

Memorandum of Understanding (MOU)
Between Intercity Transit and IAM, Lodge 160
Paid Bereavement Leave – Regularly Scheduled Work Hours

Intercity Transit and the Union agree to the following:

ARTICLE 18--PAID AND UNPAID LEAVES

- c. Paid Bereavement Leave: In the event of the death of an employee's spouse or the employee or spouse's father, mother, brother, sister, child, grandparent, grandchild, aunt, or uncle, the employee shall be granted paid bereavement leave with pay for a maximum of three (3) workdays. Employees will receive bereavement leave for their normally scheduled work hours for the day(s) taken. Family member terms apply equally to natural, step, foster or adoptive family relationships. Verification of death may be required by the Employer. Such verification may be in the form of a published funeral notice, obituary, or death certificate.

For payroll purposes, the use of paid bereavement leave reasons will not be counted as hours worked for overtime base calculation.

Date: 1/30/2024

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For Intercity Transit

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For IAM, Lodge 160