

MEMORANDUM OF UNDERSTANDING
between
Greyhound Lines, Inc. and ATU Local 1700

Date:	September 30, 2015
Issued by:	Cathy Gerdes / Jimmie McCoy
Subject:	New Hire Extraboard Experiment

Purpose:

Effective ^{09/15} ~~July 15~~, 2015 The Company and the Union will begin an experiment designed to allow new drivers to work in smaller geographic areas as they hone their driving skills.

New Hires Experiment:

The intent of this experiment is two-fold. First, the Union and the Company would like to assist drivers within their first 90 in becoming acclimated with the many facets of the job

This experiment will apply to drivers within their 90 day probationary period. It will not apply to operators with probationary periods which the Company and the Union have agreed to extend beyond 90 days.

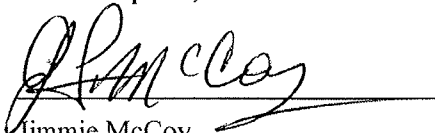
During this experiment, OSC will identify probationary drivers through a BOSS enhancement which will change the color of the driver on the screen. Due to the limitations on implementing major changes in BOSS, this will only be visible to OSC. These operators will be given assignments which keep them within a set of geographical boundaries. These boundaries are similar to those of the various runs in their home location, and have been agreed upon by the Company and the Union.

As an experiment, these rules will be subject to change with agreement between both parties. The initial rules will be as follows:

- 1) Operators identified as probationary will rotate on the extraboard with all operators. However, they will not receive assignments which would take them beyond the specified boundaries, such as charters or lengthy deadheads. They also will not be assigned to temporary transfers.
- 2) When a probationary driver arrives at a foreign location, OSC will evaluate potential assignments within the geographic boundaries established. Should it appear that no such assignments are forthcoming; the operator *may* be cushioned home ahead of other operators in bed without the Company incurring a run-around penalty as described in the Agreement.
- 3) When a probationary driver is first up for work taking him outside the boundaries described, the driver may be passed over without a run around penalty.
- 4) When a probationary operator is the only available operator – the board is depleted – OSC may deviate from these rules but will track this operator and return them to their home location as soon as practical.

Attached are the maps created jointly between the parties which show the geographic boundaries which will be used for drivers at each location during this experiment.

Terms: This experiment may be canceled by either parties with a seven day notice. It will be re-evaluated monthly. Any changes agreed upon to this experiment may be made by exchange of email. Otherwise, this experiment will remain in effect until the expiration of the Agreement covering operators effective on April 1, 2013.



Jimmie McCoy
President
ATU Local 1700



Cathy Gerdes
Sr. Director, Labor Relations
Greyhound Lines, Inc.