COLLECTIVE BARGAINING AGREEMENT BETWEEN

KRISE TRANSPORTATION, INC. / NORTHAMPTON OPERATIONS

AND

INTERNATIONAL UNION, UNITED AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW), THROUGH ITS REGION 9 AND ITS LOCAL 677 AMALGAMATED

December 3, 2024 THROUGH JUNE 30, 2028

TABLE OF CONTENTS

Article I – Recognition 1
Article II – Interpretation of Agreement 1
Article III – Union Security 1
Article IV – Check-Off 2
Article V – Union Business 3
Article VI – Representation 4
Article VII – Grievance and Arbitration 5
Article VIII – No Strike / No Lockout 9
Article IX – Work Distribution 9
Article X – Pay Procedures and Data 9
Article XI – Inspection of Employee Records 10
Article XII – Management Rights 10
Article XIII – No Individual Agreement 11
Article XIV – No Discrimination 11
Article XV – Political Check-Off 11
Article XVI – Leaves of Absence 11
Article XVII – Jury Duty Leave 12
Article XVIII – Drug and Alcohol Policy 12
Article XIX – Severability 13
Article XX – Discipline and Discharge 13
Article XXI – Bargaining Unit Work 15
Article XXII – General Conditions 16
Article XXIII – Uniforms 17
Article XXIV – Seniority 17
Article XXV – Hours of Work 19
Article XXVI – Health and Safety 19
Article XXVII – Orientation and Training 21
Article XXVIII – Route Selection 23
Article XXVIX – Charters and Field Trips 25
Article XXX – Summer Work 26
Article XXXI – Insurance 26
Article XXXII – Retirement 27
Article XXXIII – Wages – Northampton Pay Rates 27
Article XXXIV – Bereavement Leave 30
Article XXXV – Safety and Attendance Bonus Plan 31
Article XXXVI – Maintenance Standards 31
Article XXXVII – Complete Agreement 32
Article XXXVII – Duration of Agreement 32
Signatures 32
Authorization for Check-Off of Dues ..... Exhibit "1"

AGREEMENT

This Agreement is entered into between Krise Transportation, Inc./Northampton Operations, hereinafter called the "Employer" and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), through its Region 9 and its Local 677 Amalgamated and their successors and assigns hereinafter called the "Union."

ARTICLE I
Recognition

Section 1. Scope of the Bargaining Unit- Employer recognizes the Union as the sole Collective Bargaining Representative for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment and all other terms and conditions of employment for all full-time and regular part time school bus drivers employed by the Employer at its Northampton, Pennsylvania location who drive buses servicing the needs of the Northampton Area School District, including spare and casual drivers; plus mechanics, and trainers.

Section 2. "Credited Hours" or "Credited time" shall mean (i) hours or time for which an employee received pay directly from the Company (an overtime or premium pay hour to be counted as a single hour), (ii) hours or time with respect to which members of the Union negotiating committee (not exceeding five in number) are excused from working by the Company without pay to participate in meetings with Company representatives for the purpose of negotiating this Agreement or a successor agreement hereto, and (iii) hours or time with respect to which an employee in the active employ of the Company is excused from working by the Company without pay to engage in other Union business related to the bargaining unit.

Section 3. Whenever the word "Employee" is used in this Agreement, it means the Employees in the Bargaining Unit covered by this Agreement.

ARTICLE II
Interpretation of Agreement

The only persons qualified to interpret this Agreement on behalf of the Union shall be the Officers of the Union.

ARTICLE III
Union Security

Section 1. All Employees employed by the Employer or coming to work for the Employer shall within thirty (30) calendar days after their date of hire become members of the Union and shall

remain members in good standing throughout their employment with the Employer.

Section 2. Membership in good standing for the purpose of this Article is defined as tendering timely payment of the uniform dues, initiation fees and assessments required of membership.

Section 3. Unless otherwise specified, days referred to throughout this Collective Bargaining Agreement shall be considered calendar days.

ARTICLE IV
Check-Off

Section 1. The Employer agrees that it will deduct from the wages of the Employees the initiation fees and dues and arrears uniformly required by the Union.

Section 2. The Employer shall notify the Local Union in writing, monthly, of all newly hired or terminated Employees, including their shift and classification.

Section 3. New Hires -The Union shall forward to the Employer a copy of the completed Check-off Authorization Card for each newly hired Employee at the end of the month in which the new Employee begins work.

Section 4. All present employees covered by this Agreement who are members of the Union as of the date of the signing of this Agreement shall continue their membership in the Union as a condition of employment. All present employees covered by this Agreement who are not members of the Union as of the date of the signing of this Agreement shall, as a condition of employment, become members of the Union upon the thirtieth(30th) calendar day following the date of the signing of this Agreement. All employees hired on or after the date of this signing of this Agreement and covered by this Agreement shall as a condition of employment become members of the Union upon the thirtieth (30th) calendar day following the date of their employment.

All employees covered by this Agreement must become members of the Union and retain, as a condition of further employment, their membership in good standing in accordance with the Union's Constitution and By-laws for the duration of the contract, subject to the provisions of the National Labor Relations Act of 1947, as amended, or hereafter amended.

The Company will not retain or re-employ in any job in the bargaining unit an employee who fails to comply with the provisions of this Section.

If a dispute arises as to whether an employee has failed to maintain membership in good standing in the Union as required herein, such dispute may be submitted for determination by an arbitrator

in accordance with the provisions of this contract. The decision of the arbitrator shall be final and binding upon the Parties.

For the duration of this Agreement and subject to the provisions of this Section, the Company agrees to deduct from the wages earned any back pay awards for time lost from work as a result of a disciplinary suspension or discharge and pay over to the Local Union, the Union membership dues of all employees within the bargaining unit who are members of the Union and who, in writing, authorize and request the Company to do so in accordance with the provisions of this Section.

In addition, any Settlement Bonus shall have Union dues deducted at the rate of 1.4% of the total amount of any such payment. "Union membership dues" as used herein, means the employee's periodic dues and initiation fees. Should the Local Union later certify to the Company that the amount due as periodic Union dues has been changed, the Company shall deduct and remit in accordance with such certification. The Local Union will keep the Company informed of the proper amounts to be deducted in each case, however, the frequency of such deduction shall be uniform throughout the Company. The Local Union shall give the Company at least two (2) weeks advance notice of any changes in the amounts to be deducted.
The Union shall have employees fill out the "Authorization for Check-off of Dues" form (attached hereto as Exhibit #1) and forward a copy to the Company.

Payroll deductions of Union membership dues will be made from each paycheck. All such sums deducted by the Company shall be remitted to the Local Union Financial Secretary no later than two weeks following each payday. The Company will furnish to the Local Union the identity of employees for whom payroll payment dues deductions are made. Such list will be furnished with each due's remittance from the Company to the Local Union

Once each month, the Company will forward to the Local Union Financial Secretary a listing of employees' names and badge numbers indicating the reason for failure to include any sum or sums which would ordinarily have been checked- off from the wages of the employees on the list under the provisions of this section.

Any employee rehired after a loss of seniority status shall execute a new check-off authorization prior to any deductions of dues or initiation fees by the Company pursuant to this Article.

ARTICLE V
Union Business

Section 1. The Company and Union will cooperate to allow a Representative of the Union to visit the Employer's facilities for the purpose of discussing grievances and other Union matters with the

Employees. The Company requests notification 24 hours in advance of such visits. There shall be no disruption of work.

Section 2. The Employer agrees to provide a bulletin board in all Northampton facilities for the Union to post notices. To ensure the validity of posted notices the Union will supply the Company with a copy of postings made.

Section 3. Negotiating Committee preparations and negotiations are expected to be conducted outside of normal working hours. To the extent reasonable and available when time off will not delay or cancel scheduled bus runs or scheduled trips, unpaid time off will be granted to up to five (5) Union Negotiating Committee members for attendance at negotiation sessions, or union prep sessions.

