

Job Manual Collaboration

Marchelle E. Moore, Esquire

*COTA, Interim VP of HR and Labor Relations
Columbus, OH*



2010 BUS & PARATRANSIT CONFERENCE

Job Manual - Defined

- A manual which lists each represented job description outlining the nature of the work involved and the minimum qualifications for satisfactorily performing such work.

Timeline

- October 20, 2006 – discussions began
- November 30, 2006 – parties reached an impasse
- January 8, 2007 – Implementation date

Timeline (cont.)

- February 26, 2007 – TWU filed unfair labor practice charge
- June 8, 2009 – discussions resumed
- September 28, 2009 – agreement reached