the operations of the business and shall receive management approval prior to leaving his/her workstation in order to conduct an investigation.

ARTICLE 7

No Strike - No Lockout

During the life of this Agreement, or any extension thereof, the Employer agrees there shall be no lockouts and the Union agrees it will not cause or permit its members to cause or take part in any picketing, strike, slowdown, boycott, stoppage, curtailment or termination of work or any manner of interference with the Employer's business or operations. Any employee who so violates this Agreement or participates in its violation shall be subject to discipline, up to and including immediate discharge. The Company and the Union will work together to bring any such unauthorized action to an end.

ARTICLE 8

Grievance and Arbitration Procedure

Section 1.

A grievance is hereby defined as a claim against or a dispute with, the Company by an employee, or the Union, involving the interpretation or application of the terms of this Agreement.

Section 2.

Grievances shall be handled in the following manner:

Step 1: An employee having a grievance may meet to discuss the issue with his or her Airport Leader or appropriate work group supervisor within fifteen (15) calendar days (excluding weekends or holidays) of the incident. The Area Representatives (or Shop Stewards) may be present if the employee so requests.

Step 2: Any grievance not resolved to the satisfaction of the grievant shall be reduced to writing and set forth the specific facts on which the grievance is based, the specific Article of the Agreement alleged to have been violated and the relief sought. The grievance shall be presented to the District Manager within fifteen (15) calendar days (excluding weekends or holidays) of the initial meeting. The District Manager will render his/her decision in writing within fifteen (15) calendar days (excluding weekends or holidays) after presentation to him/her. If the District Manager's answer is not satisfactory to the grievant, the grievance may be taken to Step 3.

Step 3: The written grievance, together with the District Manager's answer thereto, may be presented by the aggrieved employee and/or a Union Representative to the City Manager within fifteen (15) calendar days (excluding weekends or holidays) following the date on which the District Manager rendered his/her decision. The City Manager will render his/her decision in writing, with a copy to the Union, within fifteen (15) calendar days (excluding weekends or holidays) after presentation to him/her. The Union may, upon written notice to the Company within fifteen (15) calendar days (excluding weekends or holidays) following the rendition of the Company's final answer to the grievance at Step 3, submit the grievance to arbitration by notifying the Company in writing of its desire to arbitrate said grievance and the Arbitrator shall be selected as provided in Section 4. Grievances for the discharge of employees will begin at Step 2 within fifteen (15) calendar days (excluding weekends or holidays) from the date of the termination or receipt of the termination letter by the Union.

Section 3 Any grievance not presented to the Company in writing as provided in Section 2 above, within fifteen (15) calendar days (excluding weekends or holidays) of the happening of the event which gives rise to the grievance, shall be waived for all purposes. In addition, if any other steps or actions provided for in Section 2 above are not taken or notice not given within the time limits therein specified, then the grievance shall be deemed finally closed and settled on the basis of the Company's last decision. The limits herein specified may be extended or steps in the grievance procedure may be by-passed upon mutual agreement of the parties in writing.

Section 4 Within thirty (30) calendar days (excluding weekends or holidays) after the Union has filed with the Company a timely request to arbitrate a grievance, the Union shall request a panel from the Federal Mediation and Conciliation Service of seven (7) arbitrators from the National Academy of Arbitrators. Each party shall alternately strike arbitrators until a single arbitrator remains.

Section 5 Only grievances involving an alleged violation by the Company of a specific section or provision of this Agreement and which are processed within the time limits herein provided shall be subject to arbitration.

Section 6 Jurisdiction of the Arbitrator is limited to the rendition of a decision or award in writing which in no way modifies, adds to, subtracts from, alters, changes, removes or amends any term or condition of this Agreement or which is in conflict with the provision of this Agreement.

Section 7 The Arbitrator shall have no jurisdiction or right to determine any question or arbitrability which may arise hereunder unless the parties specifically agree to submit such question to the Arbitrator and such written agreement is incorporated in the Submission Agreement. If a question of arbitrability is raised, and such question must be raised prior to the time the parties have selected the Arbitrator as provided in Section 4, such question may be determined only by a court of competent jurisdiction.

Section 8 The decision of the Arbitrator shall be based solely on the evidence presented to him by the respective parties in the presence of each other, and any argument in exchanged written briefs, if any. The fees and expenses of the Arbitrator, and all mutually agreed upon facilities and services, shall be borne equally by both parties.

Section 9 Time spent in grievance meetings by the Area Representative or Shop Stewards during such employee's regularly scheduled hours will be paid.