Section 4. Upon request and if available the Union shall be permitted to use the facilities of the Employer for the transaction of Union business to members working at the Employer's facility.

Section 5. Union Business Leave - Elected or appointed officers of Union Local 677 or the Unit Chairperson may request an unpaid leave of absence to conduct officially sanctioned union business of Local 677. Leave should be planned in advance and notified to the Company at least 2 weeks ahead of time. Union Leave will be considered an excused absence and will not adversely affect the employee's eligibility for any benefits otherwise earned by the employee - seniority, wages, bonuses. (It is understood that such leave is unpaid by the Company).

Section 6. If, at the request of management, a steward is requested to attend a meeting during the time of their run the steward will be made whole.

ARTICLE VI
Representation

Section 1. The Union may designate in writing to the Employer up to four (4) employees to serve as Union Steward, one of which shall be designated as Unit Chairperson.

Section 2. The Company will permit stewards to investigate grievances alleging violations of this Agreement, under the following conditions: Grievance investigations will be on unpaid time and normally conducted outside of working time. The opportunity for stewards to investigate grievances during working time will be limited to situations in which the grievance cannot reasonably be investigated during lunch or break periods or other non-working time (considering the steward's legitimate needs for an opportunity to eat lunch and for spending breaks). The steward must request permission in advance from his supervisor specifying the grievance, the employee(s) with whom he plans to confer, and the estimated time required away from the job. The supervisor will not unreasonably decline such request but may delay releasing the steward in

the interests of avoiding interruption or delay of scheduled bus runs or trips. Except in unusual circumstances, such a delay will not be for more than three (3) hours after receipt of the request. The actions of the steward should not disrupt or interfere with operations. The parties agree that there shall be no abuse of the right to investigate grievances as provided in this Section.

Section 3. Stewards as designated in Section 1 of this Article shall, in addition to any seniority rights provided elsewhere in this Agreement, and subject to qualifications and the provisions of relevant revenue contracts, enjoy super seniority within their job classification in the event of a layoff due to a lack of work.

Section 4. The Union Stewards shall not be unreasonably denied up to forty (40) hours per calendar year to attend the Local Union's seminar or International Union seminars. Such leave shall be considered excused absences that would not adversely affect the Employee's bonus eligibility. No more than two (2) stewards at a time may be granted time off.

Section 5.

- The Union shall furnish to the Company at least once each calendar year a list of the names and titles of the unit chairman, the alternate unit chairman, the stewards and all officers of the Local Union.
- The Company shall furnish to the Union at least once each calendar year a list of the names of its supervisors authorized to handle grievances in Step I of the grievance procedure and of all its other supervisory personnel at its facility who have responsibility with respect to the bargaining unit.
- The Company shall furnish to the International Union and the Local Union at least once each six (6) months, a list of the names of all employees in the bargaining unit and their last known mailing addresses as reflected in the Company's records from information furnished by the employees. The use of such mailing lists shall be restricted to appropriate Union purposes and the information therein shall not be disclosed by the Union to any third party.
- The Company will notify the Union when an employee is added to the seniority list; when an employee has been off work initially for more than two (2) weeks because of illness, injury or layoff; or when an employee has been recalled from layoff and has completed at least two (2) weeks of work.

ARTICLE VII
Grievance and Arbitration

Section 1. In the event that a problem should arise, the Employee may take up this problem with his/her supervisor or his/her Union Representative for adjustment. If the Employee feels that his/her problem has not been resolved to his/her satisfaction, he/she may elect to file a grievance. Participation in this informal process does not extend the time limits in this article.

Section 2. Grievance Procedure -The grievance procedure provided herein shall be the sole and exclusive remedy for an alleged grievance under this Agreement and the result achieved through the application of this procedure shall resolve a grievance for all purposes. Only an Employee covered by this Agreement, or the Union may file a grievance under this Agreement and such grievance shall be processed as follows:

A. A grievant may be represented by the Union Representative at all the steps of the grievance procedure.

B. First Step - The Employee may report his/her grievance as soon as possible to his/her Contract Manager or the Union Representative within five (5) working days after the grievant first knew or should have known of the facts giving rise to the grievance. The Contract Manager and the Union Representative will meet with the grievant within five (5) working days to discuss the grievance. If the grievance is unresolved at this step, the Contract Manager will notify the Union in writing within five (5) workings days of the Employer's answer.

C. Second Step - The Local Union Committee and the Local Union President shall advise the Regional Operations Manager in writing, of their desire to discuss a specified grievance or grievances, which were unresolved at Step 1. The Regional Operation Manager will meet with the Local Union Committee and the Local Union President within five (5) days or an agreed upon date from the date of the receipt of notice, and will meet by mutual agreement thereafter, so long as any of the specified grievances remain unresolved.

   The Regional Operation Manager will give written answers to the written grievances submitted to him/her within five (5) working days after the meeting at which the grievance is discussed. The Local Union Committee and the Local Union President may have the assistance of the International Representatives of the Union at this meeting and thereafter.

   If the grievance is not satisfactorily resolved at this step, then the Local Union Committee and the Local Union President may appeal the grievance in writing to the Review Step within five (5) working calendar days from the date of receipt of the Company's written Second Step answer. The appeal is to be forwarded to the local Company Representative.

D. Any grievance properly appealed to the Review Step of the grievance procedure shall be reviewed by the Parties in accordance with the provisions of this Section. In the case of properly appealed grievances involving discharge, the Review Step representatives

shall arrange a meeting within two (2) weeks after receipt of notice.

The Company President or their designee, and the designee of the UAW Regional Director will meet as necessary to hear grievances placed in the Review Step. Each of the Review Step representatives may include the participants deemed necessary to provide a factual discussion of the grievance.

The Company's Review Step Representative shall give a written answer to all grievances discussed at the Review Step, within ten (10) working days of a Review Step meeting. The Union's Review Step Representative will set forth, in writing, the Union's response to the written disposition of all grievances, within ten (10) working days of receipt.

Any dispute which is not settled by the foregoing grievance procedure may be submitted to arbitration. Within ten (10) working days of rejecting the Review Step answer, the Union shall appeal the grievance to arbitration by giving written notice to the Company representative.

The Review Step may be waived by mutual agreement of the responsible Review Step representatives designated above. The Parties may, by mutual agreement of the responsible Review Step representatives, submit an unresolved grievance to mediation in lieu of or in addition to the Review Step of the grievance procedure. The purpose of mediation is to provide guidance to the Parties in reaching an agreement to resolve a specific issue. The opinion of the mediator is not binding on the Parties nor may it be referenced in any arbitration nor may it be referenced in any adjudication. The Parties shall endeavor to agree upon an impartial mediator and in the event that they are unable to so agree within ten (10) working days after request for mediation has been made in accordance with the foregoing, then the grieving party may request the American Arbitration Association, who shall hear and determine the case in accordance with their then prevailing rules. The Company and the Union shall bear equally the costs fees and expenses incidental to proceedings before the mediator.

E. Upon mutual agreement, two (2) or more separate current grievances otherwise subject to this Agreement which involve the same matter or questions, and which affect a group or a class of Employees may be consolidated and processed as a single grievance provided, however, that such procedure shall be subject to all the provisions of this Article.

F. The specified steps provided for throughout this Article, as well as the time limits for each, are intended by the parties to be followed strictly in all cases, except where the

parties shall agree in writing to add steps or to extend specific time limits. Any failure by either party to follow the time limits will move the grievance to the next step unless the parties agree to meet rather than move the grievance forward.

