

Memorandum of Understanding (MOU)
Between Intercity Transit and IAM, Lodge 160
Support Specialists Certification Premium Pay

Intercity Transit and the Union agree to the following:

Section 17.9 ASE Premium Pay. Technicians who successfully pass the ~~required~~ ASE certification tests will receive an additional \$0.25 per hour pay per test, up to \$2.00/hour maximum or completion of the required series (Master ASE certified), and will provide shop leadership coverage (serve as Lead Technician) with no additional pay.

Employees are responsible for keeping certification current. Employees will lose the premium pay if certifications are not current. ~~Probationary employees are not eligible for the ASE premium pay until probation period is completed.~~

Coach Technicians ~~must pass~~ shall receive premium pay for successful completion of the following tests:

- H2 – Diesel Engines
- H3 – Drive Train
- H4 – Brakes
- H5 – Suspension and Steering
- H6 – Electrical/Electronic Systems
- H7 – Heating Ventilation and Air Conditioning
- H8 – Preventative Maintenance and Inspection

Auto Technicians ~~must pass~~ shall receive premium pay for successful completion of the following tests:

- A1 – Engine Repair
- A2 – Automatic Transmission/Transaxle
- A3 – Manual Drive Train and Axles
- A4 – Suspension and Steering
- A5 – Brakes
- A6 – Electrical/Electronic Systems
- A7 – Heating and Air Conditioning
- A8 – Engine Performance

Section 17.10 ASE and TIA Certification Premium Pay. Support Specialists who successfully pass the three certification tests listed below will receive an additional \$0.25 per hour pay per test. After successful completion of certifications below, Support Specialist can select a path for ASE certification as listed in 17.9. Support Specialists who successfully pass additional ASE certification tests listed in Section 17.9 will receive an additional \$0.25 per hour pay per test up to a maximum of \$2.00 per hour pay (total premium for all certifications).

Employees are responsible for keeping certifications current. Employees will lose the premium pay if certifications are not current.

Support Specialists shall receive premium pay for successful completion of the following tests:

ASE G1 – Light Repair

ASE E1 – Truck Equipment Installation and Repair

TIA/CTS 300-400 Master Certification

Date: 4/15/2024

DocuSigned by:
Emily Bergkamp

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For Intercity Transit
DocuSigned by:

Zac Collins

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For IAM, Lodge 160