

The School District of Osceola County, Florida



Safe Driver Plan Transportation Services

REVISION DATE: October 11, 2022

NOTE: Amendments or revisions of this document become effective on the revision date above. Nothing contained in this document shall be considered or interpreted as retroactive to any action or discipline assigned from previous versions.

SAFE DRIVER PLAN FOR SCHOOL DISTRICT DRIVERS

Introduction

The Florida Department of Education (FLDOE), [Florida Administrative Code 6A-3.0141](#), requires that each school district establish by school board policy a safe driver plan that specifies which infractions of the traffic code deem an applicant unqualified for hire and which causes any employee to be subject to a prescribed follow-up action. Further, the School District of Osceola County (SDOC) wishes to ensure that it provides the safest means of transportation possible for its students and employees. To that end, SDOC has adopted this Safe Driver Plan (SDP).

Statistics indicate that SDOC can significantly reduce the potential for injuries, property damage, and lawsuits by upholding a very high level of safety for drivers of District vehicles. The SDP shall prevent the hiring of unqualified applicants and remove an employee from driving District operated vehicles who has attained a poor driving record showing a pattern of unsafe driving habits, violating safety procedures and rules, or reflecting a critical incident. Every employee covered by this SDP is expected to maintain an overall driving record that exemplifies careful driving habits.

Applicants for Employment as School Bus Operator

The failure to meet the following criteria and/or evidence of infractions of the traffic code and driving violation point totals shall deem an applicant for employment with the SDOC unqualified for hire or re-hire as a School Bus Operator:

1. Minimum of five (5) years of licensed driving experience as proven by the Florida Department of Highway Safety and Motor Vehicles (FLDHSMV) record.
2. Maximum of ten (10) points accumulated within the last five (5) years, not to exceed four (4) points in any one (1) year. If applicant has one or more Adjudication Withheld during this time, the maximum number of points is reduced from 10 to 5.
3. No more than two (2) suspensions of driver’s license for any reason within the last three years.
4. No more than two (2) Adjudication Withheld or convictions for unlawful speed within the past three (3) years.
5. No more than three (3) Adjudication Withheld for any reason within five (5) years.
6. An Applicant shall not be recommended to drive a school bus if they have been convicted of reckless driving during the past seven (7) years or careless driving within the past three (3) years.
7. An applicant shall not be recommended to drive a school bus if the applicant has been convicted of leaving the scene of an accident within the last fifteen (15) years, driving under the influence of alcohol or a controlled substance or driving with an unlawful

1 blood alcohol or breath alcohol level within the last ten (10) years or more than once
2 in a lifetime.

- 3
4 8. An applicant must have a valid Florida driver's license when applying for a position as
5 a bus driver.

6
7 **Applicability**

8
9 The SDP covers all employees who drive a District operated vehicle, regardless of the
10 frequency. It applies to both the driving of the District owned vehicles as well as the
11 employee's personal vehicle when used for authorized SDOC business purposes. One
12 facet of this plan involves the monitoring of the State Motor Vehicle Records of these
13 employees. Covered employees are required to report all infractions in their personal
14 vehicles, when used for authorized SDOC business purposes, as well as, District-owned
15 vehicles. Failure to do so may result in additional points, which increases the potential for
16 disciplinary action.

17
18 Employees in safety sensitive positions as described by the Omnibus Transportation
19 Employee Testing Act, (OTETA), are held to higher standards as described in this SDP.

20
21 **Reporting Responsibilities**

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23 It shall be the duty of the employee to report the occurrence of any of the following events
24 to their Supervisor or to Transportation Communication Center as soon as practical after
25 the accident/incident and before leaving the scene of accident/incident if during regular
26 working hours. However, if an accident/incident occurs before or after regular working
27 hours the employee must report to their Supervisor immediately and before leaving the
28 scene of accident/incident.

- 29
30 1. Any traffic related accident/incident in which the driver was involved as an operator
31 of a SDOC vehicle or personal vehicle while used for authorized SDOC business
32 purposes.
33 2. Any traffic citation(s) received on the job regardless of the ownership of the vehicle,
34 or off the job while driving a SDOC vehicle.
35 3. Any traffic citation(s) or arrests received on or off the job (regardless of ownership
36 of the vehicle) which might lead to the suspension or revocation of the employee's
37 driver's license.
38 4. Expiration, suspension, or revocation of the employee's driver's license.
39 5. All observable damage to a SDOC vehicle assigned to the employee.
40 6. All employees whose job duties require a CDL license must report ALL traffic
41 citations, on or off the job, regardless of the ownership of the vehicle.

