

## MEMORANDUM OF AGREEMENT

THIS AGREEMENT is entered into on the *15<sup>th</sup>* day of October, 2020, between TRANSDEV SERVICES, INC., ("Transdev") and the UNITED STEELWORKERS, LOCAL 8751, AFL-CIO-CLC (the "Union" or "Local 8751") to address issues related to Boston Public Schools for the 2020-2021 school year during the on-going COVID-19 pandemic to account for changes to the modes of learning (remote/hybrid/full in-person) and to further account for potential changes to transportation requirements after the start of the school year.

WHEREAS, the Union played an invaluable role in all issues related to the start-up of the school bus program, including but not limited to the bid, licensing, and communications to workforce, as well daily operations of Boston school transportation; and

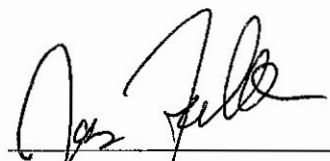
WHEREAS, the Union engaged in tireless efforts to promote the health and safety of the school bus program in the interest not only of the drivers but also of the students, staff, and community, including pushing for and contributing to the policies and practices associated with COVID 19 Worksite Requirements and occurrences of COVID-positive employees in the school bus operation; and

WHEREAS the Parties are mindful of the necessity of having a ready workforce to accommodate the potential introduction of more in-school learning and the associated transportation needs;

NOW THEREFORE, and notwithstanding any contrary provision of the terms and conditions of the collective bargaining agreement between Transdev and Local 8751 (collectively, the "Parties") to the contrary, the Parties hereby agree:

1. Should bus transportation be suspended for all or part of the driving force due to the on-going pandemic, the drivers will be paid wages in the amount that they received in the last full payroll period in which they drove their newly assigned routes.
2. Any alleged violation of this Agreement shall be processed by the filing of a grievance under Article 13 of the collective bargaining agreement.
3. All other provisions of the collective bargaining agreement between Transdev and Local 8751 that are not contrary to the terms and conditions of this Agreement shall remain in full force and effect.

This agreement will remain in full force and effect up to and including January 5, 2021.



James Folk  
General Manager  
Transdev Services, Inc.



Andre Francois  
President USW Local 8751