



KANSAS CITY AREA TRANSPORTATION AUTHORITY

1200 EAST 18TH STREET
KANSAS CITY, MO 64108
(816) 346-0200

January 5, 2006

Mr. William Wilson
ATU Division 1287
6301 Rockhill Rd. Suite 401
Kansas City, MO 64131

RE: Grievance 2005-MN-53

Dear William,

The third step was heard on December 30, 2005. The Authority and the union have agreed (per telephone conversation with W. Wilson on 1-4-06) to settle this grievance by establishing the following protocol in determining what an employee's seniority date will be if two or more employees have the same start date:

Seniority will be determined when two or more employees have the same start date by first determining which employee applied for his/her position first. The employee with the earliest date will be considered more senior than the other(s). If the application date is the same, then the most senior date will be given in alphabetical order.

Respectfully,

A handwritten signature in black ink, appearing to read "Ted R. Stone". The signature is written in a cursive, flowing style.

Ted R. Stone
Maintenance Director

Cc: Brenda Mack
Director of Personnel