



Item 5
Sebring



**COMPANY PROPOSED CONTRACT MODIFICATIONS TO THE
GENERAL LABOR AGREEMENT BETWEEN MILWAUKEE TRANSPORT SERVICE, INC.
AND
AMALGAMATED TRANSIT UNION, LOCAL 998**

As to the General Labor Agreement entered into on April 1, 2015 it is the Company's proposal that the Agreement be continued with the following amendments and clarifications described herein. The Company reserves its right to submit additional proposals during negotiations.

August 6, 2018

Amendments:

5.04 – Grievance procedure Modify language to state:

All other Third Step decisions must be appealed in writing and a request must be made to FMCS for an arbitration panel within 20 calendar days of Third Step decision being issued. The Company will reimburse the Union for half of the fee associated with requesting arbitration.

7.01, 7.02, 22.03 – Leaves Delete language

12.06 – Camera System

Letter of Understanding on Video Camera on Buses terminated. Modify language to state:

Electronic surveillance equipment used on or in Company property may be used as the sole basis for discipline. The Company may view electronic surveillance when it deems necessary and may discipline employees for any conduct engaged in by the employee on the surveillance.

13.069(b) – Uniform Allowance Modify language to state:

(a) Operators on the payroll as of January 1st who are not on leave and continuously worked during the prior six months shall receive a uniform allowance of \$197.50 which can be redeemed by January 31st, and operators on the payroll as of July 1st who are not on leave and continuously worked during the prior six months shall receive a uniform allowance of \$197.50 which can be redeemed by July 31st.

13.088 – Platform Instructors Eliminate c.

Add following: