

SETTLEMENT AGREEMENT

BETWEEN

REGIONAL TRANSIT SERVICE, INC. ("RTS" or "COMPANY")

AND

AMALGAMATED TRANSIT UNION, LOCAL 282 ("UNION")

In full and complete settlement of PERB Case No. U-39210, the parties agree as follows:

1. Subject to the conditions set forth herein, RTS will take the following actions:
 - a. Effective November 1, 2024, RTS will re-program the timekeeping system in the RTS Maintenance Department (currently UKG) to change the time window within which employees in the RTS Maintenance Department can punch in for work for the start of their scheduled shift. Specifically, employees in the RTS Maintenance Department will be permitted to punch in for work up to fifteen (15) minutes prior to their scheduled shift start time. The rounding system will continue to ensure payment from the scheduled shift start time of an employee's shift when the employee punches in within fifteen (15) minutes of their scheduled start time.
 - b. The parties recognize and agree that this Agreement does not change the requirement that employees in the RTS Maintenance Department are to begin working at their scheduled shift start time (i.e., not before or after that time, unless approved for overtime). Moreover, it remains the responsibility of the employees in the RTS Maintenance Department to obtain permission from RTS management before performing any work prior to their scheduled start time or after their scheduled end time.
 - c. The time window within which employees in the RTS Maintenance Department must punch out for the end of their shift (i.e., within two (2) minutes of their scheduled shift end time) will remain unchanged.
 - d. As soon as reasonably practicable after the parties have executed this Agreement, RTS will install one (1) additional time clock that RTS Maintenance employees may use to punch in and out for work. This additional time clock will be located in the Body Shop of the RTS Maintenance Department.
2. The Union hereby withdraws the Charge filed in PERB Case No. U-39210 with prejudice. The Union will file and submit any and all necessary documents required to ensure that PERB closes Case No. U-39210 without further proceedings.

3. By executing this Agreement, neither RTS nor the Union makes any admissions of improper conduct.

October 17, 2024

Date

Donna J. Schnapp

Donna J. Schnapp
Director of Labor Relations
Regional Transit Service, Inc.

10/18, 2024

Date

John A. Trott

John Trott
President/Business Agent
Amalgamated Transit Union, Local 282