

WESTPORT PUBLIC SCHOOLS

TRANSPORTATION SPECIFICATIONS

Addendum #1 January 12, 2023

Attached please find Addendum #1 to the Transportation Specifications for the WESTPORT PUBLIC SCHOOLS which has a Proposal Due date of January 26, 2023. This addendum is 14 pages (including this cover page and attachments). Please ensure that you receive all elements of this Addendum.

Please acknowledge your receipt of this addendum by signing this cover memo in the space provided below and submitting this acknowledgement with your proposal documents on January 26, 2023.

We appreciate your participation in this exciting contracting opportunity.

ACKNOWLEDGMENT:

Addendum #1 was received:

BY: _____ (Company Name)

NAME/TITLE: _____

SIGNATURE: _____

DATE: ____/____/____

WESTPORT PUBLIC SCHOOLS

TRANSPORTATION SPECIFICATIONS

ADDENDUM #1

January 11, 2023

Pursuant to the terms of the Transportation Specifications issued by the WESTPORT PUBLIC SCHOOLS with a Proposal due date of January 26, 2023, this Addendum will clarify or modify certain identified aspects of the Specifications. This Addendum is made a part of the contract and is enforceable under the same terms and conditions as the original Specifications.

Whenever a page number, section or appendix is referred to in the following modifications/clarifications, the page, section or appendix refers to the Transportation Specifications as issued by the WESTPORT PUBLIC SCHOOLS and as described above. In locations where paragraph numbers are identified, they may be identified utilizing the paragraph symbol (§) and the paragraph number refers to the full paragraphs on the designated page (not carry-over paragraphs from the previous page).

The items included in this Addendum are a result of questions raised at the pre-Proposal Meeting or submitted to the District subsequent to the meeting.

1) The following firms attended the *voluntary* pre-Proposal meeting of January 9, 2023:

- First Student
- DATTCO
- B & B Transportation Inc
- STA
- Sunrise Transportation
- We Mobility

Questions submitted to the District, or raised at the pre-Bid meeting:

Q1. Please provide a list of the companies who requested the specs but did not attend. Also please provide a copy of the sign-in sheet from today's meeting.

A1. Interested proposers are listed above.

Q2. The cover sheet is number '1', while the next page is numbered '3' – is page 2 missing, or is this just a page numbering problem?

A2. Please double check the RFP as there is a page 2.

Q3. Item 3.4 on page 18 refers to section 4.14, which does not exist. Please provide this missing text.

A3. Item 3.4 will be removed

Q4. Item 5.6 on page 22 asks for an additional cost for seatbelts on type I vehicles – is this for lap belts or 3-point belts?

A4. Provide cost for lap and 3 point belt as seen in the adjusted pricing sheet.

Q5. Item 8.7.1.2, page 30, refers to the District's right to reject/replace any driver. Please consider adding the following language as clarification: "When requesting replacement of any employee, the District will state the reason(s) in writing, and such reason(s) will not violate any state or federal employment guidelines."

A5. The district will not consider this change.

Q6. Item 8.7.2.10 on page 36 refers to the district's right to reject buses 'for any reason.' Please consider adding the following language as clarification: "When requesting a vehicle replacement, the district will state the reasons in writing, and, if appropriate, allow the contractor time to correct the issue."

A6. The district will not consider this change.

Q7. Item 8.7.4.1 refers to the gallon allotment for each type of vehicle and refers to diesel fuel for 8 to 20 passenger vehicles, or type IIs. These are no longer available as diesel – can this section be edited to allow for provision of gasoline for newer type IIs?

A7. The district would accept gasoline vehicles for both of the first two bullet points under this section. The third bullet will be for 8 passengers plus 2 wheelchair vehicles.

Q8. Item 8.7.4.2 on page 38 regarding the district's provision of fuel states that 'Actual route miles shall include travel to and from the Contractor's terminal if the terminal is located within the district boundaries.' However, item 8.7.4.6 on page 39 states 'Deadhead mileage to and from the Contractor's terminal will not be included.' Please clarify this apparent contradiction.

A8. The district is willing to pay for deadhead miles as indicated only in the instance that the terminal is in Westport.

Q9. Will the District be able to leave some of the electrification section TBD. So would the proposer be able to give information and different options for next steps where we provide cost estimates in the future when a more concrete idea of the district's electrification plans is formed.