42
43 Failure to comply with the reporting requirements listed above, or making a false or
44 misleading report may result in disciplinary action, up to and including termination.

45
46 An employee who operates a District vehicle in a careless, negligent or reckless manner
47 such that there is clear and imminent danger to the lives of students, self and/or others
48 may be subject to disciplinary action, up to and including termination, without the review of
49 the Safe Driver Plan Committee.

1 **How the Plan Works**
2

3 This Safe Driver Plan establishes a system whereby points are assessed to a variety of
4 common driving events, such as; infractions, citations, accidents and other incidents.
5 Generally, the more serious the event, the higher the point value.
6

7 A “peer review” of the details of each event shall determine an appropriate point value
8 from an established point schedule. The accumulation of a certain amount of points within
9 a specified period may subject the employee to corrective action, to include the District’s
10 progressive discipline plan.
11

12 **Note:** Reference to SDP “points” does not mean the driver license point system
13 defined by Florida Statute 322.27(3). While the two systems have similarities and
14 common terminology, they are otherwise unrelated. Driver license points have no
15 bearing on SDP points, nor does SDP points have bearing on driver license points.
16

17
18 **Administration**
19

20 This SDP shall be administered by the **Risk and Benefits Department** by means of a
21 Safe Driver Plan Committee (hereinafter “Committee”). The Committee shall be
22 organized and trained to perform the following duties:
23

- 24 1. Determine if an accident was PREVENTABLE, and thus whether the Driver is “at-
25 fault,” in accordance with the **National Safety Council** Safe Driver Awards Program.
26 2. Review all evidence collected during management’s fair and objective investigation,
27 including citations or convictions for driving violations.
28 3. Assess points in accordance with the SDP Point Matrix and to make recommendations
29 to the driver’s supervisor concerning positive corrective action.
30
31

32 **Safe Driver Plan Committee Membership**
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34 The Safe Driver Plan Committee shall consist of the following members:
35

- 36 1. Director of Risk and Benefits, or Designee—Chairperson (votes only to break tie
37 or impasse)
38 2. Director of Transportation Services, or Coordinator Designee
39 3. School Bus Operator (selected by Teamsters) *
40 4. School Bus Operator (selected by Management) *
41 5. Other Vehicle Operator (selected by Teamsters) *
42 6. Other Vehicle Operator (selected by Management) *
43 7. Management Representative, (from Department with CDL Drivers) *
44 8. Safety and Compliance Supervisor
45 (* Serves on the Committee for TWO 1-year terms.)
46

47 The Chairperson, or their designee, shall preside over all meetings. Committee members
48 shall be appointed at the beginning of the Fiscal Year (July) and serve for the remainder of

1 the year. Each committee member should have a designated alternate who can fill-in on
2 short notice. The Committee shall meet monthly at a date and time established by the
3 Chairperson.

4
5 The Director of Risk and Benefits, or designee, shall establish a schedule for review of
6 each driver's Motor Vehicle Record prior to each Committee meeting.

7
8 The Committee shall conduct a "blind" review of each event with no consideration of the
9 identity the driver; the name of the driver shall be redacted on all documents presented
10 to the Committee. Each event will be identified only with a control number. The Supervisor
11 or Manager of an employee who is being reviewed will be on hand to answer any
12 questions or to clarify details of the event for the panel. The Supervisor or Manager has
13 no vote in assessing points.

14
15 A minimum of FOUR voting members of the Committee must be present to assess
16 points. The Chairperson or Designee must be present in order to assess points and will
17 determine if there is a minimum number of voting members. A simple majority vote of the
18 members present shall determine the number of points assessed. In the event of a "split-
19 decision," tie vote or impasse, the Chairperson will break the tie.

20
21 The Committee shall assess the maximum points to be assigned for a moving traffic
22 violation resulting in a citation in a school district vehicle unless there are extenuating
23 circumstances (including an appeal by the driver) leading the Committee to assess fewer
24 points.

