

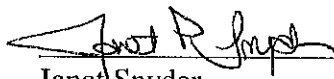
Memorandum of Agreement
Between
Regional Transit Service ("Company")
And
Amalgamated Transit Union, 282 ("Union")

The parties met over the use of personal cell phones in the Maintenance Department and came to the following agreement:

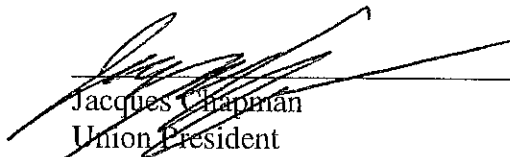
1. Nothing in this agreement shall negate the Electronic Device Agreement between the parties dated 11/3/10.
2. During work times (i.e. not during break periods) personal tablets and other personal devices other than cell phones shall not be used.
3. Casual use (texting or phone calls) of personal cell phones shall be permitted as long as it does not impact work productivity or safety.
4. Viewing of videos on cell phones is not permitted except during break, lunch or with permission from the supervisor for work purposes.
5. Cell phones may be used for music purposes as long as it is not disruptive to the work force.
6. If an individual has a situation that they must be on a phone for an emergency they need to notify their supervisor.
7. For instances of excessive use progressive discipline shall apply.

This Agreement shall be effective May 8, 2017.

Dated: May 2, 2017



Janet Snyder
Labor Relations Director
RTS



Jacques Chapman
Union President
ATU - Local 282