

November 13, 2024

MEMORANUM OF AGREEMENT

BETWEEN

**TRANSDEV SERVICES INC.
&
UNITED STEELWORKERS LOCAL 8751**

(2024 Successor Negotiations)

TRANSDEV SERVICES, INC. ("the Company") and the UNITED STEEL WORKERS LOCAL 8751 (the "Union") hereby agree on this 13th day of November 2024, to a four (4) year contract to be in effect from July 1, 2024, through June 30, 2028. The terms and conditions of the previous contract will be carried forward into the new collective bargaining agreement, except as modified below in this Memorandum.

Appendix "A" - Wages The parties agree to the following wage increases:

- Market Adjustment for Regular Report Rates:
 - Effective July 1, 2024: \$33.00 per hour (retroactive).
 - Effective July 1, 2025: \$34.00 per hour.
 - Effective July 1, 2026: \$35.00 per hour.
 - Effective July 1, 2027: \$35.38 per hour.
- Market Adjustment for Charter Rates:
 - Effective July 1, 2024: \$22.60 per hour (retroactive).
 - Effective July 1, 2025: \$23.60 per hour.
 - Effective July 1, 2026: \$24.60 per hour.
 - Effective July 1, 2027: \$24.98 per hour.

Appendix "B" - Fringe Benefits The parties agree to the following changes under the Appendix:

- Effective July 1, 2024, the years of service eligibility requirement for retirement benefits (including Retirement Severance, Medigap, Life, Dental, and Vision Insurances) shall be reduced from thirty (30) to twenty-five (25) years of service.
- The Retirement Severance shall be increased in accordance with the following:
 - Effective July 1, 2024 - Increased to \$1,200 per year of service (retroactive).
 - Effective July 1, 2025 - Increased to \$1,300 per year of service.
 - Effective July 1, 2026 - Increased to \$1,400 per year of service.
 - Effective July 1, 2027 - Increased to \$1,500 per year of service.

Appendix "C" - Memorandum of Understanding Amend Section A of the "Memorandum Regarding the Thirty-One (31) Hour Weekly Minimum" as follows:


- Replace reference to a "thirty-one (31) hour minimum" with a "thirty-five (35) hour minimum", effective July 1, 2025, upon adoption of language by the parties about "work as directed" with work protections.

Housekeeping Dates: Housekeeping dates in the CBA will be updated.

For Transdev Services, Inc.

James Folk
General Manager _____
Date:

For United Steelworkers Local 8751


Emmanuel Marcellus
President

Date: _ _ _ _ _