

SETTLEMENT AGREEMENT

The parties to this Settlement Agreement are Regional Transit Service, Inc. ("RTS"), the Amalgamated Transit Union, Local 282 ("Union") and the employees referenced in item number four (4) below.

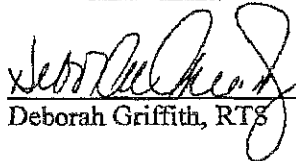
NOW, THEREFORE, in full settlement of the grievances listed in item four (4) below the parties agree as follows:

1. Any employee that is out five (5) or more days due to illness or injury is required to make an appointment to see the Company doctor for a return to work physical and drug screen for authorization to return to work.
2. Any employee out for sickness or injury for (5) days up to thirty (30) calendar days and cleared to return to work by the Company doctor will not be held out of work pending the results of the return to work drug test.
3. Any employee that is out of work due to illness or injury for more than thirty (30) calendar days and cleared to return to work by the Company doctor may be held out of work for up to three (3) business days (weekdays), without pay, pending the results of the drug test. If the results of the drug test are still pending after the third business day the employee will be allowed to return to duty with no further loss of pay. If the pending result comes back positive the employee will immediately be removed from service without pay.
4. The employees referenced below will be paid for the indicated hours and rates of pay by July 29, 2010:

<u>Employee</u>	<u>Hours/Rate of Pay</u>	<u>Grievance Number/Union Number</u>
Robert Woods	8/\$23.72	47-09/ Aug17-2009-A-RTST-47-09
Wayne Miller	8/ \$19.01 ^{\$22.98} GR	124-06/Jan28-2009-A-00324-07
Marcie Foley	32/\$16.15	77-06/Jan28-2009-B-00045-07
Clarence Scott	8/\$23.42	02-07/Jan28-2009-B-00376-07
Donald Colucci	8/ \$22.85 ^{\$22.31} GR	65-06/Jan28-2009-B-RTSM-65-06
Peter Leyland	16/\$22.08	117-05/Jan28-2009-E-00338-06
Paul Refici	8/\$21.76	84-06/Jan28-2009-G-01049-06
Ray Dunbar	8/\$22.86	167-08 /Nov03-2008-I-RTST167-08

5. The grievances listed in item four (4) above will be withdrawn by the Union and this settlement agreement is proof of such withdrawal and any demands for arbitration associated with these grievances are hereby withdrawn as well.

Dated: 20, July 2010



 Deborah Griffith, RTS

Dated: 7-21-10



 Gary Rauen ATU, Local 282