



## Frequently Asked Questions

### Welcome Aboard! MV is excited to have you join our team.

As we move forward with the **King County Access** transition, MV is committed to providing you with up-to-date information to ensure you are informed of employee transition requirements, critical dates, and next steps. Following are answers to frequency asked questions. If at any time you have additional questions, please refer to [www.mvtransit.com/KingCounty](http://www.mvtransit.com/KingCounty) for the most current contacts.

### Applying

#### ***How soon can I apply?***

MV began accepting applications on June 3<sup>rd</sup>, 2019. You are welcome to apply online at [www.MVTransit.com/Careers](http://www.MVTransit.com/Careers). **To retain your current pay and seniority, we must receive your application before August 31, 2019.** After that date we will begin to process external candidates and we want to ensure we give current team members the first opportunity at open roles.

#### **What if I have applied online, but I have not heard back from MV?**

If you have already applied, please contact the MV HR Manager, Samantha Walsh at 425-231-7751.

#### **Where/how can I apply?**

We will process applications out of our temporary office located at **600 SW 39<sup>th</sup> Street, Suite 100 A, Renton, WA 98057**. You can apply during your lunch break or after work. You can make an appointment if you are not be able to do it during those times and we will do our best to meet your schedule. Please call Samantha Walsh at 425-231-7751. **Please bring your driver's license, DOT card (for drivers) and most current pay stub.**

#### **What is the work environment like at MV?**

MV fosters a team environment where everyone is respected and valued.

#### **Are there opportunities for advancement?**

Absolutely! MV is looking for leaders and people who want to move up in the company. The entire management team is dedicated to helping everyone succeed. MV is a leading transportation provider with significant opportunity for career growth in Seattle as well as across the 30 states we operate.

## Frequently Asked Questions

### **Benefits**

We are reviewing all provided employee list(s) and will confirm that everyone has the correct seniority date. For employees who are represented by a Union, MV has committed to honor the wages and benefits currently contained in the collective bargaining agreement so that wages and Health & Welfare insurance will be provided at the same or similar CBA cost and level of benefit.

### **When do my benefits start?**

Benefits will be activated based on your start date and your completion of coverage with your current employer. For example, if your last day with your employer is 10/26/19 – MV's coverage will start on 11/1/19 – and your current coverage with Transdev or First Transit will be active until 10/31/19 with no lapse in coverage. During this transition there will be a delay before payroll deductions are removed from your paychecks, be aware that we will retroactively add these payments to your next two paychecks.

## **Seniority and Bidding**

### ***How will routes be assigned?***

Routes will be assigned based on Operation's need and start date with Transdev. For drivers, there should be no change to current shifts on our start date, until the next shift bid.

### ***Which date will be used for my seniority date?***

If your application has been received by August 31th, 2019, we will recognize your seniority date with Transdev or First Transit. If you have not applied by this date you may lose your seniority ranking.

## **Rate of Pay/Payroll**

### ***What will be my pay rate?***

If your application has been received by August 31th, 2019, we will honor previous wages for all current employees if they fall within the MV pay range. After that date, we will consider external candidate to fill open positions as necessary to meet headcount needs and will no longer consider previous wages.

### ***Will Direct Deposit be offered?***

Yes. You can provide us with direct deposit information at the time you apply or at any other point in the future.

### ***When is payday?***

We will pay on a bi-weekly basis, every other Friday. We will provide more information in the upcoming weeks. Your first paycheck will be provided on 11/8/19 (if you have worked on 10/18 – 11/1/19) or 11/22/19 (after you have worked from 11/2 – 11/15/19).

## Qualifications/Ongoing Qualifications

### **When will background checks, drug testing and DOT physicals be conducted?**

Employee qualifications will begin as soon as we have received your completed application and you have signed all of the necessary releases and paperwork. Drug Screens will be processed within 90 days of your start date.

## Training

### **When will we start MV Training and how long will it be?**

Mandatory paid MV training will be planned on weekends, which will include classroom and behind the wheel components. Since you are all experienced professional operators this training is typically 8-10 hours. We anticipate starting classes on **September 1st**. Non active drivers will be evaluated and interviewed if they are able to return to work immediately and perform essential job functions.

## Uniforms

### **Will uniforms be required?**

Yes. Uniform shirts and slacks will be required for Drivers and will be provided at no cost to the employee. You will be measured at the MV mandatory and paid training.

Call Center team members will be under MV's Dress Code policy.

## Open Door Policy

### **Does MV have an Open Door Policy?**

Yes. MV firmly believes in an Open Door policy. An employee handbook will be distributed to all employees and our Open Door policy (with contact information) will be posted at all operating locations. In addition, the General Manager always welcomes team members to come by and talk about what is on your mind.

***If there are any questions, please feel free to contact MV Transportation Recruiting at 425-231-7751.***