

**Memorandum of Agreement
Appreciation Bonus**

In appreciation for working on the frontline throughout the COVID-19 pandemic, the District shall pay COVID-19 Appreciation Bonuses (“Bonus”) to the following: (1) AFSCME-represented employees who were in active status as of January 22, 2022; and (2) former AFSCME-represented employees who retired after March 4, 2020. The Bonus shall be based on the number of Regular Hours worked, as follows:

Tier	Regular Hours Worked from 3/4/2020-1/22/2022
1	3300 or more
2	3000 to less than 3300
3	2700 to less than 3000
4	2400 to less than 2700
5	2000 to less than 2400
6	1500 to less than 2000
7	1000 to less than 1500
8	500 to less than 1000
9	100 to less than 500

For purposes of this Agreement, “Regular Hours” shall be defined as hours paid under earning codes 001, 004, 006, 040, and 046. Regular Hours do not include overtime, holiday, vacation, sick leave, or hours worked from home. AFSCME local 3916 has provided a list of eligible and non-eligible employees, which the District will follow to determine bonus eligibility.

Drawing from an appreciation pay pool not to exceed \$745,000, the District will distribute the appreciation pay bonuses per the eligibility list and the tier schedule above. Distribution will be by separate checks to individual employees, retirees, or estates upon verification of employment within twenty-one (21) days after approval of the AC Transit Board of Directors. It is the parties’ intent that the bonus checks will be non-pensionable and the bonus amounts will be designated under a bonus pay code that the Retirement Board has determined to be non-

pensionable.

This Agreement is non-precedent setting and shall not create an expectation that the District will engage in bargaining over retirees in the future. The District acknowledges the Appreciation Bonus is to acknowledge all those employees who worked the frontline during the initial stages of the pandemic, including those who are no longer active employees.

AFSCME Local 3916: _____

Date: _____

AC Transit: _____

Date: _____