

SIDELETTER AGREEMENT BETWEEN
ALAMEDA-CONTRA COSTA TRANSIT DISTRICT
(the "DISTRICT")
AND
AMALGAMATED TRANSIT UNION
LOCAL 192 (AFL-CIO)
(the "Union")

This is a Side Letter Agreement between Alameda-Contra Costa Transit District ("DISTRICT") and Amalgamated Transit Union, Local 192 ("UNION"), collectively referred to as "PARTIES." This Agreement between PARTIES is made in reference to the June 2025 and August 2025 sign-ups.

WHEREAS, Pursuant to the applicable Collective Bargaining Agreement between DISTRICT AND UNION, PARTIES are required to participate in sign-ups in June 2025 and August 2025; and

WHEREAS DISTRICT will implement a major service change in August 2025; and

WHEREAS DISTRICT requires additional time to prepare for and implement the August 2025 major service change; and

WHEREAS PARTIES desire to improve service reliability;

NOW, THEREFORE, the Parties agree to the following:

- PARTIES agree to duplicate or "rehang" the March runcut for June 2025 sign-up.
- PARTIES agree to change the Bid Web dates as follows:
 - June BidWeb will be from April 14 to April 18.
 - August BidWeb will be from June 20 to July 3.
- PARTIES agree that Bus Operators who drive school service will check in with the Dispatcher when school is not in session.
- Parties agree Bus Operators who drive the following trunk lines during the June 2025 and August 2025 sign-ups ("Pilot Period") will receive a \$2 per hour incentive pay while driving these lines. A Bus Operator who has bid one of the following trunk lines but does not drive the line will not receive the incentive pay.

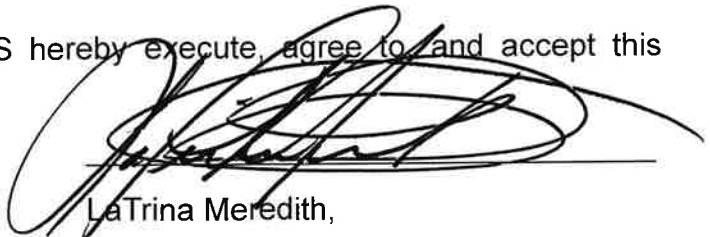
- Trunk lines: 1T, 6, 10, 18, 40, 51A, 51B, 57, 72, 72M, 72R, 97, 99
- PARTIES agree that the success of the incentive pay for the trunk lines will be jointly monitored using the Service Operated Key Performance Indicator (“KPI”). Parties will work collaboratively to ensure these lines are filled with the goal of reaching 98% KPI on each Trunk line. The KPI shall be measured cumulatively at the end of the Pilot Period.
- PARTIES agree that any Trunk lines that fail to meet a cumulative KPI of 98% at the end of the Pilot Period are deemed to have been unsuccessful and will not be eligible for incentive pay in future sign-ups.
- PARTIES agree that any Trunk lines that meet the 98% KPI will be eligible for continued incentive pay in future sign-ups. Eligibility does not mean these Trunk lines will automatically receive incentive pay in future sign-ups.
- PARTIES agree that the DISTRICT shall have the sole authority to determine whether or not to continue incentive pay on any of the eligible Trunk lines past the Pilot Period.
- PARTIES agree that the DISTRICT shall provide the UNION with notice of their decision on whether or not to continue incentive pay on eligible Trunk lines before the December Bid Web sign-up process begins.
- PARTIES agree that this is a non-precedent-setting agreement, and that this side letter only applies to the June 2025 and August 2025 signups as described above.

By their signatures below, the PARTIES hereby execute, agree to, and accept this Agreement.



Salvador Llamas,
 Chief Operating Officer
 For the District

Date: February 11, 2025



LaTrina Meredith,
 President of ATU, 192
 For the Union

Date: Feb 11, 2025