ARTICLE 9

Discipline

Employees who have completed their probationary period will not be disciplined or discharged without just cause. Copies of all discharge and disciplinary letters will be sent to the Union by certified mail and/or by electronic notification (i.e. email) within forty-eight hours (excluding weekends or holidays).

ARTICLE 10

Drug and Alcohol Testing

The Company has the right to have employees tested for drug and/or alcohol usage. If an employee is found to be under the influence of drugs and/or alcohol, the employee will be terminated. Employees who refuse to be tested are considered terminated. Employees who are sent home while awaiting test results from drug testing will be paid by the Company if the results are negative.

ARTICLE 11

Seniority

Section 1 Seniority is defined as an employee's uninterrupted service with the Employer from the last date of hire within his/her job classification. Job classification seniority shall prevail for layoff from and recall to the classification, vacation, holiday, shift bidding and overtime.

Section 2 All new employees shall be considered probationary employees until he/she has completed ninety (90) days of active service. This time period may be extended by mutual agreement of the parties. The Company shall have the right to dismiss, furlough or discipline any employee on probation. Neither the probationary employee nor the Union will be entitled to challenge the employee's discipline, furlough or dismissal under the Agreement's Grievance and Arbitration provisions during the probationary period. Upon completion of the probationary period, said employee(s) shall obtain seniority retroactive to their most recent hire date. A probationary employee shall not be eligible for any benefits under this Agreement until after the completion of the probationary period.

Section 3 The selection of an employee for layoff and recall shall be based upon seniority in the applicable job classification. The last employee hired within the classification shall be the first employee laid off within the classification and the last employee laid off within the classification shall be the first employee rehired within the classification.

The Company will not hire into the classification while employees are laid off. Each employee shall be required to keep the Employer informed of his/her current home address.

Section 4 An employee shall cease to have seniority rights and shall be removed from the seniority list if the employee:

- a) quits the Employer or retires;
- b) is discharged for just cause;
- c) is absent for three (3) consecutive working days without notifying the employer;
- d) does not return to work within seven (7) calendar days after receipt of a recall notice by the Employer sent by Certified Mail, Return Receipt Requested to the last address on file with the Employer, with a copy sent to the Union by Regular Mail and by electronic notification;
- e) is laid off for a continuous period of nine (9) months or length of employment whichever is less; or
- f) fails to perform services for the Company for a period equal to the employee's seniority or six (6) months, whichever is lesser.

In any of the foregoing cases, the employee's service with the Employer shall be considered terminated.

Section 5 A list of employees in the order of their seniority shall be posted in a conspicuous place at the place of employment. The Company will provide the Union, upon written request, the seniority list.

Section 6 Part-time employees shall not accrue seniority. The days and hours to be worked by part-time employees shall be designated by the Company. Part-time employees shall have preference over outside candidates for full time positions, provided they are qualified and are in good standing. Where a Part-time employee accepts a full time position within the Bus Driver classification, the employee's seniority shall be prorated to include his/her time in job as Part-time. This includes Part-time employees that were previously Full-time employees in the Bus Driver classification.

Section 7 Casual employees may be hired as the need arises in peak seasons. Casual employees shall not accrue seniority and shall not be covered by any of the terms and conditions of the Agreement otherwise applicable to regular seniority employees. Should a Casual employee be continued in his/her employment beyond one hundred twenty (120) days, he/she shall thereupon be placed on the seniority list as of his/her original date of hire.

Section 8 The Employer retains the right to select, appoint, retain and schedule lead employees without regard to seniority and to rescind or eliminate such appointments. Leads will be paid one dollar (\$1.00) per hour over and above regular wage.

ARTICLE 12

Working Hours

Section 1 It is understood and agreed that because of the nature of the Employer's business, the operation shall be on a twenty-four (24) hour, seven (7) day a week basis. It is further understood that the Employer shall have the right to establish various shifts whether they be day, night or Sunday in order to cover all phases of its business.

Section 2 Full-time employees shall work a schedule totaling forty (40) hours per week with a one-half (1/2) hour paid rest period, to be scheduled by management toward the middle of the employee's shift (in lieu of two fifteen minute paid breaks).

Section 3 Shift schedules for full-time employees, including days off, shall be bid based on seniority within each job classification. There shall be a minimum of two (2) shift bids per calendar year. The Employer may schedule more than the minimum number of shift bids as business needs arise.

Section 4 The Employer shall post a copy of each shift bid in writing at least ten (10) days in advance. Should any shifts be vacant at the end of the process, the Employer may assign such shifts at its discretion. The employees will begin working the new schedule on the Saturday of the next pay period.

