

CENTRAL WEST VIRGINIA TRANSIT AUTHORITY
December 11, 2017

The Board of Directors of the Central West Virginia Transit Authority met in the Central West Virginia Transit Authority Training Room at 9:00 a.m. on Monday, December 11, 2017 in accordance with the notice of meeting dated December 5, 2017 and emailed to all Board members and media. The following members were present:

Robert Kramer, President
Mark Griffith, Board Member
Tom Durrett, Board Member
Anita Bower, Board Member
Jim Griffin, Board Member
Vanessa Perkins, General Manager

After establishing that a quorum was present, President Bob Kramer requested that agenda item No. 3 - Approval of Minutes be addressed. The minutes of meetings held on October 27, 2017 and November 30, 2017 were approved as submitted with no corrections or additions.

Robert Kramer, President, accepted a motion from Jim Griffin to enter into Executive Session to discuss and review union contract negotiations. Mark Griffith seconded the motion, which unanimously passed.

After reopening the meeting to the public, motion was made by Jim Griffin, seconded by Tom Durrett, and unanimously passed, that the office staff would receive the same amount given to the union members for an annual attendance pay. It was also agreed that part time office employees would be given \$100 for attendance pay.

It was also announced following the executive session that CENTRA and Local Union 812 had come to a mutual consensus regarding the union contract which will be effective December 25, 2017 through December 24, 2020. Motion was made by Mark Griffin, seconded by Jim Griffith and unanimously passed to authorize President Robert Kramer and General Manager, Vanessa Perkins to sign the contract as presented to the Board of Directors.

It was understood that an additional memorandum of understanding would be finalized between the attorneys representing both CENTRA and Local Union 812. The following was read by Secretary-Treasurer Anita Bower regarding the memorandum of understanding.

"For all purposes, this payment shall be considered as a salary payment of a disputed and contested claim, related to claimed back pay for the period July 1, 2016 through the date

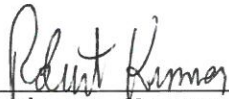
of execution of the Contract. Further, Local 812 will agree that this payment and the related proposal/agreement shall not, and cannot, be used as evidence of a past practice in any future negotiation, dispute or forum, and this will be addressed, specifically, in a separate memorandum of understanding. Further, Local 812 shall agree that at no time will Local 812 refer to the payment as a "bonus" or as retroactive pay and/or payment.

The preceding language was approved by motion presented Jim Griffin, seconded by Mark Griffith, and unanimously passed.

There being no further business to discuss, Vanessa Perkins requested Jason Spring, President of Local Union 812 enter the meeting to sign the contract. Jason Spring announced that he had contacted Tonya Ford, Vice President of Local Union 812, and was informed that she had not had time to proofread the contract and was unsure if she would be able to sign the document. Vanessa Perkins informed Jason Spring that without her signature the contract could not be finalized. Mr. Spring left the meeting. It was agreed that Vanessa Perkins should contact Richie Murphy, President of the International Union with the latest development.

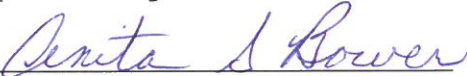
The meeting was adjourned.

Approved by:



Robert Kramer, President

Respectfully submitted:



Anita S. Bower
Secretary-Treasurer