Section 3. Arbitration- If the grievance is not resolved in Review Step, the Union, by written notice to the Company given no later than ten (10) working days after the Company representative or his designee has given his written answer in Review Step, must notify the Company representative in writing of the Union's intent to process the grievance to arbitration; otherwise, the grievance shall be deemed settled on the basis of the answer of the Company representative. The selection of the arbitrator shall be by agreement of the Company and the Union. However, if the parties fail to agree upon an arbitrator within 10 working days after the request for arbitration has been made the grieving party will request a panel from the by the Union to the American Arbitration Association for the selection of an arbitrator in accordance with the Association's rules, then obtaining applicable to labor arbitrations. Panel arbitrators should be members of the National Academy of Arbitrators. Any arbitration hereunder shall be conducted in accordance with such rules, subject to the provisions of this Agreement. The arbitrator's fee and the cost of a court-reported transcript will be shared equally between the Company and the Local Union. The decision of the arbitrator on any dispute properly submitted to him and within the scope of his authority hereunder shall be final and binding on the parties. The authority of the arbitrator stems solely from this Agreement and is limited to grievances based on incidents occurring during the term of this Agreement. The arbitrator's sole function is to interpret and apply this Agreement. There shall be no right of arbitration to obtain, and no arbitrator shall have any power or authority to award or determine, any change, in modification or alteration of, addition to or subtraction from, any of the terms of this Agreement except as specified herein. Each grievance shall be separately submitted to and processed in arbitration unless the Company and the Union otherwise agree in writing. Awards by the arbitrator shall not be retroactive and may not include backpay prior to the date set forth in a timely filed grievance.

Section 4. Employee's Right to Present Grievances-An Employee shall have the right at any time to present grievances to the Company and to have such grievances adjusted without the intervention of the Union, provided that the adjustment is not inconsistent with the terms of this Agreement and the Union has been given an opportunity to be present at such adjustment. Grievances under this Section shall not be subject to the grievance procedure without the consent of the Union.

Section 5. Working days as used in this Article are Monday through Friday exclusive.

ARTICLE VIII
No Strike / No Lockout

Section 1. It is agreed that during the term of this Agreement neither the Union nor its officers or members shall instigate, call, sanction, condone, or participate in any strike (sympathy or otherwise), sit-down, stay-in, walkout, slow-down, stoppage, or any curtailment of work, and provided further that there shall be no lockout of employees by the Company.

Section 2. In the event that any of the employees violates the provisions of the above paragraph, the Union shall immediately take action and use every means at its disposal to prevent the conduct and continuance of such action. The Company will not hold the Union or its officers liable for damages for the acts of individual members causing or participating in the above acts.

Section 3. Any employee or employees found guilty of participating in such actions shall be subject to immediate discharge. However, the Union may dispute in the grievance and arbitration procedure the question of whether such employee in fact engaged in any activity in violation of this Article.

ARTICLE IX
Work Distribution

When an employee is absent for any reason, the Employer will attempt to distribute the remaining workload equitably among the remaining employees. assign that employee's work to another employee utilizing a rotating seniority-based extra work run list, unless, in the judgment of the Employer timely customer service would be negatively affected. For any specific requests from the School District, the Company will attempt to obtain the request in writing from the District and will discuss with the Union prior to honoring the request. In the event the School District insists that work be assigned outside of seniority to a specific Driver, the Company will explain that is a potential violation of the CBA and will request again that the assignment be made by seniority in accordance with the CBA.

ARTICLE X
Pay Procedures and Data

Section 1. Payday - Employees shall be paid no later than Friday of every two (2) weeks and the pay shall cover all money owed for the scheduled pay period. The Employer will make paychecks available on Friday morning after am bus runs are completed.

Section 2. Paycheck Data - Payroll checks shall include a stub which shall contain the following items for the payroll period covered by the check: hours worked, current straight time base hourly

rate of pay, date, gross wages, and gross wages year to date, net pay, and itemized deductions made there from.

Section 3. Payroll Errors - Recognizing that from time-to-time calculation errors or omissions may occur, the Employer shall make corrections of less than fifty dollars ($50.00) in the following week's paycheck. Any correction greater than fifty dollars ($50.00) that is due to the fault of the Employer, will be made by check issued by the Employer and made available to the employee within three (3) business days of notification to the Employer.

ARTICLE XI
Inspection of Employee Records

Section 1. The Employer agrees that all records relevant to the processing of a grievance or related to Bargaining Unit Employees shall be available to the designated Union Representative unless a criminal investigation is being undertaken.

Section 2. After notifying management, the designated Union Representative may examine the time sheets and/or work schedules of Bargaining Unit Employees.

Section 3. Employees shall have the right to examine their own personnel files by appointment.

ARTICLE XII
Management Rights

It is understood and agreed that this Agreement does not affect and shall not be construed to impair or limit in any way the Employer's right in its sole discretion to manage the business and direct the employees including but not limited to, the right to determine when and if to fill vacancies, hire, promote and determine qualifications of employees and positions; assign and direct work; to demote, reprimand, suspend discipline and discharge employees for just cause; schedule working hours - overtime and working days; increase or decrease the size of the workforce; to make and enforce work rules; to establish and enforce quality and service standards for its business and services; to introduce new and improved service methods and technology; and to subcontract, relocate and/or discontinue the business.

The Company's Code of Conduct, Employee Handbook, and/or other policies & procedures (including mandatory School District policies and procedures) shall govern all employees. To the extent that a discrepancy arises between these policies and this Agreement, this Agreement will supersede the above.

ARTICLE XIII
No Individual Agreement

Section 1. The Employer agrees that it will not enter into any individual agreement with any Employee covered by this Agreement that is contrary to the terms of this Agreement.

Section 2. This Agreement may not be waived or modified in any way except by written agreement of the Employer and the Union.

ARTICLE XIV
No Discrimination

The Employer and the Union mutually pledge not to discriminate against any Employee in violation of any federal or state statute.

ARTICLE XV
Political Check-Off

Section 1. The Employer agrees to deduct from an Employee's wages and voluntary contributions to the Union's V-CAP Fund provided it has written authorization from the Employee and to forward same to the Onion with a list showing the name and social security number of each Employee for whom a contribution is being forwarded and the amount of each such deduction.

Section 2. The Union shall indemnify and save the Employer harmless against any and all claims, demands, suits or other forms of liability that may arise out of or by reason of action taken or not taken by the Employer with regard to the provisions of this Article.

ARTICLE XVI
Leaves of Absence

Section 1. The Company will extend qualifying employees leave time as required by law including under the Family & Medical Leave Act, the Americans With Disabilities Act, and military service leaves including those covered under the Uniformed Services Employment & Reemployment Rights Act.

Section 2. For employees who are ineligible for leave in Article XVI, Section 1. of this Agreement the Company will offer unpaid personal leave of absence. Any employee desiring an unpaid personal leave of absence from his employment shall secure written permission from the Company. The maximum leave of absence shall be for thirty (30) days and may be extended for up to two (2) 30-day periods. During the period of absence, the employee shall not engage in gainful employment. In no case shall a leave of absence exceed ninety days.

When more than one (1) employee requests a leave of absence for the same time period and it is not operationally feasible to grant the request to more than one (1) employee at that time, the request will be granted to the most senior employee on the location-wide list and the other request denied. Approval will not be unreasonably denied.

Section 3. The Employer agrees to provide up to twelve (12) weeks of unpaid maternity leave for Employees.

ARTICLE XVII
Jury Duty Leave

Section 1. When an Employee is called to serve on a jury:

A. The Employee shall show his/her appropriate Supervisor the summons to serve on a jury as far in advance as possible.

B. Where a court requires an employee to check in the night prior to verify whether to appear or not, employees will report their availability to their supervisor and if not required to report, shall work the following day. If they are required to appear, employees must check in daily with their supervisor to communicate status (working or not)

Section 2. If released from jury duty prior to noon, the Employee shall make himself available for work. Reasonable time shall be allowed to travel to and from jury duty.

Section 3. Time served on a jury will not reduce or disqualify an employee from the attendance bonus for all days worked during the month.

