



# MEMORANDUM OF UNDERSTANDING

The intent of this memorandum is to modify Article 32 General and Miscellaneous Section 8 Dispatcher / Bus Driver Responsibilities.

It is hereby agreed upon for the remainder of the contract between Alutiiq 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 32, Section 8 Existing Language

The company will compensate the employee for actual time spent whenever he or she must attend a company required training. All Training will be provided by an onsite instructor except for those employees that are able to complete their training on worksite computers during working hours.

### Article 32, Section 8 New Language

The company will compensate the employee for time spent based on the length of the course as determined by the Program Manager whenever he or she must participate in a company required training. All employees are required to complete the company required training, and the company will provide guidelines regarding the approximate amount of time each training session would be expected to last. Any employee without a computer access may opt for manual training provided by the company.

DocuSigned by:  
*Jesse Price* 8/22/2018  
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 Jesse Price Date  
 General Manager  
 Alutiiq Pacific

DocuSigned by:  
*Sandra Chandler* 8/22/2018  
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 Sandra Chandler Date  
 VP Operations  
 Alutiiq, LLC VP Operations

DocuSigned by:  
*Patricia Watson* 8/22/2018  
 12699690EABF4C9...  
 Patricia Watson Date  
 VP Human Resources  
 Alutiiq, LLC

*Sanjay Sharma* 8/22/18  
 Sanjay Sharma Date  
 President  
 Guam Federation of Teachers, AFT Local 1581, AFL-CIO

*Daniel Del Priore* 8-21-2018  
 Daniel Del Priore Date  
 Chief Negotiator  
 Guam Federation of Teachers, AFT Local 1581, AFL-CIO

*Alton LeDoux* 8/21/2018  
 Alton LeDoux Date  
 Union Steward



# 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 Dispatcher 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.

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 Jesse Price Date  
 General Manager  
 Alutiig Pacific, LLC  
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 VP Operations  
 Alutiig Pacific, LLC  
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*Patricia Watson* 8/22/2018  
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 Alutiig Pacific, LLC

*Sanjay Sharma* 8/22/18  
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