25
26 At the discretion of the Committee, points assessed for violations occurring in a non-
27 district vehicle when used for authorized SDOC business purposes may be assessed at
28 half the point value, unless there are mitigating circumstances leading to a higher point
29 assessment.

30
31 Points assessed under this Plan shall be deleted three (3) years following the date of the
32 accident/incident for which points were assessed.

33 34 35 **Administration and Disciplinary Action**

36
37 A "peer review" of the details of each infraction/ violation/ accident shall determine an
38 appropriate point value from an established point schedule. The accumulation of a certain
39 number of points within a specific time period may subject the employee to the District's
40 progressive discipline plan.

41
42 **NOTE:** In situations resulting in a Post Accident Drug Test, or for serious safety
43 concerns, including willful neglect or endangerment of students, employee will be
44 temporarily relieved of driving duties and assigned other tasks with compensation.
45 Further, upon collaboration of the Director of Risk Management, Director of
46 Transportation Services and Chief of Human Resources, the employee may be
47 subject to administrative actions separate from this SDP; for example, but not
48 limited to, a criminal case or DCF action.

- 1 The accumulation of points within the specified time period shall result in disciplinary action
- 2 as indicated below.
- 3

Maximum Number of Points	Time Period	Assessment Action
1 point	1 year	Consultation
2 points	1 year	Verbal Warning
3 – 4 points	1 year	Written Warning
		+Remediation for OTETA Drivers
5 – 6 points	1 year	1-day suspension without pay
		+Remediation for OTETA Drivers
7 – 9 points	1 year	3-day suspension without pay
		+Remediation for OTETA Drivers
10 points	1 year	Revocation of Driving Duties
		5-day suspension without pay
15 points	2 years	Revocation of Driving Duties
		5-day suspension without pay
20 points	3 years	Revocation of Driving Duties
		5-day suspension without pay

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Point Value Matrix

Point values below represent the MAXIMUM value for each event listed. The Committee may assess lesser values if extenuating circumstances exist.

Description		District Vehicle CDL		
		School Bus	Non- CDL	CDL
COLLISIONS				
1	At-Fault COLLISION - Severity 1	1	1	1
2	At-Fault COLLISION - Severity 2	2	2	2
3	At-Fault COLLISION - Severity 3	3	3	3
4	At-Fault COLLISION - Severity 4	6	6	6
5	At-Fault COLLISION - Severity 5	10	10	10
EXCESSIVE SPEED				
7	Exceeding posted speed limit by LESS than 15 miles per hour.	3	2	2
8	Exceeding posted speed limit by 15 miles per hour or MORE.	6	5	5
MOVING VIOLATIONS				
9	Crossing private property to avoid traffic control device, signal or sign.	3	2	2
10	Failure to obey a traffic control device, signal, flagger or sign.	3	2	2
11	Failure to maintain vehicle control.	3	2	2
12	Unlawful turn or lane change.	3	2	2
13	Failing to yield lawful right of way.	3	2	2

14	Leaving the defined traffic right of way, resulting in tow/recovery of vehicle.	3	3	3
15	IMPROPER backing	5	2	2
16	IMPROPER passing	5	2	2
17	IMPROPER use of Cellular Telephone while operating vehicle.	5	1	1
18	CARELESS DRIVING	5	5	5
19	Leaving the defined traffic right of way resulting in damage to vehicle or property.	5	5	5
20	Leaving scene of a known COLLISION with no injury or property damage.	5	5	5
21	Failure to properly wear lawfully required seatbelts.	5	5	5
22	Driving on the wrong side of the road	6	4	4
23	RECKLESS DRIVING	10	10	10
24	Leaving scene of a known COLLISION with injury or property damage.	10	10	10
25	IMPROPER/UNSAFE railroad crossing.	10	10	10
27	Driving while intoxicated, impaired or unlawful blood alcohol content.	10	10	10
28	Knowingly operating vehicle without valid Florida Driver's License.	10	10	10
29	Passing a school bus that is engaged in a student stop; includes school campuses.	10	5	5
30	Fleeing or attempting to elude a law enforcement official.	10	10	10
31	Other accident/incident.**	TBD	TBD	TBD
NON-MOVING VIOLATIONS				
32	IMPROPER/UNLAWFUL Parking	3	2	2
33	IMPROPER pre/post trip inspection.	4	3	3
34	Failure to notify Supervisor of accident/incident within required time period.	5	5	5
35	Other accident/incident.**	TBD	TBD	TBD
SCHOOL BUS OPERATION				
36	IMPROPER/Unlawful railroad crossing procedure.	6	0	0
37	IMPROPER student stop/pick-up/drop-off.	7	0	0
38	UNSAFE student stop/pick-up/drop-off.	8	0	0
39	Leaving a student unattended on an out-of-service School Bus.	10	0	0