ARTICLE XVIII
Drug and Alcohol Policy

In order to maintain the highest possible standards of professionalism and to maximize the safety of the clients we serve and of all Employees, the Union and the Employer in recognition of the extremely sensitive nature of the work performed by members of this Bargaining Unit, and of the overriding concerns for public safety, along with the rights of Employees with respect to privacy and due process have agreed to a Drug and Alcohol Screening Program. With the advent of the state and Federal laws for random drug testing the Employer agrees to pay any affected Driver the non-revenue Rate for any time spent for testing provided it is beyond his/her route time, the driver rate will be paid if during his/her route time.

The Company operates on a zero-tolerance basis relating to drug or alcohol testing violations. This

article summarizes some important aspects of the Company's policy. The Company and Local Union agree that the Company's published drug and alcohol policy is the governing standard. The Company reserves the right to make changes to its drug and alcohol policies to meet local, state or federal requirements, or changes in school district policy or requirements.

Section 1. Compliance with Governmental Authorities - The Company and all its operating locations cooperate fully with local, state, and Federal authorities in matters pertaining to the use, possession, or sale of alcohol and controlled substances by anyone on Company time or premises.

Section 2. Applicants - All applicants must pass a pre-employment, post-offer drug test as a part of the requirements for employment. Any applicant who refuses to take a drug test or tests positive will be considered to have failed to meet the criteria for employment.

Section 3. Employees - Reporting to work in an impaired or unfit condition because of the use or consumption of controlled substances or alcohol is strictly prohibited. Any employee who uses, possesses, or is involved in the sale or purchase of any substance covered under the Federal Controlled Substances Act, while on Company premises, conducting Company business or operating Company equipment, is considered to be in violation of Company policy.

ARTICLE XIX
Severability

Section 1. Should any part hereof or any provision herein contained be rendered or determined illegal by reason of any existing or subsequently enacted legislation or be a decree of a court of competent jurisdiction or an unfair labor practice by final decision of a labor relations board of competent jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions hereof. Nothing herein shall be construed to replace or abridge the right of either party to appeal court or administration decrees or decisions.

Section 2. In the event that any part or portion of this Agreement is declared illegal, the parties shall enter into immediate Collective Bargaining negotiations, upon the request of either Party for the purpose of arriving at a mutually satisfactory replacement for such part or portion declared illegal.

ARTICLE XX
Discipline and Discharge

Section 1. Just Cause - The Employer shall not discipline, suspend, demote or discharge an Employee without just cause.

Section 2. Investigatory Suspension- An Employee shall not normally be discharged without

having first been suspended without pay pending an investigation by the Employer. If after an investigation the Employee is found not to be guilty, the Employee shall be reimbursed any lost wages and made contractually whole.

Section 3. To ensure orderly operations and the best possible work environment, the Company expects employees to follow rules of conduct that will protect the interests and safety of all employees and the organization. It is not possible to list all the forms of behavior that are considered unacceptable in the workplace. Some rule infractions may be cause for immediate discharge and some infractions may be subject to progressive disciplinary steps, i.e., verbal and written warnings, and suspension from work. The following is a non-exhaustive list of infractions that may result in immediate discharge without prior warning:

- Intoxication and/or being under the influence, or in possession of alcohol and other controlled substances during working hours (including lunch time), including but not limited to, alcohol, controlled and/or illegal substances and prescription medication for which there is no current prescription in effect.
- Conviction for Driving Under the Influence or Driving While Intoxicated relating to either drugs or alcohol whether in a personal or company vehicle.
- Proven theft or dishonesty.
- Physical assault, verbal abuse, threats, or intimidating, harassing or coercive behavior toward any Company or School District employee, student or parent.
- Unauthorized use of Company equipment.
- Carrying unauthorized passengers in Company vehicle.
- Deliberate refusal to do a job assignment, which doesn't place the employee in danger of physical harm.
- Positive Drug or Alcohol test or Failure to take a drug test as provided for in the Company Drug & Alcohol Policy.
- Willful destruction of Company or school district property.
- Leaving a passenger on the bus by failure to properly perform a post trip inspection.
- Violation of the Company's Harassment Free Workplace Policy.
- Modifying, disabling, or tampering with Company or District equipment without express permission from management.
- Falsification of Company or other official documents or records
- Use of a cell phone, ear buds or other non-approved handheld device while driving a company vehicle
- Possession of a weapon in a company vehicle or on Company or School District property

  Progressive Discipline - At the discretion of and in accordance with just cause principles, the Employer may discipline an employee according to the following discipline formula for matters such as excessive absenteeism and tardiness or other

performance related issues. With each such warning, the discipline imposed shall not exceed the following:

- First offense: Documented verbal warning
- Second offense: Written Warning
- Third offense: Suspension
- Fourth offense: Discharge

The Union shall be promptly given copies of all written warning notices and allowed to address the problem. In cases of reprimands of a serious nature or ongoing circumstances which may in the Employer's opinion create additional problems or possible suspension of an Employee, the Union will be notified either through copies of the Employee's warning or violation form or telephone, which will allow the Union Representative the opportunity to address the problem.

Any discipline given to employees under this progressive discipline will remain in effect for a rolling 18-month period from the date of the offense, after which they will not be considered in the progressive discipline and the progressive disciple step will be reduced, except for accidents and moving violations which wi11 remain for (36) thirty-six months before reducing in step. A hearing will be held within two (2) working days of notification by the Company that an employee has been suspended or discharged.

Section 4. When an Employee is discharged by the Employer, the Union shall be promptly notified in writing.

Section 5. A discharged Employee shall be given written notice of his/her discharge and of the reason for the discharge. A copy of such written notice shall be forwarded to the Union.

Section 6. Should the Employer receive any complaint from the School District (e.g., Superintendent) concerning any Driver(s), a copy of said complaint(s) shall immediately be forwarded to the Union. The employee will be made aware of said complaint. The Employer agrees to confer with the Union and the Driver(s) in question in an attempt to understand and resolve the complaint. If the complaint may not be resolved, and driver conduct that led to the complaint was reasonable and appropriate the Employer will consider options to transfer the employee on a different route, or in a different facility to resolve the problem.

ARTICLE XXI
Bargaining Unit Work

Section 1. Preservation of Bargaining Unit Work – The Company is committed to efforts to fully staff the Northampton operations with Bargaining Unit members. The Company and the Local Union will engage in cooperation, support and partnership to fully staff the Northampton operations with bargaining unit members. The Company and Local Union recognize that serving

the needs of the school district and its children to ensure performance of all assigned routes and trips is of the highest priority. Therefore, no person outside of the Bargaining Unit shall be permitted to regularly perform work normally performed by a member of the Bargaining Unit except in the absence of sufficient numbers of Bargaining Unit Employees. In such instances office personnel, excluding the Contract Manager, will do the work before the mechanics by mutual agreement of the Union. Mechanics shall receive the shortest route available in order to return to mechanic work. In circumstances where workload or available personnel preclude these stated preferences, then mechanics may do the work before office personnel or may not receive the shortest available route.

If staffing remains insufficient to meet school district needs, then the Company may perform Bargaining Unit work using Company staff in traveling or temporary roles from outside the Northampton school district. Company staff performing in this capacity will not become members of the Bargaining Unit and will not have seniority over bargaining unit members. Traveling or temporary staff performing Bargaining Unit work will be required to join the Bargaining Unit if permanently transferred to the Northampton operations. The Union will be notified when these instances occur.

Section 2. Subcontracting – The Company will make all reasonable efforts to recruit, retain and staff bargaining unit members for the Northampton operations. If staffing remains insufficient to meet school district needs, then the Company may subcontract the work normally performed by an Employee covered by this Agreement. Subcontracting will not be used if it would result in layoff of bargaining unit employees.

ARTICLE XXII
General Conditions

Section 1. On the request of the Union or an Employee, the Employer will try to arrange the work schedule for a federal, state or local government election day so that an employee's job responsibilities will not prevent him/her from having an opportunity to vote.

Section 2. License Renewal

A. The Employer agrees to pay for the physical exam provided that the Company medical facility is used. Any additional physical examinations costs and time outside the base physical (e.g. waivers) are not paid for by the Company. The Union shall be notified of its drug testing procedures and practices.