ARTICLE 13

Overtime

Section 1 The Company shall have the right to determine when overtime shall be worked and shall have the right to require performance of such work. All overtime must be authorized and approved by the manager or his/her designee.

Section 2 Employees desiring overtime shall, at the beginning of the month, sign the overtime call sheet indicating their willingness to accept overtime opportunities. When overtime is needed, the Company will offer such overtime first to those employees who voluntarily sign up for in advance in order of their seniority. If volunteers are still needed, the Company will offer overtime by seniority to current employees on shift; employees scheduled to come onto shift; any current part time employees; any employees scheduled off for the day. If insufficient volunteers are found, the Company will then mandate employees to work the overtime hours in reverse seniority order, moving forward.

Section 3 Time and one-half (1 1/2) shall be paid for all work performed in excess of forty (40) actual hours worked during the employee's workweek. There shall be no duplicating or pyramiding of overtime.

ARTICLE 14

Leave of Absence

Appropriate leaves of absence will be in accordance with the Family Medical Leave Act, as amended. A leave of absence as provided in this Article shall not result in the loss of seniority rights. It is recognized that no employee will engage in any outside employment during a medical or injury leave of absence. It is further recognized that no employee shall engage in outside employment during a leave of absence, unless the prior approval of the Company has been obtained. A leave of absence without pay for personal reasons not to exceed thirty (30) days may be granted by the Company for a legitimate reason. Leave may extend up to an additional thirty (30) days as business needs allow. The Union will be advised of such leave at the time it is to go into effect. An employee with seniority status may be given a medical leave of absence, upon providing medical evidence (which can be verified) to the Company. Such leave may be up to six (6) months provided medical evidence (which can be verified) is submitted supporting the request for leave. Seniority will accumulate during the leave.

ARTICLE 15

Vacation

Section 1 Eligible full-time employees shall be entitled to vacation, with pay at their straight time hourly rate, after completion of their probationary period as follows:

- Year of Employment: Employees hired between January 1 and September 30 will be eligible for paid vacation during that calendar year after completion of their probationary period up to a maximum of seven (7) days, accrued at a rate of 1 day per completed calendar month.
 - After 1 Year: 2 weeks (beginning with the first January after completion of the first year, accrued at a rate of 1 day per completed calendar month)
 - After five years: 3 weeks (accrued at a rate of 1.5 days per completed calendar month)
 - After ten years: 4 weeks (accrued at a rate of 2 days per completed calendar month)

Section 2 Vacation pay shall be at the employee's regular straight time hourly rate of pay in effect at the time vacation is taken and the number of hours of vacation shall be based upon the employee's regular schedule of hours of work per week, but not to exceed forty (40) hours in any one week.

Section 3 Vacation entitlement shall be on a calendar year basis and is earned based on hours worked (including paid time off) during that calendar year.

Section 4 Vacation schedules shall be determined and posted for bid from December 1" to December 31" of each year by the Employer. The vacation period shall be from January 1 through December 31 of the following year. Vacations shall be selected by seniority. All vacation weeks should be bid during the vacation period. In the event an employee fails to bid all of his/her weeks during the bid period, the employee may select available weeks on a first come, first served basis. All vacation weeks must be taken prior to the end of the calendar year. However, the Employer shall permit the rollover of one (1) unused week of vacation (defined as a maximum of five (5) workdays) to be taken by no later than March 31st of the following year. The Employer reserves the right to determine the number of employees entitled to vacation in a given week and to black out certain periods for business needs.

Section 5 Accrued unused vacation will be paid at the time of separation.

ARTICLE 16
Holidays

Section 1 Full time employees who were hired prior to February 15, 2017 and have completed their probationary period are entitled to the following paid holidays:

New Year's Day	July 4th
Memorial Day	Thanksgiving
Labor Day	Christmas
Four (4) Personal Holidays	

Full-time employees hired on or after February 15, 2017 and who have completed their probationary period are entitled to the following paid holidays:

First Year of Employment:

New Year's Day	July 4th
Memorial Day Labor	Thanksgiving Day
Christmas Day	One (1) Personal Holiday

After One (1) Year of Employment: Two (2) Personal Holidays

After Two (2) Years of Employment: One (1) Additional Personal Holiday (total 4)

Section 2 Employees who have not completed their probationary period shall not receive holiday pay for holidays falling within that period.

