

**ARTICLE 5
RATES OF PAY**

5.03 Base Wage Rates and Regular Wage Rates

- C. Pay rates for ParaCruz employees have been increased by:
0% effective pay period beginning August 27, 2015
0% effective June 16, 2016
2% effective June 15, 2017

5.05 Salary Schedule Step Advancement

**Paratransit Salary Schedule
Effective pay period beginning August 27, 2015**

Class Title	New Hire	Fully Qualified	After 6 months	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
CLERK I	13.58	14.25	14.96	15.72	16.50	17.33	18.20	19.11	20.07
CLERK II	13.87	14.56	15.29	16.05	16.86	17.70	18.58	19.52	20.49
CLERK III	14.35	15.07	15.82	16.62	17.45	18.32	19.23	20.20	21.21
DISPATCHER/SCHDLR	14.96	15.72	16.50	17.33	18.20	19.11	20.07	21.08	22.13
DISPATCHER	14.35	15.07	15.82	16.62	17.45	18.32	19.23	20.20	21.21
MECHANIC I	14.24	14.95	15.70	16.48	17.31	18.18	19.09	20.05	21.04
MECHANIC II	14.35	15.07	15.82	16.62	17.45	18.32	19.23	20.20	21.21
RESERVATIONIST	13.58	14.25	14.96	15.72	16.50	17.33	18.20	19.11	20.07
RESERVATIONIST/SCHED COOR	17.38	18.25	19.17	20.12	21.13	22.20	23.31	24.47	25.68
SAFETY/RD RSP COOR	17.38	18.25	19.17	20.12	21.13	22.20	23.31	24.47	25.68
VAN OPERATOR	14.24	14.95	15.70	16.48	17.31	18.18	19.09	20.05	21.04
PARATRANSIT SUPERVISOR	19.17	20.12	21.13	22.20	23.31	24.47	25.68	26.98	28.32

**Paratransit Salary Schedule
Effective June 16, 2016**

Class Title	New Hire	Fully Qualified	After 6 months	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
CLERK I	13.58	14.25	14.96	15.72	16.50	17.33	18.20	19.11	20.07
CLERK II	13.87	14.56	15.29	16.05	16.86	17.70	18.58	19.52	20.49
CLERK III	14.35	15.07	15.82	16.62	17.45	18.32	19.23	20.20	21.21
DISPATCHER/SCHDLR	14.96	15.72	16.50	17.33	18.20	19.11	20.07	21.08	22.13
DISPATCHER	14.35	15.07	15.82	16.62	17.45	18.32	19.23	20.20	21.21
MECHANIC I	14.24	14.95	15.70	16.48	17.31	18.18	19.09	20.05	21.04
MECHANIC II	14.35	15.07	15.82	16.62	17.45	18.32	19.23	20.20	21.21
RESERVATIONIST	13.58	14.25	14.96	15.72	16.50	17.33	18.20	19.11	20.07
RESERVATIONIST/SCHED COOR	17.38	18.25	19.17	20.12	21.13	22.20	23.31	24.47	25.68
SAFETY/RD RSP COOR	17.38	18.25	19.17	20.12	21.13	22.20	23.31	24.47	25.68
VAN OPERATOR	14.24	14.95	15.70	16.48	17.31	18.18	19.09	20.05	21.04
PARATRANSIT SUPERVISOR	19.17	20.12	21.13	22.20	23.31	24.47	25.68	26.98	28.32

**Paratransit Salary Schedule
Effective June 15, 2017**

Class Title	New Hire	Fully Qualified	After 6 months	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
CLERK I	13.85	14.54	15.26	16.03	16.83	17.68	18.56	19.49	20.47
CLERK II	14.15	14.85	15.60	16.37	17.20	18.05	18.95	19.91	20.90
CLERK III	14.64	15.37	16.14	16.95	17.80	18.69	19.61	20.60	21.63
DISPATCHER/SCHDLR	15.26	16.03	16.83	17.68	18.56	19.49	20.47	21.50	22.57
DISPATCHER	14.64	15.37	16.14	16.95	17.80	18.69	19.61	20.60	21.63
MECHANIC I	14.52	15.25	16.01	16.81	17.66	18.54	19.47	20.45	21.46
MECHANIC II	14.64	15.37	16.14	16.95	17.80	18.69	19.61	20.60	21.63
RESERVATIONIST	13.85	14.54	15.26	16.03	16.83	17.68	18.56	19.49	20.47
RESERVATIONIST/SCHED COOR	17.73	18.62	19.55	20.52	21.55	22.64	23.78	24.96	26.19
SAFETY/RD RSP COOR	17.73	18.62	19.55	20.52	21.55	22.64	23.78	24.96	26.19
VAN OPERATOR	14.52	15.25	16.01	16.81	17.66	18.54	19.47	20.45	21.46
PARATRANSIT SUPERVISOR	19.55	20.52	21.55	22.64	23.78	24.96	26.19	27.52	28.89

