

**SETTLEMENT AGREEMENT BETWEEN  
KCATA & ATU LOCAL 1287**

KCATA and ATU Local 1287 hereby agree to settle Grievance 2002-MN-56 and 2002-MN-57 on the following terms:

1. KCATA will not make any changes to any jobs within the Maintenance Seniority Unit at the annual mark-up, including but not limited to job abandonment, unless the changes are mutually agreed to in advance by the Authority and the Union. If a departmental director wishes to make any changes at the annual mark-up, the director will first provide written notice of the proposed changes to the Union and will then meet with representatives of the Union to discuss the proposed changes. Any changes that are mutually agreed to in advance of the mark-up will be effective for the mark-up. Any changes that are not mutually agreed to in advance of the mark-up will not be posted at the mark-up, and will not be part of the mark-up. In the absence of agreed changes, all jobs in existence at the time of the mark-up must be posted for the mark-up exactly as they exist at the time of the mark-up.

2. This settlement does not limit or reduce in any way management's existing right to make changes to jobs through the contractual job abandonment, job posting and job bidding process at any time of the year other than during the annual mark-up.

a. The Union recognizes that KCATA has the right to make job changes, other than during the mark-up, by following the contractual job abandonment, posting, bidding and bumping process.

b. Thus, for example, it is expressly understood that KCATA may choose to implement changes that were proposed prior to the mark-up, but that were not agreed to in advance of the mark-up, after the mark-up is completed. The regular bidding process will


apply to any posted jobs, and employees who formerly held abandoned jobs will have full bumping rights.

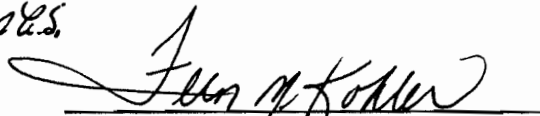
c. It is understood that, by entering into this agreement, the Union has not waived any right to file grievances asserting that KCATA has failed to follow the proper procedure when abandoning jobs, posting jobs, administering the bidding and/or bumping process, overseeing trial periods, or has violated the contract in any other way.

3. This settlement applies solely and exclusively to the Maintenance Seniority Unit, and shall have no impact whatsoever on procedures or processes in any other Seniority Unit.

AGREED to this 27 day of ~~March~~, 2004.

*APRIL  
M.S.*

  
Marvin Shackleford, for Local 1287

  
Fern Kohler, for KCATA