B. The Employer may require a Driver to take an additional physical examination or testing if they feel that it is in the best interest of safety. In this case, there will be no

charge to the Employee. The Company is responsible to pay the Employee for time spent on this.

C. Act 126 testing- Company will pay three (3) hours for state-required mandated reporter training at the non-revenue rate, upon submission of employee of verification of completion.

D. The Company will pay 1 hour at non-revenue rate for FBI Fingerprint updates required after initial hiring.

Section 3. Flu Shots - The Company will offer access to a flu shot once annually for each member of the bargaining unit.

ARTICLE XXIII
Uniforms

All drivers shall report for duty in a neat and presentable manner and shall wear a uniform if prescribed by the Company. No employee shall be required to purchase his own uniform if required by the Company.

ARTICLE XXIV
Seniority

Section 1. Overall seniority shall be defined as the employee's total length of time spent employed at the Company (from their initial hire date) or as the total time employed with the Company or predecessors at the Northampton operations if applied by May 31, 2024. Employees who applied for positions at the Northampton operation with the Company as of May 31, 2024, and who previously worked at the Northampton operations have seniority grandfathered from the prior contract. All other employees hire by the Company after May 31, 2024, shall have seniority. (Seniority shall be defined as an Employee's total length of continuous employment within the bargaining unit since his/her most recent start date of employment with the Company. Meaning the date he/she commenced work on a revenue route at the Northampton operation). The seniority rights of employees arise solely from specific provisions of this agreement and continue so long as this agreement remains in effect. The exercise of all seniority (including super seniority) rights hereunder is subject to the condition that the employee must have the ability to perform the job, meaning that he must be able at the time to perform the required work of the particular job in a satisfactory manner, without special assistance or supervision, as evidenced by the employee's written performance record with the company.

A. The company shall have the right to employ from any source a probationary (new) employee. Such employee shall be classified as a probationary employee for a ninety

(90) calendar day probationary period and shall work under the terms of this agreement. The probationary period may be extended by an additional thirty (30) calendar days by written mutual agreement. The company must notify the employee and the Union prior to such extension and the employee, the Union and the Employer must sign the agreement. During this probationary period the Employer shall have the right to terminate the employee without recourse by the employee or the Union to the grievance and arbitration procedure.

B. If more than one (1) Employee begins work on the same day, the Employee's seniority position will be determined by the Employee's date of hire. If both Employees have the same date of hire, the Employee who has the lowest digit, left to right, in his/her social security number will be listed higher on the seniority list.

C. The Employer shall prepare and post a seniority list no less often than quarterly. Such list shall include the name and date of hire of each employee. A copy shall be sent to the Union. The Company shall also maintain an overall seniority list for the entire location which will be furnished to the Union upon request.

Section 2.

A. Classification seniority shall be defined as an Employee's total length of time spent assigned to a particular classification since his/her most recent date of hire otherwise known as date of entry.

B. Classifications:
   - Bus Drivers (CDL Required)
   - Van Drivers (Non-CDL)
   - Super-Sub Driver
   - Trainers
   - Mechanics
   - Aides/Monitors

C. If an excess occurs in a classification the low person with the lowest classification seniority will take an open available job if qualified. If no open job is available that he/she is qualified for he/she will bump the least senior in a classification that he/she is qualified for. If no jobs are available and he/she is qualified, he/she will become a sub. It is the Company's discretion to determine how many subs may be needed within each classification. The company is not required to maintain subs in any non-driving classification. However, the union may elect to bypass a seniority-based bump, if an

employee to be bumped had been assigned to a specific route for a substantial period of time, i.e., multiple years.

D. When layoffs are necessary the least senior person will be laid off.

E. When a route is eliminated at a school or other site that has more than one (1) driver the least senior driver will be displaced. That driver will be excessed. If a route becomes available that had been eliminated, the excessed driver will have first right to the route. This right exists only within the school year that the route was eliminated and added back.

Section 3. An employee shall lose all seniority rights for the following reasons:

A. If he/she voluntarily leaves the Company's employment;
B. If he/she is discharged for just cause;
C. If he/she fails to return to work within seven (7) days after receipt of a registered or certified letter mailed to his/her last known address, as shown on the Company records;
D. If he/she is absent for three (3) consecutive working days, without a justifiable excuse, without notification to the Company.

Section 4. All layoffs and recalls shall be by seniority. If layoffs are to occur, a more senior employee may volunteer by seniority to take the layoff for any period up to six (6) months. The desired amount of requested layoff shall be in writing to the Company with a copy submitted to the Union.

Section 5. If layoffs occur the laid off employee will have preferential hiring in other facilities.

ARTICLE XXV
Hours of Work

Section 1. The payroll records will be made available to the Union Stewards. Sunday through Saturday will be the normal payroll week.

ARTICLE XXVI
Health and Safety

Section 1. The Employer and the Union will establish a Safety Committee for the purpose of discussing matters of mutual interest and concerns not otherwise covered by the terms of this Agreement.

Section 2. The Committee shall be jointly chaired by the Union Representative and the Employer

Designee. The Union Representative may designate up to three (3) Bargaining Unit Employees to be members of the Committee. Employer or his/her Designee may designate up to three (3) Management Employees to be members of the Committee.

Section 3. The Committee shall meet on non-work time and meetings will be scheduled as necessary, with pay at non-revenue rate for time actually spent (with proper documentation).

Section 4. The Employer will endeavor to have the parking lot sanded, salted and free of snow prior to departure of buses for the day. Filled sand and salt barrels are to be at the facility and available for the drivers' use. Snow removal from the buses shall be done primarily by mechanics. Based on business need the Company may make snow removal available as extra work for sign up by seniority as needed at non-revenue pay rate.

Section 5. If needed for their work, Employees shall be provided one pair of safety glasses. Reasonable replacement will be made by the Company due to damage, wear, or loss.

Section 6. There will be aids or monitors placed on special needs vehicles as requested by the school district.

Section 7. Air brake endorsement training and cost shall be provided by the Company as deemed appropriate by the company which training will not be unreasonably denied for senior employees who wish to operate a new bus or new job bid.

Section 8. The Manager will meet promptly upon request with any employee who has submitted three (3) or more write-ups regarding a route with a specific problem or unruly student. Copies of such write-ups shall be promptly provided to the Union. Runs that have problems or unruly students that cannot be corrected through write ups or discipline procedures will be addressed by the Union and the Company with the School District. If the School district chooses not to remove the problem student, the driver may request to be moved to an open route. In the alternative, the Company may place a monitor on the bus for a temporary period of time in an effort to calm the issue with the problem student.

Section 9. Equipment, accidents and reports - The Employer shall not require employees to take out on the streets or highways a vehicle that is not in safe operating condition or is not equipped with all safety equipment required by law. It shall not be a violation of this Agreement if employees refuse to operate unsafe equipment unless such refusal is unjustified.

An employee involved in any accident or incident shall immediately notify dispatch by radio if so equipped or other available communication device and indicate initial accident/incident and/or injury details. Upon return they shall report in writing on forms, verbally or on electronic device

as required by or furnished by the Company and shall turn in all available names and addresses of witnesses to the accident or incident. Reports are to be made out on Company time at the applicable non-revenue rate.

A. Employees shall report all defects of equipment no later than the end of their shift. Defects shall be listed on forms supplied by the Employer with multiple copies. Defects that would result in a DOT out of service classification must be reported immediately upon discovery and before operating the vehicle. The Employer shall not require any bargaining unit employee to operate equipment that has been written up unsafe by another employee unless the equipment has been certified safe and stated so by the Employer in writing. The Employer shall provide gauges, forms or equipment that may be required now or in the future for equipment checks.