** Not covered in this point matrix; Committee may assess points on discretionary basis.

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Mandated Driver Safety Training (MDST)

In addition to any disciplinary action that may be implemented in accordance with this SDP, an employee may also be mandated to attend up to 2-hours of Driver Safety Training. Such training will be provided by the Transportation Training group and may consist of classroom lectures, online content, behind the wheel hands-on training, or in combination as deemed appropriate by the Safety & Compliance Supervisor. The content of MDST may or may not be directly related to the event resulting in SDP points.

All MDST will be scheduled at a time and date determined by Safety & Compliance Supervisor. Employees attending MDST will be paid for actual time in training at the appropriate rate of pay. Failure to participate in MDST as directed by the SDP may result in further disciplinary action, up to and including termination.

1 **Appeal Process**
2

3 An employee who has been assessed points and assigned corrective measures by the
4 Safe Driver Accident Review Committee may request an appeal in order to present new
5 information or evidence that was not available or known at the time of the original
6 assessment. This appeal must take place at the very next scheduled committee meeting;
7 after this time, appeal is forfeited. If an employee who received a citation chooses to
8 contest it in court, the committee will delay reviewing the accident/incident until after the
9 court has rendered a decision.

10
11 Appealing employees must submit a written request to the Committee Chairperson no
12 less than FIVE working days prior to the next scheduled committee meeting; unscheduled
13 walk-ins are not permitted. The employee must wait outside the meeting room until they
14 are called in by the Chairperson. The appealing employee may bring one other person
15 as for support or to serve as a translator, if necessary. Each appealing employee shall be
16 given 3-minutes to speak and present new information pertinent to their event and to
17 explain their rationale for amending or revoking previously assessed points. After their 3-
18 minute presentation, Committee members may ask questions of the employee only to
19 clarify the details presented. Once the employee has presented their new information and
20 answered all Committee member questions, they must leave the meeting room to allow
21 the committee to deliberate.

22
23 Upon deliberation, the committee may elect one of the following actions for the event
24 under appeal:

- 25
26 1. Uphold and reaffirm the previously assessed points and disciplinary actions.
- 27
28 2. Reduce the amount of previously assessed points and amend disciplinary actions,
29 if applicable.
- 30
31 3. Reassess the event with a new description and assess appropriate point value.
- 32
33 4. Revoke all previously assessed points and disciplinary actions. This option does
34 not apply if the event is determined as PREVENTABLE.

35
36 The Committee Chairman shall notify the appealing employee in writing of the decision
37 of the Committee within FIVE working days. All disciplinary and corrective actions will
38 then be carried out.

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40
41 **Voluntary Driver Safety Training (VDST)**
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43 Any employee who has been assessed points under this SDP, may qualify for a reduction
44 in point values by participating in Voluntary Driver Safety Training (VDST). Participation
45 in VDST will be at the sole discretion of the employee and conducted on unpaid time.

46
47 Employees may select from three options:

- 48 1. **CLASSROOM** -- Transportation Training Team establishes a schedule of regular
49 recurring classroom-based training sessions. These sessions will be 2-hours in

1 duration and scheduled no less than once per month. Upon successful completion
2 of the entire 2-hour session and issuance of Certificate of Course Completion, the
3 employee's total SDP points will be reduced by 1-point.

4 2. **ONLINE** -- Transportation subscribes to a Driver Safety online training service.
5 Upon successful completion of no less than 2-hours of online content and issuance
6 of Certificate of Course Completion, the employee's total SDP points will be
7 reduced by 1-point.

8 3. **NATIONAL SAFETY COUNCIL (NSC)** -- Employees who are assessed MORE
9 than 5-points but LESS than 10-points may enroll in one of the NSC online
10 Defensive Driver Courses at their own expense. Upon successful completion of a
11 minimum of 4-hours of training and receipt of Certificate of Course Completion, the
12 employee's total SDP points will be reduced by HALF (rounded to the highest
13 whole number).

