



LOCAL 6368 NEWS & MEMBER UPDATES

Representation in Action

AFSCME Local 6368 is strengthening member representation through its first Labor-Management Committee meeting, a negotiated Assistant Superintendent side letter, and the successful completion of the August 2026 shift pick.

FIRST LABOR-MANAGEMENT COMMITTEE MEETING



Union and MDOT MTA representatives at Local 6368's first LMC meeting.

AFSCME Local 6368 held its first Labor-Management Committee meeting with MDOT MTA, creating a formal forum for issues that affect represented supervisors.

The committee gives union and management representatives a structured way to raise concerns, exchange information, identify solutions, and track matters that require follow-up. A regular LMC process can improve accountability and reduce confusion by keeping discussions focused and documented.

Local 6368 will use this forum to advocate for fair treatment, clear procedures, safe operations, and better working conditions. The first meeting is an important beginning, not the end of the work.

NEGOTIATED SIDE LETTER FOR ASSISTANT SUPERINTENDENTS



Agency and Local representatives acknowledge the negotiated side letter.

Local 6368 and MDOT MTA negotiated a side letter addressing division, shift, schedule, seniority, and related assignment rights for Bus Transportation Assistant Superintendents.

The document establishes a seniority-based biennial selection process for eligible employees assigned to Bush, Eastern, Kirk, and Northwest divisions. Bus Maintenance Transportation is expressly excluded.

Status note: The uploaded copy is labeled a tentative agreement and states that it is not effective until fully executed and approved. The agency and Local acknowledgment signatures appear on the final page, while the effective-date line remains blank.

A permanent forum. A negotiated framework. A stronger collective voice.



FROM AGREEMENT TO ACTION

Assistant Superintendent Shift Pick Completed

The August 6, 2026 shift pick was completed through preparation, cooperation, and respect for the seniority order established for participating Assistant Superintendents.



Participants following the completed Assistant Superintendent shift pick.

A COLLECTIVE ACHIEVEMENT

The Assistant Superintendent shift pick was conducted on Thursday, August 6, 2026, beginning at 9:00 a.m. at 1515 Washington Boulevard.

The published schedule provided 24 pick times in five-minute intervals, beginning at 9:00 a.m. and ending at 10:55 a.m. Selection order followed the posted seniority ranking. Employees were given the option to participate in person or by telephone at their scheduled time.

Completing the pick required coordination among Local 6368 representatives, MDOT MTA management, and the participating employees. Cooperation and professionalism helped the process move forward in an organized and respectful manner.

The result demonstrates why written procedures matter: members know when they select, how the process works, and how seniority is applied.

HOW THE PICK WORKED

- 1. Seniority order**
Employees selected according to the posted ranking.
- 2. Assigned time**
Each participant received a five-minute selection window.
- 3. Participation options**
Members could attend in person or participate by telephone.
- 4. Documented outcome**
The completed selections provide a clear record for implementation.

WHAT MEMBERS GAIN

A meaningful voice: Members participate in selecting work schedules and locations.

Greater predictability: A posted process reduces uncertainty and last-minute confusion.

Stronger accountability: Clear records help the parties review and address implementation concerns.

NEXT STEPS

Local 6368 will continue to document the final assignments, answer member questions, monitor implementation, and raise any concerns through the negotiated process and the Labor-Management Committee.

Collective effort made this achievement possible.



MEMBER REFERENCE

Understanding the Tentative Side Letter

DOCUMENT STATUS

The copy provided is marked "Tentative Agreement - Not Effective Until Fully Executed and Approved." The final page contains agency and Local acknowledgment signatures, but the effective-date line is blank.

SCOPE AND PICK PROCESS

Covered employees: Bargaining Unit S Assistant Superintendents assigned to MTA Bus Transportation at Bush, Eastern, Kirk, or Northwest. Bus Maintenance Transportation is excluded.

Biennial selection: One agencywide division-and-schedule pick is conducted every two years in descending Position Seniority order.

First pick timing: The first pick is to occur no later than seven calendar days after the agreement becomes effective.

Advance notice: At least 14 calendar days before the pick, MTA is to provide the proposed seniority roster, available assignments, positions per schedule, and proposed dates.

Challenges and proxy: AFSCME may challenge the roster within 10 business days. An employee unable to attend may designate a written proxy.

Implementation: Selected assignments are to begin at the start of a pay period no later than 14 calendar days after the pick, unless the parties agree otherwise.

PROTECTIONS AND ADMINISTRATION

Seniority ties: If Position Seniority dates are the same, the earliest continuous State service date is used first.

Training rotations: Temporary rotations may last up to 90 calendar days for documented training, cross-training, or operational familiarization and may not permanently change the selected assignment.

Vacancies: A permanent vacancy is offered first within the affected division, then to other qualified covered employees, in seniority order.

Operational need: Temporary deviations may not be arbitrary, discriminatory, retaliatory, or used as a blanket basis to defeat seniority or the pick results. Written notice and a return to the selected assignment are required, subject to emergencies.

Joint review: The parties are to review assignments, schedules, rotations, vacancies, and operational effectiveness approximately six months after each biennial pick.

REGULAR EIGHT-HOUR SCHEDULE FRAMEWORK

Regular shift	Regular days off
8:00 a.m. - 4:00 p.m.	Saturday-Sunday
3:00 a.m. - 11:00 a.m.	Friday-Saturday
3:00 a.m. - 11:00 a.m.	Sunday-Monday
11:00 a.m. - 7:00 p.m.	Friday-Saturday
11:00 a.m. - 7:00 p.m.	Sunday-Monday
7:00 p.m. - 3:00 a.m.	Saturday-Sunday

Each listed schedule consists of eight consecutive scheduled hours. Material changes to the schedule framework, regular days off, or the biennial pick process remain subject to applicable notice and bargaining requirements. This member summary is informational and does not replace the Unit S MOU or the full side letter.

Read the full side letter and member updates at afscme6368.org and afscmelocal6368.org.