B. Employees must report all injuries that occur in the course and scope of their employment immediately. Employees must provide accident & injury details to their supervisor and/or the Company designated nurse-triage agent. In accordance with state law, the Company has established medical panels with its workers compensation insurance carrier. Employees are required to obtain treatment for work related injuries and illnesses from one of these panel providers at least during the first ninety (90) days post-injury. Whenever an employee is unable to complete a day's work because of injury sustained in the line of duty, employees will receive no less than the earnings they would have received for that day had the injury not occurred.

C. Employer is responsible for providing equipment necessary for safe and normal cleanliness of a bus, such as waste baskets, garbage bags, paper towels, window cleaner and bottle, broom, ice scraper, body fluid kits, and gloves, unless covered by Federal, State, or Local laws.

ARTICLE XXVII
Orientation and Training

Section 1. The Employer and the Union agree that the Company will utilize state-certified school bus trainers to perform all training for CDL bus drivers. Company safety staff and management who are also state certified trainers may also perform this function. Northampton based certified school bus trainers will be preferred for bus driver training at the Company's Northampton operations to the extent they have available hours to meet training demand. The Company agrees not to use trainers from other operational locations in lieu of trainers from the bargaining unit, unless location trainers are unavailable, or the workload requires additional assistance.

The Company may use Safety Coordinator or other management staff to conduct training for monthly safety meetings, non-driving training, and van driver or monitor/aide training. Company

will endeavor to provide equal workload among trainers (subject to trainer availability).

Section 2. The Employer agrees that each new Employee will participate in an organized training and orientation program prior to being assigned regular duties. This orientation training will be done by the trainer classification unless performed by Human Resources, Safety or other local or regional management staff. This orientation program will include, but not be limited to, the following:

- Operations/terminal tour and introduction to a designated Union Steward, key Company personnel and management staff
- Familiarization with site safety requirements including access, fire / disaster plans and locations of safety equipment
- Familiarization with the Company's employee policies and procedures
- Knowledge and execution of the pertinent job description.
- Management will provide to the Union Steward and UAW Local 677 the name of each new employee within one (1) week of the employee's training date and will allow the Union an opportunity to meet with the new employee to review the existing collective bargaining agreement for one-half hour during the training period of the driver. Such meetings must be operationally feasible. Management and the Union will work together to schedule the meeting.
- Trainers will be paid their driving wage rate for all things related to training (i.e., paperwork, classroom and behind the wheel time, meetings, travel, etc.)

Section 3. The Company may conduct paid regular monthly Safety and Operational Training meetings as necessary to meet school district, Federal, State and Company requirements. Other scheduled training based on job specific needs may be scheduled by the Company. Employees should be given advance notice (five working days) of planned training meetings, unless safety or operations critical emergent training is needed. Standard training will normally be conducted during 10 months of the school year. A mandatory school year start up meeting/training session will be scheduled in August. Meetings will be a minimum of one (1) hour in duration and be offered in both the AM and PM to accommodate drivers with childcare needs. Make-up meetings will also be offered. All training will be attended by employees only, without children. Employees must attend the entire meeting to be compensated.

Section 4. Employees in the trainer classification will conduct all safety meetings, one on ones, recertification, accident retraining, bus driver new hire classroom training, bus driver new hire behind the wheel training and any other training they are trained and qualified for either with or without management personnel, unless performed by Company safety coordinators or management staff.

Section 5. Selection of trainers. When the need for additional school bus driver trainers arises, the

Company will post the job at the Northampton terminal and on its electronic job posting board equivalent. The posting will identify the number of positions available and the minimum qualifications.

Minimum qualifications for the Trainer classification at the Northampton operations are:

- Employed by the Company for at least one year operating a bus that requires a CDL including air brakes; and
- Preventable accident free for the prior 3 years; and
- Zero disciplinary actions on file for the past 3 years; and
- Must have already or be qualified to take the PA school bus driver trainer training/certification course and complete/pass/become certified during the next offered Company training course.

The following process will be used to select trainers:

- All applicants meeting minimum requirements will be required to take and pass a Company supplied test.
- Applicants who pass the test will be granted an interview with the Safety Committee.
- Applicant and interview lists will be provided to the Union steward.
- Safety Committee will select finalists by majority consent.
- The Company operations manager and a training coordinator will interview recommended finalists and make final decisions on offers
- If qualifications, experience and capabilities are determined to be equal the senior bidder will be selected, all trainers must complete ongoing recertification and continuing education programs as required by the Company or the State.
- All meetings, interviews and tests when applying to the posting are unpaid.
- Trainers must be available and complete training assignments when requested by the Company, to include nights and weekends.
- Trainers who are not given training work will be eligible for the turn down, charters and the noon run list.

ARTICLE XXVIII
Route Selection

Definitions

1. Stop

- A stop refers to a specific location where the bus picks up or drops off students. This could be a designated area, like a bus stop near students' homes, or a specific address, intersection, or school entrance.
- Example: A bus stop could be at the end of a street, in front of a park, or at a community center. The bus driver stops at this location to allow students to board or exit.

2. Run

- A run refers to a single, continuous trip made by a school bus, starting from the bus depot or school, traveling to designated stops, and returning, often completing a circuit (either picking up or dropping off students). A "run" can refer to either a morning run (picking students up to go to school) or an afternoon run (taking students home after school).
- Example: A bus might make one "run" in the morning to pick up students from several stops and then return to the school, then make another "run" in the afternoon to drop the students off at their stops.

3. Route

- A route is a collection of runs.
- Example – the three-tiered routing system where 3 runs (1 elementary, 1 middle school, and 1 high school runs together completes one (1) route.

Regular routes, noontime routes, and sport routes will be bid on separately by seniority at the school startup meeting and as they are available throughout the school year. Drivers may only bid on a noontime route or a sport route but not in combination. Bids will be posted in an agreed upon location within the facility. There will be a bid preview day prior to the startup meeting for the upcoming school term. Drivers can choose to keep their routes from year to year. Drivers may change their routes by bidding on an open run. Sports routes will be bid quarterly.

At no time will a driver be permitted to select a combination of routes that exceeds forty (40) hours in a work week unless there is a mutual agreement between the Company and the Union.

Any open home to school route, new route, new sport trip or temporary noon route (of two weeks or more in duration) shall be posted for bid within 5 days of becoming open. Bidding will be by seniority. The successful bidder for a temporary home to school run will stay on the route until the return of the absent driver, if the absent driver does not return the temporary driver will become the permanent driver if they so choose. All noon runs except Vo-Tech are temporary runs. An employee can bid on open home to school routes twice each school year exclusive of the initial bid.

The Company will pay for training for employees who wish to move into a different classification (e.g. non-CDL training to be a CDL B Driver, CDL driver removing an Air Brake restriction). Upon qualification the newly trained / qualified employee would become eligible to move into an Open Route they are qualified for, subject to the normal bidding process.

When open CDL routes occur due to lack of staffing, schedule changes or call-outs, the Company will first use a Super Substitute Driver (if available). Super Substitute Drivers are highly

experienced, knowledgeable of the local roadways and schools and must be qualified and able to operate all types of buses and equipment used at the facility. The Company will identify and post open Super Substitute Driver positions for bidding. Bidders must be fully qualified for the position at the time of the bid. Unless all CDL routes are covered with dedicated drivers the Company may also post van-only Super Substitute Driver positions.

When a Super Sub Driver is unavailable the Company will use a Substitute Driver. A Substitute Driver is any Driver, CDL or non-CDL, that does not have an assigned route but is available to cover assigned routes. Substitute Drivers will cover routes when regularly assigned drivers are off work or to cover for call-outs.

When Super Sub Drivers or Substitute Drivers are unavailable, the Company will use a Standby Driver. A Standby Driver is any driver (CDL or non-CDL) with a regularly assigned route, which does not have an assigned route on a particular day. For example, a Driver that has nonpublic schools that are not in session while the public schools are in session would be a Standby Driver for that day or shift if available and on-site to perform driving duties. They perform the duties associated with their assigned routes on all other days. The Standby driver is not obligated to come to work on a day they are scheduled off but may request to come in if work is available and the Company may agree to have them come to work on a standby basis (with pay).

