

MEMORADUM OF UNDERSTANDING

BY AND BETWEEN

**FIRST TRANSIT, INC.
(Vacaville, CA)**

AND

INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 315

This Memorandum of Understanding, hereinafter referred to as "Agreement" or "MOU," is entered into by and between International Brotherhood of Teamsters Local 315 (hereinafter referred to as the "Union") for and on behalf of all members of the bargaining unit represented by the Union, and First Transit, Inc., Vacaville, California (hereinafter referred to as "Company" or "Employer").

WHEREAS, the Union and Company are parties to a Collective Bargaining Agreement effective August 1, 2017 to July 31, 2021; hereinafter referred to as "CBA";

WHEREAS, the Union and Company wish to revise the wage rates in Appendix "A" of the CBA and extend the effective date of the CBA to July 31, 2022.

NOW, THEREFORE, the Union and the Company hereby enter into this Agreement to memorialize their agreement as follows:


1. The Parties agree that the revised wage scale below will become effective upon August 1, 2021.

Operator Wages	
Steps	8/1/2021
Training	\$15.00
Start	\$17.50
6 months	\$17.68
1 year	\$18.46
2 year	\$19.25
3 year	\$20.17
4 year	\$20.71
5 year	\$23.35

2. The Parties agree that the CBA shall continue in full force and effect through midnight July 31, 2022.

FOR THE UNION:

FOR THE COMPANY:


Don E. Garcia
Secretary-Treasurer, Principal Officer
Local 315

Date

2/19/2021


Mark Elias
Vice President

Date

2/19/21