

### **Section 17.26 Joint Quality of Work Life Improvement Committee**

Consistent with a positive approach to labor-management relations, and to provide a forum for the Union to communicate to the Authority ideas it has developed through consultation with the members of the bargaining unit, and to ensure the timely and efficient implementation of agreed to improvements to the quality of work life, the parties shall within thirty (30) days of the effective date of this Agreement establish a Joint Quality of Worklife Improvement Committee (JQWIC). The purpose of the JQWIC is to review and discuss potential improvements and/or concerns related to quality of work life for bargaining unit employees, and to consider strategies to improve retention and recruitment. The JQWIC shall meet at least quarterly. The JQWIC shall be comprised of three (3) members selected by the Union and three (3) members selected by the Authority. The Authority shall release Union JQWIC members for the meetings and one (1) day of preparation prior to meetings. Union JQWIC members shall not lose pay or benefits as a result of attending preparation sessions and meetings. The Union is not required to reimburse the Authority for pay or benefits for members who attend preparation sessions and meetings. The JQWIC shall have no authority to modify this Agreement.

### **Section 17.27 Performance of Route Training and Familiarization Duties**

Route training and familiarization training consists of operating a bus for the purpose of learning one or more routes with a trainer present. All route training and familiarization duties shall be performed by bargaining unit Route Trainers. The Authority shall select Route Trainers from among qualified applicants in seniority order. Qualified applicants are employees who have successfully completed Route Trainer training approved by the JTPC. Route Trainers shall receive an additional \$5.00 per hour when performing training duties. Route Trainer assignments shall be made on a rotating basis. Route Trainers shall not be held responsible for any accident or incidents involving students.

### **Section 17.27 Commitment to Cooperation on Technology and Related Issues**

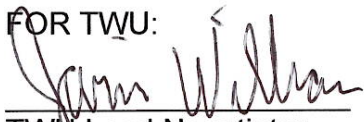
- (a) The Authority will not implement the use of autonomous vehicles or any other mode of autonomous transportation (e.g., rail) without first negotiating with the Union and obtaining the Union's agreement. Without limiting the foregoing, a qualified operator in the bargaining unit must be on-board any autonomous vehicle or other form of autonomous transportation.
- (b) The Authority will not implement new or modify existing technology that directly or indirectly causes the discharge or layoff of bargaining unit employees or a reduction in their pay or benefits.
- (c) The Authority will not directly or indirectly enter into any partnerships, joint ventures, contracts or other agreements or arrangements of any kind with private providers of scheduled, fixed, on-demand, first/last mile, micro-transit, or any other forms of passenger service (e.g., bus, rail) or maintenance related to such

transportation services without first negotiating with the Union and obtaining the Union's agreement. Nothing contained herein prohibits contracting for paratransit services in accordance with Article 21.14 of the Agreement.

- (d) If a new technology or a service innovation creates new transportation and/or mobility service (e.g., bus, rail) operator jobs or maintenance jobs related to such transportation and/or mobility services or job tasks related thereto, those jobs shall be filled and that work shall be performed by bargaining unit employees. The Authority shall pay for and provide all required training.
- (e) If a new technology or a service innovation changes then current bargaining unit jobs and thus requires upgraded or additional skills in then current bargaining unit jobs, the Authority shall pay for and provide all required training.
- (f) Any disputes arising out of this process shall be subject to the grievance and arbitration procedures in this Agreement.

**Section 17.29 – Placeholder**

FOR TWU:



TWU Lead Negotiator  
Jarvis Williams, TWU, Local 208

FOR COTA:



COTA Lead Negotiator,  
Jenni Edwards, BakerHostetler