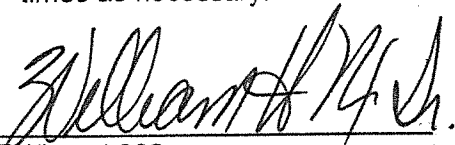


**GCRTA Mechanic Shift
MOU - DRAFT
March 9, 2012**

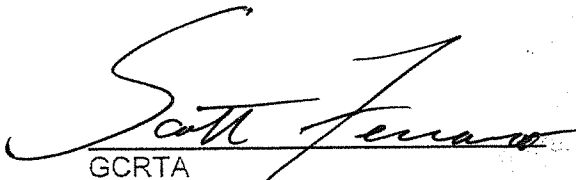
The Authority would implement the following mechanic shift schedule with the first shift pick following contract ratification, if the ATU agrees with the conditions listed below and the ATU membership ratifies the current Tentative Agreement on the contract. The agreed upon shift pick would be for a pilot period of two pick periods so the Authority could measure whether mechanics are meeting the necessary productivity levels.

1. The Authority agrees to implement the following mechanic schedule with the first shift pick following contract ratification. The mechanic shift pick would be for a pilot period of two pick periods (6-months). The approximate shift times would be as follows:
 - a. First shift – 6 a.m. to 2:30 p.m.
 - b. Second shift – 2:00 p.m. to 10:30 p.m.
 - c. Third shift – 10 p.m. to 6:30 a.m.
2. The ATU agrees that over the pilot period the mechanics at Hayden and Triskett must make positive strides towards meeting or exceeding semi-annual benchmarks for the following productivity standards and attendance levels in the following areas:
 - a. Miles Between Service Interruptions - Equal to or greater than 7,200 miles
 - b. Preventative Maintenance Compliance - Equal to or greater than 95%
 - c. Pending Corrective Maintenance work – Equal to or less than 500 open tasks per garage and
 - d. Unplanned Absence Rate for mechanic classifications at Hayden and Triskett of equal to or less than 5.0%
3. Progress toward the standards in item 2 shall be posted conspicuously and shared with the ATU monthly.
4. If the mechanics were not able to meet or exceed the productivity and attendance standards noted in item 2, the Authority and the ATU would review information to determine if positive strides are being made.
5. If positive strides were being made the Authority would continue the pilot period for the shift schedules.
6. The Authority agrees that even if the mechanics return to the shifts in place just prior to the pilot period, the Authority would remain open to discussing other alternatives the ATU might identify that would obtain the necessary productivity goals of the Authority.
7. This offer is being made on a non-precedent setting basis. The Authority maintains its management rights and is no way implying it is limiting or waiving its rights to schedule shift times as necessary.



ATU/Local 268

5-15-12
Date



GCRTA

5/15/12
Date