If a big bus or mini-bus route is open and posted for bid, all mini-van drivers with proper credentials, will automatically be placed on the bid for that route. The bid will also be open to all drivers with required credentials.

ARTICLE XXIX
Charters and Field Trips

At the school start up meeting drivers may sign up for the quarterly Round Robin excluding trainers, and sport drivers and noontime route drivers. The Round Robin is a rotating seniority list. All drivers including trainers, sport drivers, and noontime drivers can at the school start up meeting sign up for the quarterly Turn Down list. The Turn Down list is a rotating seniority list to cover trips turned down or missed due to absenteeism. The Turn Down list is secondary to the Round Robin list. These two lists will be done quarterly.

There will be a posting on Wednesday for trips for the next week. Any trips that come in after 12:00 Noon on Wednesday will be filled by the Turn Down list. All shuttles of one hour or less will be filled by the Turn Down list. The Union will monitor the trip procedure and a Union representative will be given time and compensated with a one hour minimum and two hours maximum, for time spent to monitor the list procedure. The Monday following Wednesday the trip posting will be reposted with the names of accepting drivers. A driver will not be permitted to exceed forty hours (40) weekly, except by mutual agreement between the Company and Union. If

there is a conflict with regular work the Company and Union by mutual agreement will work to resolve the issue.

Example: 5 trips, 5 drivers. The most senior driver for that week will pick a trip of his/her choice, and so on until all 5 drivers have picked a trip. If there are any trips that are not bid on, those trips shall be filled by the next driver on the Turn Down list.

ARTICLE XXX
Summer Work

All summer work assignments that are not a regular route will be posted for bid by seniority. All non-driving summer work will be posted for bid by seniority, i.e., shuttling buses, washing buses, minor mechanical work (for example wheel painting). Charters and Field Trips will be done by the Summer quarterly Round Robin procedure. If there are not enough bidders for summer work, the Company may use temporary summer help for 60 calendar days. If there are not enough bidders or temporary summer help the Company shall assign work to employees in inverse order of seniority.

ARTICLE XXXI
Insurance

Section 1. Group Medical Insurance- The Company will provide part-time employees with eligibility to enroll in the Company's group medical insurance plans with coverage and rates that are offered to other similarly situated part-time medical eligible drivers and monitors who work an average of thirty 30 hours or more per week during the full year in accordance with the Company's Affordable Care Act eligibility schedule.

Full-time mechanics will be eligible to enroll in the Company's group medical insurance plans as with coverage and rates as they are offered to similarly situated full-time employees throughout the Company.

Section 2. Other Employee Benefits - All bargaining unit employees will also be eligible to enroll in voluntary (employee paid) dental and vision coverage at the Company's group rate.

All bargaining unit employees will be eligible for and enrolled in the Company-paid Employee Assistance Plan coverage.

The Company shall maintain a life and accidental death and dismemberment insurance policy for each driver, trainer and aide employee in the amount of $15,000 (subject to standard policy age-based reductions) and each full-time mechanic in the amount of $25,000 at no cost to the employee. Additional levels of employee and dependent coverage will be offered to bargaining unit

employees (at their own cost) with coverage and rates available to similarly situated employees throughout the Company.

Full-time mechanics will be eligible for a Company paid short-term disability policy with coverage and rates as they are offered to similarly situated full-time employees throughout the Company.

Section 3. Eligibility and Contributions: Drivers, monitors and aides will become eligible for all non-medical insurance programs the first day of the month following 30 days of employment. Mechanics become eligible for all benefits programs on their first day of employment.

All part time employee benefits contributions are deducted over 19 pay periods during the school year. All full-time employee benefits contributions are deducted over 26 pay periods. Missed deductions when drivers are not working will be calculated and collected by the Company on reasonable payment terms. Employees on leaves of absence are required to maintain payment for enrolled benefits plans. If payments are not maintained benefits will be terminated.

The Company reserves the right to change or modify its benefit program, including eligibility and plan options offered, the insurance carriers and administrators, the benefit types, coverages and employee responsibility requirements (including co-pay and deductible levels) and the amount of employee contribution for individual and dependent coverage, provided that such changes are the same as it offers it's other non-bargaining unit employees in the same classifications.

ARTICLE XXXII
Retirement

Employees shall be able to participate in the Company's 401k in accordance with the plan's provisions and requirements as available to similarly situated employees in the Company.

ARTICLE XXXIII
Wages
Northampton Pay Rates

Guaranteed Hours: A Driver who reports to work as scheduled at the time of his or her shift and who does not absent him or herself from any part of the shift shall be guaranteed. two (2) hours of work or pay for an A.M. run and two (2) hours of work or pay for a P.M. run.

Driver Rates in effect as of the ratification of this contract will be maintained until the end of the 2024-2025 school year.

DRIVERS:

CDL 48 – 77 passenger	CDL 24 – 30 passenger	Non CDL: (including CDL WC)
1–2 years $22.50 per hour	1–2 years $20.00 per hour	1–2 years $ 17.50 per hour
3–5 years $24.00 per hour	3–5 years $22.00 per hour	3–5 years $ 19.00 per hour
6 + years $25.50 per hour	6 + years $23.50 per hour	6 + years $ 20.50 per hour

Super Substitute Drivers will be paid an additional $20 per day worked. The $20 is contingent on the driver working both am and pm routes that day.

Extra Work
It is understood that from time to time, drivers who have open time (defined as no assigned stops or deadhead time) during their bid route, may be assigned to take on stops from runs that have to be broken up due to absenteeism or emergency situations. No additional compensation shall be provided for this additional work unless performing this work extends the driver beyond their guarantee. In this case the driver shall be paid for additional time worked over their guarantee. When a driver is able to perform an entire additional run (defined as an entire High School Middle School etc., AM or PM) the driver performing this work shall be paid an additional ten ($10) dollars. If taking on the additional run, takes the driver beyond their guarantee, the driver shall receive the additional ten ($10) dollars plus the time worked over their guarantee.

MONITORS:

All monitors must have CPR/ First Aid Certification within the first 90 days of employment.
1 – 2 years $17.00 per hour with CPR/First Aid
3 – 5 years $18.00 per hour with CPR/First Aid
6 + years $19.00 per hour with CPR/First Aid

All regular assigned Monitors will be guaranteed 4 hours every school day or 2 hours for every route.

The rate for safety meetings will be paid at the employee's current hourly rate.

Non-revenue rates are $17.00 per hour for driver recertification for all other duties.

Seniority cannot be transferred from one category to the other.

All adjustment increases will take place on the first day of the employee's anniversary date entering a new pay band, based on their original date of hire used to credit overall time in service.

All employees will be eligible for an annual bonus. CDL drivers will be eligible for $600.00, non CDL $400.00 and monitors $300.00. The annual bonus will be paid in three (3) installments: Forty percent (40%) paid in mid-September before the first scheduled bi-weekly payroll; forty percent (40%) paid with the first payroll in December; and twenty percent (20%) paid at the end of school year when the vehicle is returned in clean and sanitary condition. An employee must be actively working and in good standing to receive that installment.

Above 24-25 rates to be increase on September 1 of the following school years:
School Year 2025 – 2026 3.50%
School Year 2026 – 2027 3.00%
School Year 2027 – 2028 3.00%

The Company reserves the right to adjust the new hire starting rate as necessary to suit the needs of the business. However, no new hire will be paid a rate higher than any current employee in the same pay band. New hire pay rates will be set based on prior, total school transportation driving experience, in the same classification of vehicle as a candidate is being hired for.

Drivers performing dry runs will be compensated at the non-revenue rate for the actual number of hours worked.

On days when school is delayed or when cancellations are not announced one-half (1/2) hour before each driver's report time, every Driver who reports in will receive one (1) hour show-up pay at trip rate. (The trip rates increase at the same percentage as the wages each year.)
Early dismissals - both routes will be paid at morning rates. Drivers will stay on the clock after the regular am run for any early dismissal pickup pre-scheduled on the school district calendar.

