

October 16, 2001

Mr. Marvin Shackelford, President
Amalgamated Transit Union
Division 1287
6301 Rockhill Road, Suite 401
Kansas City, Missouri 64131

This is the third step answer to grievance filed by A.T.U. Local 1287 on October 20, 2000. Present at the hearing held on October 9, 2001 were: Ted Stone, Director of Maintenance; Jim Clayton, Special Projects Manager; Walt Woodward, Body Shop & Farebox Supervisor; Marvin Shackelford, Union President; William Wilson, Union Vice President; and John Cullinan, Union Executive Board.

The Union is grieving that new employees who have completed probation are being held at Class B Serviceworker rate and denied access to the Voluntary Overtime List until they have a Class A CDL.

As soon as employees complete probation, they are upgraded to Class A Serviceworker and placed on the RDO Overtime List on the Service Line for which they are qualified. They cannot however be put on the Voluntary List because the work could involve tow truck operation for which they are not qualified.

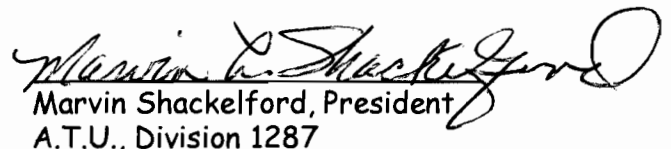
If you are not in agreement and decide to take this matter arbitration, please advise Fern Kohler in writing within five days after receipt of this letter.

Sincerely,

In Agreement,



Ted R. Stone
Director of Maintenance



Marvin Shackelford, President
A.T.U., Division 1287

Cc: Employee
Employee File
Grievance File
Fern Kohler

10/17/01
Date Letter Received