A9. The district would like pricing and will be able to negotiate to a lower amount as more data on electrification comes through.

Q10. Could the current contract rates be provided?

A10. Please see attached

Q11. Could the current labor contract be provided?

A11. Attached



583 South Street • New Britain, CT 06051
Phone 860.229.4878 • Toll Free 800.229.4879 • Fax 860.826.1115

February 13, 2015

Mr. Elio Longo
Director of School Business Operations
Westport Public Schools
110 Myrtle Avenue
Westport, CT 06880

Re: RFP for Student Transportation #15-003-RFP; Revised submission

Dear Mr. Longo:

Thank you for meeting with our team on February 6, 2015, to review our original response to the above referenced RFP, and to discuss the needs of the District. We are aware of the financial constraints facing the District, and have crafted a revised response that we hope will work for both Westport and DATTCO.

To that end, we submit revised pricing sheets which reflect savings to the district from our first proposal. The first set of prices complies with your vehicle specifications, providing 77 passenger Type I vehicles, all with transit style bodies. The alternate set of prices, which represent even more savings, reflect a fleet comprised of your current vehicles, a blend of 77 and 71 passenger Type I buses, with either transit or conventional body styles. This fleet has served the district safely and efficiently for several years, and meets your fleet age requirements. Both proposals will of course comply with the age restrictions outlined in your specifications. Our revised submission also offers an upgrade to full WIFI camera equipment to enhance data retrieval and make downloading bus digital camera data more efficient.

Finally, we can offer *additional savings* if the District is interested in discussing a municipally leased fleet for the new contract. We will be happy to meet with you to review the details, and quantify the additional savings that would be realized, over and above our proposed pricing. This option would also include a new fleet for the next five years.

Thank you once again for inviting our company to compete for your transportation services. We look forward to continuing our dialogue as you make your decision. Of course, DATTCO, Inc. will be honored if we are selected as your future contractor.

Sincerely,

Clifford Gibson
Chief Operating Officer

W/ electronic attachments

www.dattco.com



Activity Transport
Motorcoach
Executive Coach/VIP
Sales & Service
School Bus
Tour & Travel

WESTPORT PUBLIC SCHOOLS

Proposal to provide student transportation services pursuant to the specifications with a proposal submission date of January 15, 2015.

Revised Submission 2/13/15 (per specifications)

Proposer Name:

DATTCO, Inc.

PUBLIC, NON-PUBLIC, SPECIAL EDUCATION, AND SUMMER SERVICES

	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
77 Passenger					
4 Hours per Day. Price per bus per day.	\$411.12	\$450.15	\$472.68	\$491.12	\$510.27
5 Hours per Day. Price per bus per day.	\$441.12	\$483.02	\$507.18	\$526.95	\$547.51
6 Hours per Day. Price per bus per day.	\$471.12	\$515.87	\$541.67	\$562.79	\$584.74
Excess Hourly Rate.	\$35.00	\$36.00	\$37.00	\$38.00	\$39.00
26 Passenger					
4 Hours per Day. Price per bus per day.	\$369.56	\$404.67	\$424.90	\$441.48	\$458.69
5 Hours per Day. Price per bus per day.	\$400.00	\$438.00	\$459.90	\$477.84	\$496.47
6 Hours per Day. Price per bus per day.	\$430.00	\$470.85	\$494.39	\$513.67	\$533.71
Excess Hourly Rate.	\$35.00	\$36.00	\$37.00	\$38.00	\$39.00
7 Passenger					
4 Hours per Day. Price per bus per day.	\$290.00	\$317.55	\$333.43	\$346.43	\$359.94
5 Hours per Day. Price per bus per day.	\$310.00	\$339.45	\$356.42	\$370.32	\$384.77
6 Hours per Day. Price per bus per day.	\$330.00	\$361.35	\$379.42	\$394.21	\$409.59
Excess Hourly Rate.	\$27.00	\$28.00	\$29.00	\$30.00	\$31.00
5 Passenger					
4 Hours per Day. Price per bus per day.	\$290.00	\$317.55	\$333.42	\$346.43	\$359.94
5 Hours per Day. Price per bus per day.	\$310.00	\$339.45	\$356.42	\$370.32	\$384.57
6 Hours per Day. Price per bus per day.	\$330.00	\$361.35	\$379.42	\$394.21	\$409.59
Excess Hourly Rate.	\$27.00	\$28.00	\$29.00	\$30.00	\$31.00
Type II Wheelchair (8+2 w/c)					
4 Hours per Day. Price per bus per day.	\$369.56	\$404.67	\$424.90	\$441.48	\$458.69
5 Hours per Day. Price per bus per day.	\$400.00	\$438.00	\$459.90	\$477.84	\$496.47
6 Hours per Day. Price per bus per day.	\$430.00	\$470.85	\$494.39	\$513.67	\$533.71
Excess Hourly Rate.	\$35.00	\$36.00	\$37.00	\$38.00	\$39.00

