

Between

**Canadian Union of Public Employees,
Local 5167**

(hereinafter the "Union")

and

DARTS TRANSIT

(hereinafter the "Employer")

COVID – 19 – Operator Classification(s)

Whereas the World Health Organization has declared COVID-19 a Pandemic on March 11, 2020 and;

Whereas various levels of government continue to put into place measures that are intended to keep the public safe.

Therefore, the parties agree that until such time that the Pandemic is declared over the following process shall be utilized in determining what Driver classification shall operate Class I, Class II and Class III Vehicles.

All drivers shall be able to operate all Vehicles in the DARTS Fleet. All drivers at the date of the signing of this Letter of Understanding shall be "Red Circled".

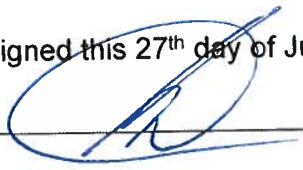
It is further agreed that the Employer will use B Class Operators to fill existing Class I Vehicles, prior to utilizing G Class Operators to operated Class I Vehicles.

The Employer shall post a list requesting B Class Operators who would be willing to volunteer to operate the Class I Vehicle on any vacant schedules. Those that volunteer shall be awarded the schedule in order of seniority. Once the list is exhausted the employer shall then be able to utilize G Class Operator(s) in order of seniority to Operate Class I Vehicles. It is further agreed that no operator will be forced to operate a vehicle that is outside of their licensing classification.

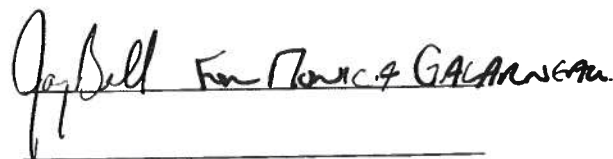
All drivers hired after the date of signing of the Letter of Understanding shall be B Class Drivers.

This Letter of Understanding will remain in place while the parties are engaged in collective bargaining. Either party may terminate this Letter of Understanding with 30 days' written notice.

Signed this 27th day of July 2021



For the Employer



For the Union

Jay Berberick

From: Barbara Carter <bcarter@cupe.ca>
Sent: July 29, 2021 11:50 AM
To: Kathy McVicars; Jay Berberick
Cc: Monica Galarneau
Subject: RE: LOU

Hi Kathy: Berbs is on vacation and will return next week. As Monica has given her approval, I will ask him by way of this emails to send the appropriate confirmation. Thanks

B

Barb Carter, CUPE National Representative
Hamilton Area Office
21 King Street West, Suite 1700
Hamilton, ON L8P 4W7
O: 905-575-5411
F: 905-575-2826

Wear a mask, Wash your hands, Keep your distance and Get Vaccinated. COVID Kills. STAY SAFE.

From: Kathy McVicars <Kathy.McVicars@dartstransit.com>
Sent: July 28, 2021 3:22 PM
To: Jay Berberick <Berberick@cupe5167.org>
Cc: Barbara Carter <bcarter@cupe.ca>; galarneau@cupe5167.org
Subject: LOU

Please sign and return to my attention

thanks



Kathy McVicars
Manager, Operations and Human Resources

T: 1-905-529-1717 ext. 3847 | **Toll Free:** 1-855-831-5418
F: 1-905-481-2318 | **E:** Kathy.McVicars@dartstransit.com
A: 235 Birch Ave, Hamilton, ON, L8L 0B7
www.dartstransit.com

MISSION: DARTS is committed to providing a safe, high-quality, cost-effective, customer-focused accessible transportation service