

**LETTER OF AGREEMENT  
C14-05**

The Communication Workers of America and the Gloucester County Board of Chosen Freeholders hereby agree as follows:

1. On or after August 11, 2014, the nine most senior Omnibus Operators currently working as "30-hour" employees may opt to increase their regular working hours to 32.5 hours per week (full-time).

2. Leave time for employees described above who choose to become full-time will thereafter be based on a 32.5 hour workweek.

3. Daily shifts for the above employees will be variable according to ridership and related operational needs and may be split if necessary over the course of a day. No shift will begin earlier than 6:30 AM, and no shift will end later than 6:30 PM, Monday through Friday. Work performed before or after these hours will be treated as overtime. Start time for the workday will be provided the prior business day.

4. It is understood that as time permits, Omnibus Operators will be required to perform secondary duties outlined in the job description, including but not limited to cleaning the vehicles both internally and externally, as well as shuttling vehicles to various locations such as for mechanic service and inspection. Furthermore, as time permits, the Omnibus Operators may receive training for, and subsequently carry out, related office duties, including the client scheduling function and driver dispatch function to serve as back-up to the Supervising Omnibus Operator.

5. In cases where inclement weather causes a cancellation of services for a full day or longer, Omnibus Operators may be temporarily reassigned to other duties within the Department which they are reasonably capable of performing during such closings. In lieu of such reassignment, Omnibus Operators shall be permitted to utilize available vacation, administrative leave, or compensatory time off, as well as unpaid leave.

6. After 30 days of implementation, with two weeks' notice, the employees may opt to return to the 30-hour flex workweek.

FOR THE UNION

Richard A. Damm

Date: 9/18/14

FOR THE EMPLOYER

Ch. M. Brun

Date: 9/18/14