PROPOSER'S SIGNATURE:

Clifford Gibson

TITLE:

Chief Operating Officer

COMPANY NAME:

DATTCO, Inc.

Proposer's Initials

WESTPORT PUBLIC SCHOOLS

Proposal to provide student transportation services pursuant to the specifications with a proposal submission date of January 15, 2015.

Revised Submission 2/13/15 ALTERNATE SUBMISSION

Proposer Name:

DATTCO, Inc.

PUBLIC, NON-PUBLIC, SPECIAL EDUCATION, AND SUMMER SERVICES

	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
77 Passenger					
4 Hours per Day. Price per bus per day.	\$407.36	\$446.06	\$468.37	\$486.63	\$505.61
5 Hours per Day. Price per bus per day.	\$437.36	\$478.91	\$502.86	\$522.47	\$542.85
6 Hours per Day. Price per bus per day.	\$467.36	\$511.76	\$537.35	\$558.31	\$580.08
Excess Hourly Rate.	\$35.00	\$36.00	\$37.00	\$38.00	\$39.00
26 Passenger					
4 Hours per Day. Price per bus per day.	\$366.19	\$400.98	\$421.02	\$437.44	\$454.50
5 Hours per Day. Price per bus per day.	\$396.19	\$433.83	\$455.52	\$473.28	\$491.74
6 Hours per Day. Price per bus per day.	\$426.19	\$466.68	\$490.01	\$509.12	\$528.98
Excess Hourly Rate.	\$35.00	\$36.00	\$37.00	\$38.00	\$39.00
7 Passenger					
4 Hours per Day. Price per bus per day.	\$290.00	\$317.55	\$333.43	\$346.43	\$359.94
5 Hours per Day. Price per bus per day.	\$310.00	\$339.45	\$356.42	\$370.32	\$384.77
6 Hours per Day. Price per bus per day.	\$330.00	\$361.35	\$379.42	\$394.21	\$409.59
Excess Hourly Rate.	\$27.00	\$28.00	\$29.00	\$30.00	\$31.00
5 Passenger					
4 Hours per Day. Price per bus per day.	\$290.00	\$317.55	\$333.43	\$346.43	\$359.94
5 Hours per Day. Price per bus per day.	\$310.00	\$339.45	\$356.42	\$370.32	\$384.77
6 Hours per Day. Price per bus per day.	\$330.00	\$361.35	\$379.42	\$394.21	\$409.59
Excess Hourly Rate.	\$27.00	\$28.00	\$29.00	\$30.00	\$31.00
Type II Wheelchair (8+2 w/c)					
4 Hours per Day. Price per bus per day.	\$366.19	\$400.98	\$421.02	\$437.44	\$454.50
5 Hours per Day. Price per bus per day.	\$396.19	\$433.83	\$455.52	\$473.28	\$491.74
6 Hours per Day. Price per bus per day.	\$426.19	\$466.68	\$490.01	\$509.12	\$528.98
Excess Hourly Rate.	\$35.00	\$36.00	\$37.00	\$38.00	\$39.00

PROPOSER'S SIGNATURE:

Clifford Gibson

TITLE:

Chief Operating Officer

COMPANY NAME:

DATTCO, Inc.

Proposer's Initials

WESTPORT PUBLIC SCHOOLS

Proposal to provide student transportation services pursuant to the specifications with a proposal submission date of January 15, 2015.

Revised Submission 2/13/15

Proposer Name:

DATTCO, Inc.

