

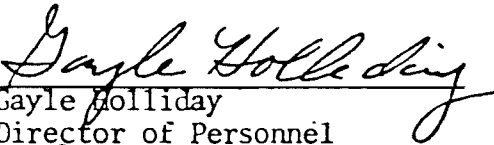
PAST PRACTICES  
ALL DEPARTMENTS

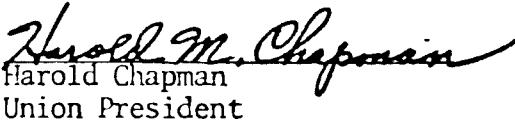
The items listed below were approved on December 20, 1979, at the Federal Mediation and Conciliation Service.

- 1a. Five (5) minute clock-in time for Office-Clerical and Maintenance.  
---OK until Absenteeism Policy is modified.
- 1b. Five (5) minute leeway for operators calling in prior to sign-on.  
---Drop, as past practices exist as departmental policy (12/20/79)---
2. Leadmen will not be used on road calls unless there are no other qualified personnel available. Leadmen in Storeroom will not be sent to pick up parts unless no other qualified personnel are available.
3. All tools and equipment deemed necessary by the Authority for the performance of duties, in all classifications, except Class "A" Mechanics, Class "B" Mechanics, Bodymen and Facilities Mechanics and Technicians, will be furnished by the Authority.
- 4a. The Authority will continue to furnish general and special tools and emergency equipment in accordance with Authority policy, except those required to be furnished by the Mechanics and Trainees.
- 4b. The Union will have no preference as to brand.
- 5-6. In the event that mechanics' tools are stolen while on Authority property or authorized business, the Authority will provide the same consideration to replace them as offered in the past.
7. In Maintenance, employees should receive sick pay for minor surgery (including oral surgery) when performed in the doctor's office, and less than the required three (3) day waiting period is needed for recuperation.
8. Request for vacation change should be submitted in writing.
9. Vacation computation in Office-Clerical and Transportation: Employees that report for work and work any portion of the day will get a full day's credit toward vacation allowance.
10. Canteen: The Authority will provide canteen facilities. The use of net profits is the responsibility of the employees in each unit.
11. Time Point Checks: When supervisor and operator compare time, they will check with the dispatcher to establish whose time is right. Road supervisor can only check on operator or line at time points. When an operator passes the last time point from the end of the line, he/she may proceed to the end of the line.  
---The Union and Management agree that the actual Past Practices on time point checks is not clear. Therefore, the attached bulletin dated January 28, 1977, will be in effect until a new policy handling time point checks is developed. Also attached, for the record is a hand written copy of suggested language to clarify the handling of time point checks submitted by Harold Chapman, on January 4, 1980.
12. Operator Stops Enroute: On lines where there are no restrooms or restaurant facilities at the end of the line, operators will be permitted one stop enroute. (at outer end of lines) to provide for their needs in their areas, but food and beverages shall be consumed only at the end of the line.

PAST PRACTICES - CONT'D

13. An operator will be allowed two (2) minutes on a relief trip.
14. No Road Supervisor, Instructor, or Company Official can get on a bus and reprimand or belittle an operator in front of passengers.
  - A. Supervisor will approach at left front window for any comments or questions.
  - B. Ask operator to step off bus for any comments or questions.
  - C. Students or operators shall be given instructions or criticisms at the end of the line only.
15. Changes in Schedules: Establish procedure to proceed from Transportation to scheduling unit.  
---Agreed that Union will meet with Transportation management to develop a procedure to inform operators as quickly as possible regarding changes---

  
Gayle Holliday  
Director of Personnel

  
Harold Chapman  
Union President

# AMALGAMATED TRANSIT UNION

LOCAL NO. 1287

TELEPHONE (816) 471-0928

913 TRACY AVENUE  
KANSAS CITY, MISSOURI 64106

May 10, 1990

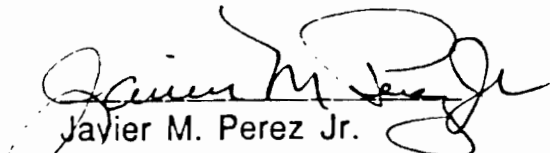
Mr. John Waterman  
Director Of Maintenance  
Kansas City Area Transportation Authority  
1350 East 17th Street  
Kansas City, Missouri. 64108

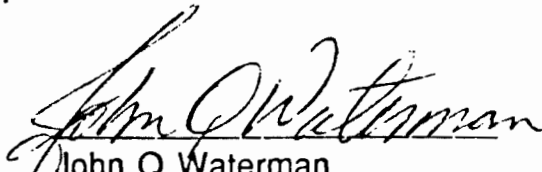
Dear John:

Ref: ESTABLISHMENT OF NEW PAST PRACTICE:

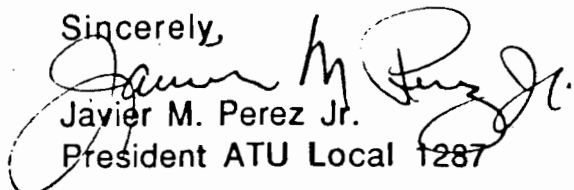
This letter is a follow up to our meeting pertaining to the establishing a new past practice.

It is agreed and established as a Past Practice, that any Employee in the maintenance seniority unit, who does not report for work, or leaves work on account of sickness, will not be eligible to be called for overtime, until he/she returns to work, with an exception that the employee will be called for RDO work. This is in compliance with Section 1.4 page 3 of the collective bargaining agreement, actually executed September 9, 1987.

  
Javier M. Perez Jr.  
President ATU Local 1287

  
John Q Waterman  
Director of Maintenance.

Please sign and date this original, and return a signed copy top me.

Sincerely,  
  
Javier M. Perez Jr.  
President ATU Local 1287