14
15 VDST option may be used ONE time per school year; July 1st to June 30th, but only if
16 points have not already been reduced using the Appeal Process. Employees who
17 participate in both VDST options 1 and 2 may reduce their total SDP point value by 3-
18 points. However, VDST points may not be used to reduce total SDP points to 0 (zero).

19
20 An employee who is assessed a total of 10 SDP points will be ineligible to participate in
21 any Point Reduction Options.

22
23 If an employee's total SDP point value results in disciplinary action, the employee may
24 request in writing that such action be postponed up to 30 calendar days to permit
25 completion of VDST. If VSDT is not completed within the requested 30 calendar days,
26 this option is forfeited and SDP disciplinary will proceed.

27 28 29 **Maintenance of Florida Drivers License**

30
31 Regardless of any other provision of this Safe Driver Plan, any District employee who
32 knowingly operates a school bus or other district owned vehicle with a suspended or
33 revoked driver's license or certification shall be subject to termination of employment.

34 35 36 **Safe Driving Recognition**

37
38 Employees who are required to drive a SDOC vehicle as part of their regular daily job
39 duties will receive recognition for continuous time without accruing SDP points or at-
40 fault crashes. School Bus Operators will receive a \$200 Safe Driver Incentive at the end
41 of each 12-month period (from July 1st to June 31st) in which no SDP points have been
42 accrued. Other recognition will be per the schedule below.

43 *[See Memorandum of Understanding, November 19, 2021, Attached.]*

TIME PERIOD	RECOGNITION
1 Year	1-year SAFE DRIVER Pin
5 Years	5-year SAFE DRIVER Pin and Certificate, Written Commendation
10 Years	10-year SAFE DRIVER Pin and Certificate, Written Commendation
15 Years	15-year SAFE DRIVER Pin and Certificate, Written Commendation
20 Years	20-year SAFE DRIVER Pin and Certificate, Written Commendation
25 Years	25-year SAFE DRIVER Pin and Certificate, Written Commendation
30 Years	30-year SAFE DRIVER Pin and Certificate, Written Commendation

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Definitions

- **Collision** means any time a Driver of an SDOC owned/leased/rented vehicle makes contact with another vehicle, pedestrian, animal, road debris, equipment, structure or any other stationary obstruction, such as a tree, sign, fence/gate, pole, mailbox, trashcan or building; regardless of whether or not physical damage results.
 - **Severity 1** means a vehicle collision, as defined above, in which all damage is cosmetic or visual only. The equipment is NOT rendered unsafe, unusable or unserviceable.
 - **Severity 2** means a vehicle collision, as defined above, that renders the equipment unsafe or unserviceable. Restoration or repair will be required before returning to regular service.
 - **Severity 3** means a vehicle collision, as defined above, which renders any vehicle involved unable to depart the scene under its own power, requires tow truck or other equipment to recover any vehicle.
 - **Severity 4** means a vehicle collision, as defined above, which results in bodily injury to any person requiring on-scene medical treatment or transport by ambulance for medical care.
 - **Severity 5** means a vehicle collision, as defined above, which results in severe bodily injury or fatality of any person.
- **At-fault** means an otherwise avoidable accident or incident that occurred due to the driver’s action, inaction, negligence, or inattention.
- **Careless Driving** means not operating a vehicle in a careful and prudent manner or with inadequate situational awareness so as not to endanger the life, limb, or property of any person.
- **Driver or Vehicle Operator** means the person who is manipulating the vehicle controls and solely responsible for vehicle speed, direction, movement and operation.
- **Incident** means any occurrence or event that is beyond or outside the normal operation of the vehicle that results in a loss to the district, damage to the vehicle or extraordinary measures to recover the vehicle.
- **Loss** means funds that the district has or must expend to recover, repair, reclaim, or reimburse because of physical damage or injury resulting from an accident or incident. This would include compensatory damages paid to another party either directly or by subrogation.