**ARTICLE 13
ANNUAL LEAVE**

13.01 Accruals

- A. Classifications within the representation unit shall accrue Annual Leave while in paid status and in accordance with the following rate based on METRO seniority (except as otherwise state in this Labor Agreement):

Metro Seniority	Hourly Accrual Rate	Approximate days per year
Through 4 years	0.0519	13.5
5 through 9	0.0827	21.5
10 through 13	0.1019	26.5
14 through 16	0.1135	29.5
17 and over	0.1212	31.5

13.02 Scheduling of Annual Leave

Changes effective July 15, 2015, for a trial period of 3-months, ending October 15, 2015. After which time a review will be conducted between the Chief Operating Officer (COO) and United Transportation Union, Local 23 (UTU) to agree upon an extension for the remainder of this Agreement or to revert back to previous Labor Agreement language.

- C. The Annual Leave Calendar for the following bid period will remain open to all employees on a first-come, first-served basis, regardless of an employee's classification seniority. All requests must be submitted by the employee by 10:00am **two (2) days in advance**. Signing on Annual Leave for days that are left open on a first-come, first-served basis shall be handled as follows:

An employee shall fill out a "Request for Time Off" form indicating the date(s) on the calendar that she wishes. This form shall be turned in to the ParaCruz Manager or designee and a copy returned to the employee making the request. The ParaCruz Manager or designee shall respond in writing to the Operator by 12:00 noon **on the first day (holidays excluded)** following the date the request was submitted.

No later than each Tuesday, METRO shall make available at each ParaCruz Base an updated copy of the Annual Leave Calendar. The calendar shall indicate the spaces guaranteed and open spaces remaining from the current date through the end of the period available for sign up at the most recent semi-annual sign-up.

ARTICLE 25
EFFECTIVE DATE-DURATION-TERMINATION

25.01 Effective Date-Duration-Termination

- A. Except as otherwise provided herein, this Agreement shall be made effective **July 1, 2015**, and shall remain in full force and effect to and including **June 30, 2018** and shall continue in effect for additional periods of one (1) year thereafter, unless notice in writing of termination has been served by either party upon the other no later than ninety (90) calendar days prior to this expiration date or any subsequent yearly period. The duration of and termination date of this Agreement shall remain in full force and effect regardless of the Local Union's affiliation with, or disaffiliation from, any International Union.
- B. Any requests to modify or change this Agreement or any portion thereof shall be made in writing and shall be served on the other party no later than ninety (90) calendar days prior to **June 30, 2017**, and in the event the Agreement is in effect after that date, by reason of the provisions of subsection (A) hereof, not later than ninety (90) calendar days prior to the expiration date of any subsequent yearly period.

This agreement is entered into by the United Transportation Union, Local 23 and the Santa Cruz Metropolitan Transit District August 1, 2015, and is executed on behalf of the parties by the following signatories:

Santa Cruz Metropolitan
Transit District

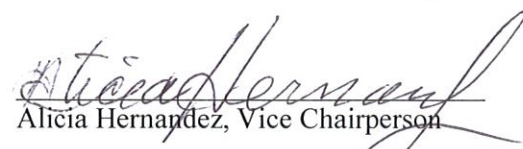


Alex Clifford, Chief Executive Officer

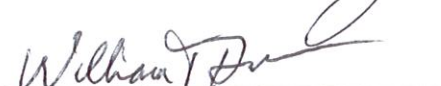
United Transportation Union, Local 23



Eduardo Montesino, General Chairperson



Alicia Hernandez, Vice Chairperson



William Dove, Vice Chairperson