FIELD & SPORTS - IN-DISTRICT TRIPS

COST PER HOUR - 1 HR MINIMUM

2015-2016 2016-2017 2017-2018 2018-2019 2019-2020

DRIVING TIME:

Type I Passenger Bus

Type II Bus

Type II w/ A/C & W/C Lift

WAITING TIME:

Type I Passenger Bus

Type II Bus

Type II w/ A/C & W/C Lift

DROP AND PICK RUNS:

Type I Passenger Bus

Type II Bus

Type II w/ A/C & W/C Lift

\$	60.00	\$	62.00	\$	64.00	\$	66.00	\$	68.00
\$	60.00	\$	62.00	\$	64.00	\$	66.00	\$	68.00
\$	60.00	\$	62.00	\$	64.00	\$	66.00	\$	68.00

\$	40.00	\$	42.00	\$	44.00	\$	46.00	\$	48.00
\$	40.00	\$	42.00	\$	44.00	\$	46.00	\$	48.00
\$	40.00	\$	42.00	\$	44.00	\$	46.00	\$	48.00

RATE PER HALF HOUR

\$	35.00	\$	38.00	\$	40.00	\$	42.00	\$	44.00
\$	35.00	\$	38.00	\$	40.00	\$	42.00	\$	44.00
\$	35.00	\$	38.00	\$	40.00	\$	42.00	\$	44.00

FIELD & SPORTS - OUT-OF-DISTRICT TRIPS

COST PER HOUR - 2 HR MINIMUM

2015-2016 2016-2017 2017-2018 2018-2019 2019-2020

DRIVING TIME:

Type I Passenger Bus

Type II Bus

Type II w/ A/C & W/C Lift

WAITING TIME:

Type I Passenger Bus

Type II Bus

Type II w/ A/C & W/C Lift

\$	60.00	\$	62.00	\$	64.00	\$	66.00	\$	68.00
\$	60.00	\$	62.00	\$	64.00	\$	66.00	\$	68.00
\$	60.00	\$	62.00	\$	64.00	\$	66.00	\$	68.00

\$	40.00	\$	42.00	\$	44.00	\$	46.00	\$	48.00
\$	40.00	\$	42.00	\$	44.00	\$	46.00	\$	48.00
\$	40.00	\$	42.00	\$	44.00	\$	46.00	\$	48.00

COST PER MILE OVER 50 MILES

Type I Passenger Bus

Type II Bus

Type II w/ A/C & W/C Lift

DROP AND PICK RUNS:

Type I Passenger Bus

Type II Bus

Type II w/ A/C & W/C Lift

\$	2.50	\$	2.60	\$	2.70	\$	2.80	\$	3.00
\$	2.50	\$	2.60	\$	2.70	\$	2.80	\$	3.00
\$	2.50	\$	2.60	\$	2.70	\$	2.80	\$	3.00

RATE PER HALF HOUR

\$	35.00	\$	38.00	\$	40.00	\$	42.00	\$	44.00
\$	35.00	\$	38.00	\$	40.00	\$	42.00	\$	44.00
\$	35.00	\$	38.00	\$	40.00	\$	42.00	\$	44.00

COACH (ACTIVITY) BUSES

COST PER HOUR - CONTRACTOR FUEL

2015-2016 2016-2017 2017-2018 2018-2019 2019-2020

Rate Per Hour

Minimum Charge per Trip

\$	85.00	\$	87.00	\$	89.00	\$	91.00	\$	93.00
4 hours		4 hours		4 hours		4 hours		4 hours	

PROPOSER'S SIGNATURE:

Clifford Gibson

TITLE:

Chief Operating Officer

COMPANY NAME:

DATTCO, Inc.

Proposer's Initials

WESTPORT PUBLIC SCHOOLS

Proposal to provide student transportation services pursuant to the specifications with a proposal submission date of January 15, 2015.

Revised submission 2/13/15

Proposer Name:

DATTCO, Inc.

Performance Bond Cost (Alternate 5.1):

Annual charge to the District for the provision of a performance bond equal to 100% of the contract awarded.
(Proof of bondability consistent with requirements must be submitted with the Proposal.)

Annual Charge:

	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
\$	\$7.00/1000	\$7.1/1000	\$7.30/1000	\$7.50/1000	\$7.75/1000
or %					

Pre-Payment Discount (Alternate 5.2)

Percentage discount applied to pre-payment amount consistent with Alternate 5.2.