- 1 • **Reckless Driving** means operating a vehicle in a dangerous or hazardous manner
2 with willful disregard for the rules of the road and the safety of persons or property.
- 3 • **SDOC Vehicle** means any vehicle that is owned, leased, rented or reimbursed by
4 SDOC. This includes vehicles rented for authorized business purposes.
- 5 • **School Bus Operator** means any persons employed or contracted to SDOC to
6 transport passengers in school buses, vans or other vehicles.
- 7 • **Failure to notify** means the driver of a SDOC vehicle has knowledge of an
8 accident/incident and willfully withholds reporting the matter to leadership or
9 supervisor in an attempt to evade accountability under this plan.
- 10 • **Use of Cellular Telephone** (School Bus Operators) means the use of a cell phone
11 or other wireless device (except for 2-way radio) at any time while operating a
12 school bus, including the use of handsfree devices or wireless headphones or ear
13 buds. School Bus Operators are not permitted to use a cell phone while operating
14 a school bus.
- 15 • **Use of Cellular Telephone** (Other than School Bus Operators) means the use of
16 wireless communication devices (except for 2-way radio) in a manner that distracts
17 the driver's attention while operating a vehicle in the normal flow of traffic. This
18 would include; dialing, texting, reading/sending emails or any other activity. Such
19 devices may be used for navigational purposes along with the use of handsfree
20 devices to conduct voice calls or commands.
- 21 • **Improper Student Stop** means loading/unloading students during a regular
22 planned bus route at a location that is not an approved bus stop, or not conducted
23 following the requirements of the Bus Driver Handbook, or the stop is conducted
24 in a manner that presents a clear risk to the safety of students.
- 25 • **Revocation of Driving Duties** means the employee may no longer operate or
26 drive SDOC vehicles for any purpose. If the employee's job description requires
27 the ability to driver a vehicle, they will be considered "unqualified" to hold the
28 position. Should this occur, employees will have the following possible options:
 - 29 ○ School Bus Operators may voluntary be reassigned to Bus Attendant at the
30 salary appropriate for the position, if vacant positions are available. SDOC
31 reserves the right to reassign a School Bus Operator to Bus Attendant on
32 an involuntary basis.
 - 33 ○ Employees may apply for any similar nondriving job vacancy for which they
34 meet the minimum job qualifications, at the salary appropriate for the
35 position. Each department head and each school Principal will be
36 responsible to determine if the employee is selected for the vacancy.
 - 37 ○ Upon written request to the **Chief Human Resource Officer**, an employee
38 may be placed on unpaid leave of absence (LOA) for no more than thirty
39 calendar days in order to seek another position within SDOC. However,
40 such LOA will not be approved for the employee to seek other employment
41 outside SDOC.
 - 42 ○ If all of the above fail to result in a nondriving position for the employee, they
43 will be given the opportunity to resign, otherwise, SDOC will terminate the
44 employee for cause.

SCHOOL DISTRICT OF OSCEOLA COUNTY

SAFE DRIVER PLAN

ACKNOWLEDGEMENT

I hereby acknowledge receipt of a copy of the Safe Driver Plan established by the School District of Osceola County (SDOC) in regards to driving violations/accidents and District regulations.

I have read the Safe Driver Plan and/or it has been explained to me and I understand the contents of the Plan.

I acknowledge that I am responsible for complying with the plans requirements and provisions, including the reporting of accidents or traffic citations.

Further, I acknowledge that my State of Florida Motor Vehicle Record will be periodically reviewed by a representative of SDOC.

Employee Name: (Print) _____

FL Driver's License Number: _____

Department Number: _____ **Department Name:** _____

Employee ID Number: _____

Employee Signature: _____

Date: _____

THE SCHOOL DISTRICT OF OSCEOLA COUNTY, FLORIDA

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SCHOOL BOARD MEMBERS

- District 1 – Teresa "Terry" Castillo – Chair
407-577-5022
- District 2 – Julius Melendez – Vice Chair
321-442-2862
- District 3 – Jon Arguello
407-433-9082
- District 4 – Clarence Thacker
407-870-4009
- District 5 – Robert Bass
407-870-4009

Superintendent of Schools
Dr. Debra P. Pace



October 10, 2022

MEMORANDUM OF UNDERSTANDING
between the Osceola County School District and Local Union #385
2022-2023 Teamster Contract

Safe Driver Plan

Both parties are in agreement of the revisions of the Safe Driver Plan.

The School District of Osceola County (SDOC) wishes to ensure that it provides the safest means of transportation possible for its students and employees.

This MOU will become effective on October 11, 2022.

Debra Pace- Superintendent

10/11/2022

Date

Carlos Martinez- Local Union #385 President

10-11-22

Date