



## AMALGAMATED TRANSIT UNION LOCAL 1756

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# Transdev MUST meet the following Mandates Procedures before they can issue any mandates

## ARTICLE TWENTY-THREE – RUN STRUCTURE

### Days Off

Days off shall be consecutive unless working a 4/10 work week schedule.

Extra-board Operators shall have consecutive days off but in case of man power shortages can be mandated to work their days off in inverse seniority order on a rotating basis before mandating regular run bid operators (also by inverted seniority) to work their days off.

From ratification to 4/1/2022, no employee may be mandated more than two (2) days per month and never back to back weeks. Thereafter, no more than one (1) day per month as outlined below. Also, no employee shall be mandated to work the Extra Board. All mandates must be tied to an open (or unfilled) run paddle. Prior to mandating any employee (Extra Board), the Employer must exhaust all Operators who are working the extra board on the day that mandates are needed. Further, the employer must first exhaust the day off volunteer list and must also provide a minimum of four (4) business days' notice to employees that mandates will be happening.

No employee can be mandated while on vacation.

Effective 4/1/2022, the Employer shall not mandate any employee to work if the total "active" Operator count to run assignments (based on the general bid information) rises above ninety-five percent (95%). Total Operator count is defined as the total number of Operators in the employment of the Company at the time the mandates are needed, regardless of short-term call offs, but excluding Operators who are on a long-term leaves of absence. All mandates shall be on a rotating basis, meaning that no single Operator can be mandated twice if another Operator has not been mandated.

If the total Operator count (as defined above) is between ninety percent (90%) and ninety-five percent (95%), no Operator may be mandated more than one (1) day per month. Prior to mandating any employee (Extra Board or Operators holding down runs (based on seniority and not assignment), the Employer must exhaust all available Operators who are working the extra board on the day that mandates are needed. Extra Board Operators are not available if they have been awarded or assigned to a run for that day. Further, the employer must first exhaust the day off volunteer list and must also provide a minimum of four (4) days' notice to employees that mandates will be happening.

There shall be no mandates when total Operator staffing level (inclusive of Operators on short-term sick leave) is at or above ninety-five percent (95%) of the total number of available runs based on the most recent general bid.

The Employer shall not mandate more people than what is necessary and shall not mandate employees while any employee is assigned to work at another facility. Day off work when available will be bid by seniority and awarded to volunteers first before mandating day off work. Volunteers who work the extra board will bid by seniority and be assigned first; followed by volunteers who work regular run bids assigned second.

If you have any Question, please contact:

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