Section 3 Holiday pay will be eight (8) hours of pay at the employee's regular straight time rate, however, if an employee works on any of the above-mentioned holidays (not personal days), he/she shall receive the holiday pay plus straight time for all hours worked for that day. An employee shall not be entitled to receive holiday pay if he/she failed to work his/her assigned shift immediately preceding or following the holiday, unless previously approved by management. An employee shall also not be entitled to receive holiday pay if he/she was scheduled to work on a holiday and failed to report for work.

Section 4 If a holiday falls during an employee's scheduled vacation period, the employer may, at its discretion, pay such employee the holiday pay or allow the employee to receive an additional day off with pay.

Section 5 Employees must submit a written request for a planned Personal Holiday at least two (2) weeks in advance of the requested day. The Company reserves the right to determine the number of employees, if any, who will be allowed off on any given day. In the event an employee requests an unplanned Personal Holiday, approval shall be based upon the needs of the business.

ARTICLE 17

Sick Days

Section 1 Eligible full-time employees shall be entitled to maximum of eight (8) sick days accrued at a rate of two-thirds (2/3) sick day per completed calendar month following completion of the probationary period.

Section 2 Sick days shall be used in one (1) day increments.

Section 3 Any accrued and unused sick days will be paid out in December of each calendar year.

ARTICLE 18

Bereavement

In the event of the death of a regular full-time employee's mother, father, brother, sister, child or current spouse, legal domestic partner, grandparents, mother-in-law, father-in-law, brother-in-law, sister-in-law, the employee will be entitled up to a maximum of three (3) consecutive scheduled work days, through and including the day of the burial, off with pay for the purpose of attending the funeral and for making the arrangements. Employees may take an additional two (2) days without pay when the funeral occurs outside the state of Colorado. One (1) work day off with pay will be granted in the event of the death of the employee's sister, brother, grandfather, grandmother or then current mother-in-law or father-in-law for the purpose of attending the funeral and for making the arrangements. Employees may take an additional two (2) days without pay when the funeral occurs outside the state of Colorado.

ARTICLE 19

Jury Duty

The Company will pay an employee called for jury duty the difference between their scheduled rate of pay and the jury duty pay up to a maximum of one (1) month (part-time employees will be paid any difference if jury duty is during the employee's regular scheduled work hours). Jury duty make up shall not exceed the regular scheduled day's pay in any one (1) day. When an employee is released early from jury duty and four (4) or more hours remain in the employee's shift, the employee will be expected to return to work.

ARTICLE 20

Health and Welfare

Eligible full-time employees and their qualified dependents may participate in the Employer's Comprehensive Health, Dental, Vision, Short and Long Term Disability and Life Insurance Plans. Employees will be governed by the rules and regulations of said Plans and will make the necessary contributions as established by the Employer. The Plans are solely authored by the Employer, which is held free to modify the Plans at its discretion.

ARTICLE 21

Retirement

On a voluntary basis, employees are eligible to participate in the AB Car Rental Services, Inc. Retirement Savings Plan for Bargaining Hourly Employees (401k). The Company will provide a matching contribution of \$1.00 up to 3% of eligible income. Effective February 15, 2017, the Company will provide a matching contribution of \$1.00 up to 4% of eligible income. Effective February 15, 2020, the Company will provide a matching contribution of \$1.00 up to 5% of eligible income. The Plan is solely authored by the Employer, which is held free to modify the Plan at its discretion.

ARTICLE 22

Uniforms

Employees shall maintain a neat and presentable appearance in accordance with Employer policy. The Employer will continue to provide the applicable uniforms to all employees. Effective with this Agreement, Bus Drivers shall be authorized to wear their Company issued uniform polo shirt as provided, from May 1st through September 30th of each calendar year (5 months).

ARTICLE 23

General

Section 1 The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waive the right and each with the respect to any subject matter referred to or covered in this Agreement, or with respect to any subject or matter not referred to specifically or not covered in this Agreement even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement. Nothing in this Article is meant to prevent the parties from entering into any memorandums of agreement or understandings throughout the duration of this Agreement.

Section 2 It is the intention of the parties hereto to comply with all applicable provisions of state and federal laws and they believe that each and every part of this Agreement is lawful. However, if any provision of this Agreement or the application thereof to persons or circumstances are found to be invalid by final judgment of a court of competent jurisdiction, such decision shall not invalidate the entire Agreement.

ARTICLE 24

Duration

This Agreement shall be effective as of February 17, 2020 and shall continue in full force and effect until February 16, 2023 and thereafter it shall be considered to be renewed for successive twelve (12) month periods, unless at least sixty (60) days prior to the expiration date of February 16, 2023 or at least sixty (60) days prior to the expiration date of any such successive twelve (12) month effective period thereafter, either party shall serve written notice upon the other that it desires cancellation, revision or modification of any provision or provisions of this Agreement.