The non-revenue rate will also be paid for the following:
1. Mandatory meetings
2. Company required drug testing
3. Cleaning and fueling vehicle, if not performed during layovers
4. Any other Company required training

Section 2. Overtime Pay - Any employee who works more than forty (40) hours in a workweek shall be paid for such work at the rate of time and one-half. The driver's scheduled workweek is Sunday through Saturday.

Section 3. Field Trips - Drivers who are going on field trips will be paid a food stipend as follows:
After 8 hours: $20.00
After 12 hours: $30.00

For these meals to be paid to the driver, a receipt must be turned in to the branch manager for release of payment of payment. Handwritten receipts will be accepted if they are accompanied by a signature of the concessionaire.

Mechanic Wage Rates:
Mechanics will be paid based on their experience and qualifications. (Diesel)
Level A- 10 years plus experience $39.00 / hour.
Level B- 5 – 9 years' experience $31.50 / hour
Level C- entry level minimal exp $24.50 / hour

Full Time Mechanic compensation package also includes the following (these details are for information purposes and are subject to any Company policy or plan changes):

- 10 Paid Holidays
- Eligible for two (2) weeks' vacation annually to be scheduled and approved by the Terminal Manager. Vacation days are to be used between July 1st and June 30th of each year. After 5 years of service, an additional week of vacation will be earned. Vacation time that is accrued but unused is not eligible for carry-over into the next year and is not eligible for payout at termination of employment. Vacation time used but not accrued will be deducted from the employee's final pay at termination.
- Eligible for five (5) Paid Time Off days to be used between July 1st and June 30th of each year. All time off except for medical reasons or emergencies must be pre-approved by management. Paid Time Off that is accrued but unused is not eligible for carry-over into the next year and is not eligible for payout at termination of employment. Paid Time Off used but not accrued will be deducted from the employee's final pay at termination.
- Eligible for a $200/year boot allowance
- Eligible for a $500/year tool allowance
- Eligible for ASE bonus program

ARTICLE XXXIV
Bereavement Leave

Death in the Family: Effective in the life of the Agreement: absence on the account of death in the immediate family or household, an employee shall be eligible for compensation for each event at one (1) day at full pay based on normal, assigned daily schedule salary and one (1) additional unpaid day for a death in the immediate family without loss of their attendance bonus for the month (only the daily bonus for the day off will be lost). The immediate family shall be defined as father, mother, brother, sister, son, daughter, husband, wife, parent-in-law, grandchild, and grandparent step--parent and stepchild or near relative who resides in the same household.
The company may require written proof of death and family relation.

ARTICLE XXXV
Safety and Attendance Bonus Plan

Drivers

An attendance bonus of $10.00 per school day will be if an employee misses no scheduled regular runs during the four-week period. This will be paid every four weeks or every other bi-weekly payroll. An additional safety bonus of $5 per day will be earned if the employee attends all scheduled safety meetings and has NO preventable accidents or injuries during the four-week period.

Monitors

An attendance bonus of $5.00 per school day will be if an employee misses no scheduled regular runs during the four-week period. This will be paid every four weeks or every other bi-weekly payroll. An additional safety bonus of $5 per day will be earned if the employee attends all scheduled safety meetings and has NO preventable accidents or injuries during the four-week period.

If an employee is out for an absence not using approved leave or grace day -- they lose the attendance and the accident for that month but are eligible for both the following month. If an employee has an accident in a bonus month, but has perfect attendance, they lose the accident bonus for that month, but still get the attendance bonus. If an employee has a second preventable accident the employee is no longer eligible for the accident bonus for the rest of the school year. They will still be eligible for the attendance bonus each month.

Employees will be granted (1) "one" non-accumulative paid Bonus Day and (1) non accumulative unpaid Bonus Day that can be used during the regular school year to take time off for family emergencies or other personal needs without losing pay for the day (paid bonus day only) or their attendance bonus for that time period. Bonus Days can be used as 1 whole day or as 2 half days. Pay will be calculated using the average daily hours worked for that pay period for the AM/PM runs. Only employees that begin employment within the first (10) days of the school year will be eligible. Bonus Days will not be permitted during the months of September and May. Employees who have Perfect Attendance for the school year and who do not use any part of their paid Bonus Day pass will receive a Bonus Day buyout on the last paycheck of the school year. The amount of the Bonus Day buyout will be equal to the average hours worked per day for the AM/PM run for that pay period. Perfect Attendance is described in the Krise Transportation Employee Handbook.

ARTICLE XXXVI
Maintenance of Standards

The Employer agrees not to enter into any other agreement or contract, written or oral, with his employees, individually or collectively, without bargaining with the Union.

ARTICLE XXXVII
Complete Agreement

It is acknowledged and agreed that in the course of negotiations preceding the execution of this Agreement, matters and issues of interest to the Union, the Employees and the Company pertaining to wages, hours and other terms and conditions of employment were fully considered and negotiated, that each party was offered the unrestricted right to pursue and discuss proposals pertaining to such matters, and that the understanding and agreements arrived at by the parties during the course of these negotiations are fully set forth in this Agreement. This Agreement constitutes the entire Agreement between the parties hereto and supersedes all previous agreements, commitments, or practices, whether oral or written, unless expressly stated to the contrary herein.

ARTICLE XXXVIII
Duration of Agreement

This Agreement shall become effective upon ratification (unless specifically mentioned herein) and extend until June 30, 2028, and from year to year thereafter, unless changed by the parties.

Either of the parties to this Agreement desiring a change in any Article or Articles of this Agreement shall notify the other party in writing of the desired changes at least sixty (60) days prior to the expiration. If neither party gives such notice, the Agreement shall continue on from year to year. If such notice is given by either party, the Agreement shall then be opened for consideration of the change or changes desired.

KRISE TRANSPORTATION, INC.

By:_____
Printed Name:_____
Title:_____

Date:_____

UAW LOCAL 677

By:_____
Printed Name:_____
Title:_____

Date:_____

EXHIBIT #1
Authorization for Check-Off of Dues

To: Krise Transportation, Inc

I hereby assign to Local Union No. 677, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), from any wages earned or to be earned by me, any Settlement Bonus, any payments made under the Profit Sharing Plan, any regular benefits paid under the Supplemental Unemployment Benefits Plan or any back pay awards for time lost from work as a result of a disciplinary suspension or discharge (hereinafter referred to collectively as "pay"), in each case as your employee (in my present or in any future employment by you) such sums as the Financial Officer of said Local Union No. 677, may certify as due and owing from m as membership dues, including an initiation or reinstatement fee and monthly dues in such sum as may be established from time to time as union dues in accordance with the Constitution of the International Union, UAW. I authorize and direct you to deduct such amounts from my pay, and to remit same to the Union at such times and in such manner as may be agreed upon between you and the Union at any time while this authorization is in effect.

This assignment, authorization and direction shall be irrevocable for the period of one (1) year from the date of delivery hereof to you, or until the termination of the collective agreement between the Company and the Union which is in force at the time of delivery of this authorization, whichever occurs sooner; and I agree and direct that this assignment, authorization and direction shall be automatically renewed, and shall be irrevocable for successive periods of one (1) year each or for the period of each succeeding applicable collective agreement between the Company and the Union, whichever shall be shorter, un]ess written notice is given by me to the Company and the Union, not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one (1) year, or of each applicable collective agreement between the Company and the Union, whichever occurs sooner. This authorization is made pursuant to the provisions of Section 302(c) of the Labor Management Relations Act of 1947 and otherwise. Contributions or gifts to the UAW are not deductible as charitable contributions for Federal Income Tax purposes.

(Signature of Employee)_____
(Type or Print Name of Employee)_____
(Address of Employee)_____
(City/State/Zip Code)_____
(Employee's Badge No.) _____
(Social Security No.)_____