

Memorandum of Understanding (MOU)
Between Intercity Transit and IAM, Lodge 160
17.6.d Training Pay – Duration of Assignment

Intercity Transit and the Union mutually agree to the following:

Section 17.6 Temporary Assignments. It is solely a management right to determine when and if an employee shall be assigned to work as a lead or in a higher classification; this Section creates no obligation for any such designations to be made. However, in the event an employee is temporarily assigned by Management or a designee to work as a lead, in a higher paid classification, or to train other employees, the following conditions shall apply:

- a. Employees assigned to temporarily work as a lead for a minimum of two (2) consecutive hours or more per incident shall receive their mechanic straight time hourly wage rate plus an additional two dollars (\$2.00) per hour.
- b. Employees, assigned to temporarily work in a higher paid classification other than a lead position, shall receive their straight time hourly wage rate plus five percent (5%) out-of-class pay.
- c. Unless training is part of an employee's job description, an employee assigned by management to provide development mentorship to other employees, or assigned by management to support technical training activities, shall be compensated at the rate of pay of one dollar and fifty cents (\$1.50) per hour for all hours assigned to train. This Section does not apply to any side-by-side instruction or peer assistance that occurs on the shop floor within the context of sharing knowledge and techniques with each other or instructing new employees regarding shop practices. Training assignments for the purposes of one-on-one training will be assigned in ~~at least one week~~ **full day** increments. For larger training sessions, such as classroom training, employees will receive a training premium for only those hours spent in a training capacity. Employees assigned to provide training will complete a TRF for supervisory approval.
- d. In no event shall an employee, while working in a lower paid classification, receive less than his/her straight time hourly rate of pay.
- e. Employees, working as a lead or in a higher paid classification, electing compensatory time for extra hours worked will be paid the additional applicable compensation (\$2.00 per hour or 5% out-of-class) during the pay period in which the hours were worked.

Date: 8/8/2024

Signed by:

Emily Bergkamp

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For Intercity Transit

Eae Collins

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For IAM, Lodge 160