	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Discount per pre-payment period for Home-to-School program (5.2): enter %	1.00%	1.00%	1.00%	1.00%	1.00%

Credit for District Provision of Parking Area (Alternate 5.3):

Annual credit to be provided to the District if the District supplies a parking and storage area within the District boundaries as detailed in Alternate 5.3.

	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Annual Credit (Parking Area):	\$100,000.00	\$100,000.00	\$100,000.00	\$100,000.00	\$100,000.00

Credit for District Provision of Facility (Alternate 5.3):

Annual credit to be provided to the District if the District supplies a facility within the District boundaries as detailed in Alternate 5.3.

	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Annual Credit (Facility):	\$204,690.00	\$204,690.00	\$204,690.00	\$204,690.00	\$204,690.00

Contractor provision of Seatbelts (Alternate 5.4)

Annual **incremental** price per Type I bus for the provision of seatbelts consistent with the details provided in Alternate 5.4.

	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Annual Price per Bus:	\$2,500.00	\$2,500.00	\$2,500.00	\$2,500.00	\$2,500.00

Contractor provision of Mobile Data Terminal Services (Alternate 5.5)

Annual **incremental** price per bus for the provision of Mobile Data Terminal services consistent with the details provided in Alternate 5.5.

	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Annual Price per Bus:	no bid	no bid	no bid	no bid	no bid

PROPOSER'S SIGNATURE:

Clifford Gibson

TITLE:

Chief Operating Officer

COMPANY NAME:

DATTCO, Inc.

Proposer's Initials

MEMORANDUM OF AGREEMENT

BETWEEN

DATTCO, INC.

AND

**LOCAL 371 UNITED FOOD & COMMERCIAL WORKERS
INTERNATIONAL UNION**

03/05/2021

AGREEMENT

Change to Read: This Agreement is entered into and is effective this 5th day of **October 2020**, between DATTCO, IN. (hereinafter referred to as the "Employer") and LOCAL 371 UNITED FOOD AND COMMERCIAL WORKERS UNION, AFL-CIO (hereinafter referred to as the "Union") -

**ARTICLE 3
UNION SECURITY**

Add New: The company agrees that it will permit Union's representatives or stewards to attend all new employee orientations, to discuss for 15 consecutive minutes the benefits under this Agreement and of Union membership, so long as social distancing can be achieved, at a designated day and time, at no expense to the company.

**ARTICLE 8
ASSIGNMENT OF WORK/CHARTER WORK**

Change to Read: Section 4. General Provisions:

Effective: Upon Ratification

Section 10- If a driver reports on a Saturday, Sunday, on a Holiday or in the evening (not in conjunction with their HTS time) and the charter is canceled, the driver shall be paid two (2) hours at charter rate.

Section 21 -Route Times - Change to read: Bid non-revenue work may be adjusted up to meet **43-hour** requirement. If a driver's home to School routes gets additional stops or time on it that will place driver over 43 hours, after the October route review the Company may adjust the non-revenue work so the driver is not scheduled over **43** hours.

ARTICLE 9
BEREAVEMENT LEAVE/DEATH IN FAMILY

Change to Read: Upon Ratification

Change to Read: The Employer shall grant up to three (3) consecutive days off without loss of pay to a regular employee who has a death in his/her family, inclusive of the day of the funeral for parents, foster parents, spouse, sister, brother, mother-in-law, and father-in-law, Grandparent and Grandchild. The Employer shall grant up to five (5) consecutive days off without the loss of pay to a regular employee who has a death in his/her family, inclusive of the day of the funeral for the loss of a child.

ARTICLE 10
GRIEVANCES, DISPUTES AND ARBITRATION

Change to Read: 2. Any grievance arising between the Company and the Union shall be settled in the following manner:

The Union will present the grievance in writing with the signatures of the aggrieved employee, the details of the grievance and any witness who were present to the dispatch or terminal manager within **seven (7)** working days after the reason for the grievance has occurred, except no time limit shall apply in case of violation of wage provisions of this Agreement. **A working day shall be defined Monday-Friday, three-hundred and sixty-five (365) days a year.** If a satisfactory settlement is not affected with the dispatcher or terminal manager within five (5) days, the Union shall submit such grievance in writing to the Regional Manager.

