

**Settlement Agreement**  
**Kansas City Area Transportation Authority & ATU Local 1287**  
**Grievance No. 2007-HR-01**

WHEREAS KCATA has revised the job description for the Insurance/Benefits Clerk job description, and

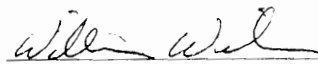
WHEREAS Local 1287 has filed a grievance asserting that the change violated Section 8.7 of the Labor Agreement, and

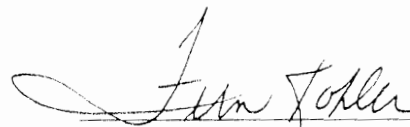
WHEREAS the parties mutually wish to resolve the current dispute without the need to resort to binding arbitration;

NOW THEREFORE, the parties hereby agree as follows:

1. The Notice of Job Opening posted on May 17, 2007, shall be the current job description for the Insurance/Benefits Clerk position, with the following modifications:
  - a. Applicants will be administered the Office Clerical Test, as has been done in the past. The parties acknowledge that the "Human Resources Clerk Test" referenced in the new job description is the same test as the "Office Clerical Test" referenced in the old job description.
  - b. Successful candidates must achieve a cumulative test score of at least 80% on the Office Clerical Test, and a segment score of at least 80% on the math portion of the test. On each of the other segments of the test, applicants must achieve a score of at least 75%.
  - c. Applicants must be able to accurately type 40 WPM.
  - d. Applicants must obtain a grade point average of at least 2.5 on a four- point scale in order to meet the minimum educational requirements for the job.
2. The current holder of the Insurance/Benefits Clerk position shall remain in the job, with no need to repost the job based on the revisions listed above.
3. This settlement is entered into on a no-precedent, no-referral basis. It shall resolve the current dispute only, and shall not limit either of the parties in taking positions in future cases involving other positions or future changes to the Insurance/Benefits Clerk position.

Dated this 5<sup>th</sup> day of November, 2007.

  
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William Wilson  
President  
ATU Local 1287

  
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Fern Kohler  
Deputy General Manager  
KCATA