

GRIEVANCE SETTLEMENT AGREEMENT – HR-2012-02
REQUIREMENTS TO RECEIVE THE 2013 MEDICAL REIMBURSEMENT OPTION


1. The following fifteen (15) individuals listed below received the MRO in 2012. They will be given until noon, December 28, 2012 to apply, waive coverage, and present acceptable documentation to receive the 2013 MRO. No additional employees may be added, nor will the MRO be retroactive or available to any currently active employee who fails to meet all of the MRO requirements after December 28, 2012.
2. It is the responsibility of the Union to contact the listed employees below and inform them of the requirement to annually waive coverage and submit acceptable documentation which may be any one of the following: 1) Letter from spouse's employer on letterhead indicating that the KCATA employee is covered along with the specific 2013 period of coverage of their 2013 outside coverage; 2) 2013 Benefit confirmation statement from spouse's employer indicating the KCATA employee is covered along with the specific 2013 period of coverage; 3) Letter on letterhead from VA hospital or institution insurer with employee's name as covered and 2013 period of coverage; 4) A letter on letterhead from insurer providing 2013 coverage identifying KCATA employee as covered by the insurance and the 2013 period of coverage.


Additionally, the union will be responsible for informing each of those listed of the extended deadline of December 28, 2012, and all requirements including no retroactive payments after the December 28, 2012 extension.

3706	BUENO,	JESSE
7170	BURTON,	PHILLIP
11271	MIDDLETON,	JAMES
11084	MITCHELL,	LARRY
7195	MOODY,	DAVID
11260	MORGAN,	ALPHONZO
11224	POWELL,	KENNETH
7385	SCHMIDT,	DUANE
11261	Taylor	Terri
11210	WARD,	SAMUEL
4345	WEBB,	ARTHELLA
11058	WILLIAMS,	JON
8740	WILSON,	SYREETA
7381	WINSTON,	DEMETRIUS
3643	ALEXANDER	RODNEY

3. This agreement does not set a precedent nor can it be referred to in any other situation or with any other employee. It does not void any other rights in the labor contract, including the Authority's right to administer the MRO benefit and require the annual waiving of KCATA medical coverage, proof of the purchase of outside medical coverage and presentation of acceptable proof of such outside coverage.
4. Hereafter, employees must apply for the MRO and other insurance benefits during the annual open enrollment, or they will not be eligible for participation unless they have a qualifying change of family status.

Dated this 18th day of December 2012


Jonathan P. Walker, President
ATU Local 1287


Brenda Mack, Director of Human Resources
Kansas City Area Transportation Authority