Change to Read: Any employee discipline that leads to a written warning, the document "write up" will remain in the employee's file for up to **12 months. (rolling 12 months)** involving a bus or any vehicle.

ARTICLE 13
WAGES

Change to Read: Starting **2021/2022** GWI's Effective the first day of the school year.

Effective:	2020/2021 Oct 5, 2020 (Retro)	2021/2022 school year	2022/2023 school year
1 st Year	Open Rate	Open Rate	Open Rate
After 1 Year	\$23.70	\$24.40	\$25.25
After 3 Years	\$25.10	\$25.85	\$26.75
After 5 Years	\$26.70	\$27.50	\$28.45
After 7 Years	\$27.50	\$28.35	\$29.35
After 10 Years	\$28.60	\$29.45	\$30.50
After 15 Years	\$29.85	\$30.75	\$31.85

WAGES – CHARTER & DRY- RUNS

October 5, 2020 (Retro)	Sept. 2021	Sept. 2022
\$18.80	\$19.35	\$20.00

A. Travel and Driver Education (including safety meetings)

October 5, 2020 (Retro)	October 1, 2021	October 1, 2022
\$13.25	\$14.25	\$15.25

B. Dry Runs and All other Non-Revenue work

October 5, 2020 (Retro)	October 1, 2021	October 1, 2022
\$15.35	\$15.60	\$15.85

C. Trainer Pay

	Oct 5, 2020 (Retro)	October 1, 2021	October 1, 2022
After one (1) Year	\$ 17.75	\$ 18.00	\$ 18.25
After two (2) Years	\$ 18.50	\$ 18.75	\$ 19.00
After State Cert.	\$ 20.50	\$ 20.75	\$ 21.00

BONUS PROGRAM

Change to Read: Upon Ratification

Change to Read: Any driver with one or more years of service who completes their AM/PM home-to-school route from beginning of school year until the end of 2nd week of December without an absence shall be paid a \$200 Attendance Bonus. (paid out prior to Christmas break)

Any driver with one or more years of service who completes their AM/PM home-to-school route from 3rd week in December of each new year until the end of the school year, shall be paid \$200 Bonus by July 1st.

SAFETY BONUS PROGRAM

Beginning April 1, 2021 all individual AM & PM drivers that remain accident free, will be entitled to a quarterly tri- annual payment of \$50 dollars for the periods outlined. The driver must be an active employee when the bonus is paid out. And have worked a minimum of 150 hours per period-

August- November	\$50.00
December- March	\$50.00
April- July	\$50.00

**ARTICLE 15
UNION STEWARDS**

Change to Read: Section 5. **Two** Union Stewards shall be allowed one (1) day off **without pay** per calendar year to attend the Local Union's Annual Steward Seminar.

Add New: Section 7. The company will pay one Shop Steward that is present for bid day at Non-Rev pay.

**ARTICLE 18
GENERAL CONDITIONS**

Add New: Section 6: Customer Request: No customer requests for any specific driver shall be honored.

**ARTICLE 21
401 (K)**

Employees will be eligible to enroll into the Company's 401 (k) plan according to Plan Guidelines. Employees are auto-enrolled and can opt out of enrolling into the 402 (k) plan. The Company will match 25% on the first 4% deferred from the employee's earnings.

Beginning January 1, 2021 a 401K enhancement is available only to those who contribute a minimum of 4% into their DATTCO 401 (k) account for the year and will increase the contribution benefit for those employees contributing under \$1,400 per year. The employee must be employed by DATTCO on 12/31 to receive the additional contribution.

The new contribution plan is as follows:

- Employee annual contribution is \$350 and under:
 - DATTCO will match dollar-for-dollar
- Employee annual contribution is \$350 to \$1,400:
 - DATTCO will contribute \$350 in total, which is greater than the current 25% of the employee's 4% contribution
- For those who contribute the 4% and more than \$1,400, the plan is unchanged.

Any additional contribution will be paid into the employee's account no later than March 1st of the following calendar year.

Any changes to the 401 (k) plan that benefits non-union employees will be available to eligible employees.

**ARTICLE 22
SNOW DAYS**

When the company is compensated to pay the drivers for remote days, the drivers will be paid by the company for their regular HTS hours.

