

DISABLED AND AGED REGIONAL TRANSIT SYSTEM

(the "Employer")

- and -

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 5167

(the "Union")

- and -

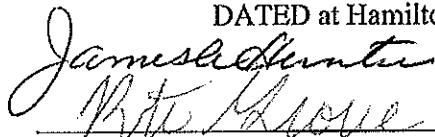
**LETTER OF UNDERSTANDING**

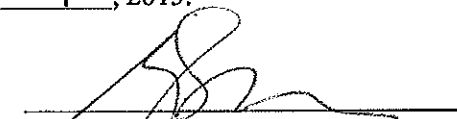
Pursuant to Article 11.03, the Union and DARTS agree to amend the collective agreement in accordance with Article 32.02 as follows:

1. DARTS will confirm with the City of Hamilton that it has reached an agreement with the Union that has established that drivers who operate a hybrid vehicle will be paid \$20.05 per hour ("the hybrid vehicle rate").
2. Drivers who drive a ambulatory passenger only vehicle which requires a Class "G" licence will be paid the Class "G" Ambulatory rate.
3. Drivers who drive a vehicle which requires a Class "B" licence will to be paid the Class "B" rate.
4. Drivers operating a hybrid vehicle which requires a Class "G" licence and can carry non-ambulatory passengers will be paid the hybrid vehicle rate of \$20.05 per hour for the full shift or part thereof.
5. All drivers, including Class "B" drivers, will have an opportunity, in accordance with the collective agreement, to select available hybrid vehicle schedules, understanding they will be paid the hybrid vehicle rate.
6. Hybrid vehicles which may be utilized by DARTS will be identified on the Master schedule. A hybrid vehicle added to the schedule will not be recognized when counting the 42 eight hour shifts provided for in the Letter of Understanding – Master Schedule.
7. It is further agreed that the wage rate for the hybrid vehicle rate will be open for discussion and inclusion into the Driver agreement in the 2016 round of

bargaining. This Letter of Understanding shall form a part of the current collective agreement.

DATED at Hamilton, Ontario on ~~October~~ <sup>November 9</sup>, 2015.

  
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Canadian Union of Public  
Employees, Local 5167

  
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Disabled and Aged Regional  
Transit System