INWITNESS WHEREOF, the Union and the Employer have caused this Agreement to be executed in their names by their duly authorized representatives.

BUDGET RENT A CAR SYSTEM, Inc.

Local 7750 affiliated with the
COMMUNICATIONS WORKERS OF AMERICA

By: 
Eric Pollack, Director, Labor Relations

Date: 8/7/2020

By: 
Chris Roth, President, CWA Local 7705

Date: 8/7/2020

By: 
Katie Romich, CWA District 7 Staff Representative

Date: 8/11/2020

APPENDIX "A"

WAGES

Start Rate: Employees with less than one year of service as of February 17, 2020 and hired thereafter shall be paid the minimum hourly wage rate:

2/17/20:	\$15.50
2/17/21:	\$15.50
2/17/22:	\$16.00

Employees with one (1) or more years of service as of February 17, 2020 will receive the following minimum contract anniversary increase:

2/17/20:	\$0.65
2/17/21:	\$0.55
2/17/22:	\$0.50

Shift Differential: Employees whose shift starts at or after 8:00 p.m. but before 3:00 a.m. will be paid a shift differential in the amount of \$2.00 per hour for all hours worked. In addition, for any hours worked between 8 pm and 3 am, employees shall receive the \$2.00 differential for these hours only.

MEMORANDUM OF AGREEMENT

Four (4) x Ten (10) Work Schedules

It is agreed that the Employer shall have the option of instituting a workweek consisting of four (4) ten (10) hour days. The Employer agrees to meet and discuss those specific terms and conditions with the Union before implementation.

**APPENDIX "B" UNION
MEMBERSHIP FORM**

Employee Authorization For Payroll Deduction Of Union Dues And Initiation Fee For CWA

(Last Name) _____ (First Name) _____ (Dept.) _____ (Local No.) _____ (Social Security Number) _____

(Work Locality) _____ (City or Town) _____ (State) _____ (Zip Code) _____

Beginning in _____ (Month) _____ (Year) I hereby authorize _____ (Employer) to deduct from the compensation (including disability benefits or vacation payments) due me once an amount equal to the initiation fee certified in writing to the Company by the Secretary-Treasurer of the Communications Workers of America, or his/her duly constituted agent, and each month an amount equal to regular monthly Union dues, certified in writing to the Company by the Secretary-Treasurer of the Communications Workers of America, or his/her duly constituted agent. Each amount so deducted shall be remitted to the Secretary-Treasurer of the Communications Workers of America, or his/her duly constituted agent. If for any reason the Company fails to make a deduction, I authorize the Company to make such deduction in a subsequent payroll period.

This authorization is voluntarily made and is neither conditioned on my present or future membership in the Union, nor is it to be considered as a quid pro quo for membership. This authorization shall continue in effect until canceled by written notice signed by me and individually sent to the Company and to the Union. This cancellation of authorization must be postmarked during the fourteen (14) day period prior to each anniversary date of the current or any subsequent Collective Bargaining Agreement, or during the fourteen (14) day period prior to the termination of the current or any subsequent Collective Bargaining Agreement.

(Date) _____ (Signature of Employee Authorizing Deduction) _____

Union membership dues and agency fees are not deductible as charitable contributions for Federal income tax purposes. Dues and agency fees, however, may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Code.

(tear at perfor) COMPANY COPY

MEMBERSHIP APPLICATION

NAME _____ (Please Print) SOCIAL SECURITY NO. _____

ADDRESS _____ (Street) _____ (City and State) _____ (Zip Code) _____

I hereby request and accept membership in the COMMUNICATIONS WORKERS OF AMERICA and when accepted by the Local, agree to be bound by the Constitution of the Union and Amendments thereto and Rules and Regulations now in effect or subsequently enacted by the Union and/or the Local to which I am assigned.

Date _____ Local _____ Signature _____
 (M) _____ (City) _____ (Union Name) _____
 (W) _____ (Work Location) _____
 (D) _____ (Department) _____
 (R) _____ (Representative) _____
 (E) _____ (Personal Email Address) _____

Dues Paid Dues Pending Dues Overdue Dues Not Paid

Aaepl.d

AUTHORIZING SIGNATURE _____

Union Local _____

LOCAL COPY

LETTER OF AGREEMENT

SAFETY COMMITTEE

Parties agree that Company will include a Budget Bus Driver onto the DEN Safety Committee as a member at the next scheduled sessions. The Company also agrees to send meeting minutes to the Union via email once available.