ARTICLE 24
PAID HOLIDAYS

Effective: 2021/2022 Day After Thanksgiving Added

All eligible employees shall receive the following paid Holidays:

Martin Luther King Day
Good Friday
Memorial Day

Labor Day
Thanksgiving Day
Day After Thanksgiving

ARTICLE 29
PAID SICK LEAVE

Beginning January, 1, 2021 eligible Drivers shall earn one hour for every forty hours worked up to a maximum of forty (40) hours per calendar year. Eligible Drivers shall be permitted to use a maximum of forty (40) hours per calendar year. At the end of each calendar year any unused sick time can be paid out or rolled over at the option of the employee. It is the Driver's responsibility to submit the applicable sick leave payout form by the last day prior to Christmas break. If the form is not submitted in a timely fashion all accrued and unused time will be rolled over into the next calendar year.

ARTICLE 30
DURATION OF AGREEMENT

Change to Read: This Agreement shall remain in full force and effective until **September 30, 2023** Notwithstanding the above, if the company renews its contract with The Westport Board of Education, the parties will meet to negotiate an extension of this Agreement, and may meet to reopen this Agreement.

Add New Side Letter: Labor-Management Committee

The Employer and the Union agree that there shall be a Joint Labor Management Committee consisting of no more than three (3) individuals from each party. Committee members shall be designated, in writing, by each party to the other. Meetings will be held at a mutually agreeable times and places so as to apprise the other of problems, concerns, and suggestions related to the operations and work force, all with the aim of promoting better understanding between the parties. Meetings will be held once per year. A written agenda shall be established for the meeting. Such meeting shall not be construed as opening the Agreement for negotiations, nor shall any subject matter at the meetings constitute a step in the grievance procedure. Participants will be paid Non-Revenue pay.

Memorandum of Understanding
Pre-K's

At bidding, when a run has a pre-k included, only the Board of Education can change or remove the Pre-K's.

Memorandum of Understanding
Guarantee Workday

The Company and the Union mutually agree the 180-day guarantee set forth in Article 23 of the Collective Bargaining Agreement shall not apply during any school year in which DATTCO does

not provide home-to-school transportation for the for one hundred and eighty (180) days, due to an act of god, or events beyond the company's control.

FOR THE COMPANY:

By: Pamela Moya
3-18-2021

FOR THE UNION:

By: Ronald McQuinn
3/18/2021

Home-to-School Westport PS					
	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
77 passenger					
4 Hours					
5 Hours					
6 Hours					
Excess					
26 passenger					
4 Hours					
5 Hours					
6 Hours					
Excess					
W/C 8+2 passenger					
4 Hours					
5 Hours					
6 Hours					
Excess					
Monitors					
Hourly Rate					

Field & Sports – In District Cost per Hour					
Vehicle	2023-24	2024-25	2025-26	2026-27	2027-28
77 Passenger					
26 Passenger					
Bus Monitor					

Field & Sports – Out of District Cost per Hour					
Vehicle	2023-24	2024-25	2025-26	2026-27	2027-28
77 Passenger					
26 Passenger					
Bus Monitor					

Performance Bond Cost (Alternate 5.1):					
Annual Charge	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Dollar Amount					
Or %					

Pre-Payment Discount (Alternate 5.2)

Percentage discount applied to pre-payment amount consistent with Alternate 5.2.

	2023-24	2024-25	2025-26	2026-27	2027-28
Discount per pre-payment period for Home-to-School program (5.2): %					

District Provision of the facility (Alternate 5.3)

Percentage discount applied to pre-payment amount consistent with Alternate 5.3

	2023-24	2024-25	2025-26	2026-27	2027-28
Discount per pre-payment period for Home-to-School program: %					

Provision of Digital Directions (Alternate 5.4)

Cost of Digital Directions consistent with Alternate 5.4

	2023-24	2024-25	2025-26	2026-27	2027-28
Cost per bus per month					

Provision of Electric Bus (Alternate 5.5)

Cost of Digital Directions consistent with Alternate 5.5

	2023-24	2024-25	2025-26	2026-27	2027-28
Cost per bus per month					

Seat Belt Requirement (Alternate 5.6)

Cost per seatbelts per bus will be consistent with Alternate 5.6

	2023-24	2024-25	2025-26	2026-27	2027-28
Cost per bus per month: lap belt					
Cost per bus per month: 3 point belt					

Proposer's Signature: _____

Name: _____

Title: _____