



a wholly-owned subsidiary of
Afognak Native Corporation

MEMORANDUM OF UNDERSTANDING

The intent of this memorandum is to modify Article 19 Hours of Work and Overtime Section 7 Dispatcher / Bus Driver Responsibilities.

It is hereby agreed upon for the remainder of the contract between Alutiig Pacific LLC and the Guam Federation of Teachers, AFT Local 1581, that the following language will be removed from the Collective Bargaining Agreement dated January 1, 2018 thru December 31, 2020.

Article 19, Section 7 Existing Language

The Company will post all regular scheduled positions/route, including the minimum number of hours for each positions/route, no later than August 31. In the event the route hours require a change, the Company shall post the change. Routes/positions are awarded based on seniority and qualifications.

Upon acceptance of the Bided Routes each year by the Bus Drivers, Bus Aide and Dispatchers there must not be any swapping or exchanging of the accepted Route by one employee to another at any time during that school year. Any forfeited routes will be re-posted for bidding.

~~Effective the beginning of the school year of 2018/2019, Dispatchers and Bus Drivers will share the dispatching responsibility. This will be accomplished by creating a combined route as follows:~~

- ~~a) There will be one combined Dispatcher/Driver route for each the North and the South. Both routes will have 2 assigned bargaining members for each route.~~
- ~~b) The AM Despatcher will drive the PM route that is combined with the dispatching duties. The PM Dispatcher will drive the AM route.~~
- ~~c) If the employees desire, they may alternate the driving and or dispatching responsibilities between AM and PM with management approval.~~
- ~~d) These routes will be posted annually and will be included in the bidding process that happens prior to the beginning of each school year.~~
- ~~e) Individuals must meet the minimum qualifications of the dispatcher position in order to bid on these combined routes.~~
- ~~f) Management will have the sole responsibility of creating these combined routes during the route assessment period.~~
- ~~g) In the event one employee from the team is absent from work for vacation, sick leave call outs etc., the alternate Dispatcher/Driver will be required to dispatch for the entire day and the driving portion will be assigned based on the requirements within this CBA.~~
- ~~h) Non-school day requirements for this position will be split between the two team members in full day increments. Management will have the responsibility for creating the non-school day schedules.~~
- ~~i) It is understood that on the job training will be provide for the dispatcher responsibilities.~~
- ~~j) Bus Driver and Dispatchers will be hired at the Bus Driver classification. While the employee performs the Dispatcher duties he/she will be paid at the Dispatcher rate and while performing Bus Driver duties he/she will be paid at the Bus Driver rate.~~

Article 19, Section 7 New Language

The Company will post all regular scheduled positions/route, including the minimum number of hours for each positions/route, no later than August 31. In the event the route hours require a change, the Company shall post the change. Routes/positions are awarded based on seniority and qualifications.

Upon acceptance of the Bided Routes each year by the Bus Drivers, Bus Aide and Dispatchers there must not be any swapping or exchanging of the accepted Route by one employee to another at any time during that school year. Any forfeited routes will be re-posted for bidding.

Jesse Price	Date
Alutiig Pacific, LLC General Manager	

Sandra Chandler	Date
Alutiig, LLC, VP Operations	

Patricia Watson	Date
Alutiig, LLC VP Human Resources	

Dan De Prior	Date
Chief Negotiator	

Alton LeDoux	Date
Union Steward	