

SETTLEMENT AGREEMENT

In full and complete settlement of Grievance #117-08 (Thomas A. Enright), scheduled for arbitration on May 29, 2009, the parties agree as follows:

1. Supervisory counseling (whether verbal or written) is not a disciplinary charge within the meaning of Article 6 and cannot be used as a step of progressive discipline at RTS.
2. Any employee who is the subject of a written counseling shall receive a copy of the counseling form and shall have fourteen (14) calendar days after receipt to submit a response to the written counseling and said response, if submitted, shall be placed in the employee's file.
3. Nothing in this agreement impairs RTS' position that prior supervisory counseling may be relevant in disciplinary cases.
4. The ATU and Mr. Enright will withdraw Grievance #117-08 with prejudice, and the parties will split the Arbitrator's fee for the hearing date on May 29, 2009.

Dated: May 29, 2009

ATU, LOCAL 282

REGIONAL TRANSIT
SERVICE, INC.

Handwritten signature of Joseph J. ...

Handwritten signature of Paul ...

THOMAS A. ENRIGHT, Grievant

Handwritten signature of Thomas A. Enright