

**Memorandum of Understanding
Between IAM, District Lodge #160 and Intercity Transit
Concerning Seniority During and Upon Completion of the
Internal Staff Development Program (Revised)**

The Union and Intercity Transit mutually agree, in addition to the terms and conditions outlined in the current Internal Staff Development Plan (ISDP) and previous MOUs, the trainee will continue to accrue seniority in the classification they were in (or are still in) prior to entering into the training program. Seniority in the Technician classification will begin upon successful completion of the ISDP program and placement into a Technician position.

Signed this day 1st of February, 2016.

For the Union:

Bobby Joe Murray

For Intercity Transit:

[Signature]