

REVISED DRIVERS' LICENSE POLICY AGREEMENT
Between Kansas City Area Transportation Authority
And
Amalgamated Transit Union Local 1287

This Agreement entered into on August 31, 2004, is between the Kansas City Area Transportation Authority (KCATA) and Local 1287 of the Amalgamated Transit Union (Union).

A new driver's license policy to be implemented on September 1, 2004, is attached to this Agreement as Appendix A. Both parties to this Agreement acknowledge and agree to the following:

- 1) The Policy will be implemented on a trial basis.
- 2) KCATA is under no obligation to continue the Policy, and may return to the previous policy of all jobs in the Maintenance seniority unit requiring a commercial driver's license (CDL) if it is determined that the Policy inhibits KCATA's ability to maintain and service revenue vehicles.
- 3) Certain shifts and work areas may not be able to reasonably accommodate employees not meeting the physical standards established by the Federal Motor Carrier Safety Act, and KCATA will determine under which circumstances such accommodations can be made.
- 4) The number of reasonable accommodations in the Maintenance Department for employees not meeting physical standards established by the Federal Motor Carrier Safety Act will be limited. If at any time, the number of requests for accommodations exceeds the number that is reasonable, such accommodations will be awarded to those eligible employees with the highest unit seniority.
- 5) The revised Policy removes the CDL requirement from all stock workers' job description. No stock worker job will be reposted for bidding purposes solely because of this change.

Kansas City
Area Transportation Authority

Amalgamated Transit Union
Local 1287


Fern M. Kohler,
Deputy General Manager


Marvin L. Shackelford
President/Business Agent

Appendix A

KCATA POLICY DRIVER'S LICENSE REQUIREMENTS EFFECTIVE SEPTEMBER 1, 2004

Transportation Seniority Unit

- CDL's and compliance with physical standards established by the Federal Motor Carrier Safety Act are required for all positions.

Maintenance Seniority Unit

- CDL's and compliance with physical standards established by the Federal Motor Carrier Safety Act are required for all positions *except* stock workers and facility service workers.
- A valid CDL and compliance with physical standards are required to be eligible for inclusion on any overtime list that includes the possibility of operating a commercial vehicle off of ATA property.
- To the extent reasonable, ATA will consider accommodations on a first come, case-by-case basis for current employees not meeting physical standards established by the Federal Motor Carrier Safety Act and whose position requires driving an ATA commercial vehicle off of ATA property. If reasonable accommodations are able to be made, the employee will be required to have annual physicals at a minimum (first upon discovery of condition and at least annually thereafter.) These physicals will be at the Authority's expense. Other medical procedures as prescribed by the Authority physician may be required.

All Employees

- Valid driver's licenses are required for all positions that drive any ATA non-commercial vehicle on or off property.
- KCATA reserves the right to check driver's license records and to require appropriate medical examinations from time to time in order to maintain adequate safety standards for all positions driving non-commercial vehicles, on or off property.
- Exemptions – An employee required to have a valid CDL and not meeting the physical standards established by the Federal Motor Carrier Safety Act, may attempt to obtain and maintain a current federal exemption from the standards at the employee's expense.
- All Authority rules and regulations that address the possession of the required driver's license remain in effect, regardless of the type of driver's license required.