

## MEMORANDUM OF AGREEMENT

The parties to this Memorandum of Agreement, Regional Transit Service, Inc. ("Company") and the Amalgamated Transit Union, Local 282 ("Union"), hereby agree to the following disciplinary progression for violation of the RTS policy (the attached policy on the reverse side of this document was established by the Company under its Management Rights to promulgate reasonable plant rules and enforce such rules through disciplinary action) on Employee use of cellular phones/portable electronic devices upon the date of the parties' signatures below:

1. The parties agree that using a cellular phone, portable electronic device and/or wearing a hands free device (Bluetooth, earphones, earbuds, etc.) whether in use or not, while operating an RTS vehicle, will result in the following disciplinary action:
  - ✓ 1<sup>st</sup> offense = Three (3) day suspension;
  - ✓ 2<sup>nd</sup> offense within forty eight (48) months from first incident = Immediate termination of employment.
2. Use of a cellular phone is permitted on an emergency basis only when an RTS vehicle is at a full stop and in park at a safe location.
3. The Union will not grieve and/or arbitrate discipline issued for violation of this policy when there is a complaint and/or observation that is confirmed by the onboard audio/video system of a bus.

AMALGAMATED TRANSIT UNION,  
LOCAL 282

  
Gary Rauen, ATU, Local 282      Date

REGIONAL TRANSIT SERVICE, INC.

  
Dan Howland, RTS      Date

11-3-2010