

MEMORANDUM OF UNDERSTANDING

BETWEEN

**Kitsap Transit and Amalgamated Transit Union (ATU) #1384
Regarding Red Light Citations**

The purpose of this Memorandum is to clarify the parties' intent regarding the procedures for a Red Light citation when received by Kitsap Transit.

The parties agree to the following procedures for processing Red Light Citations:

Once the Operator has been identified as the driver of the Kitsap Transit vehicle receiving the Red Light citation, the current past-practice timeline procedures will apply for meeting with the driver and processing any applicable PPCS memos. Kitsap Transit will have 11-working days from the date Kitsap Transit receives the Red Light citation to complete the meeting and memo to the driver. For purposes of this Memorandum, the date Kitsap Transit receives the citation will be date stamped onto the citation by the Finance department.

Operator's First Red Light citation

An Operator's first Red Light citation offense will be at Step 1-Oral Reminder in the Miscellaneous Operator Standards category (or the next level higher if already tracking in this category) in the Positive Performance Counseling System (PPCS). There will be no impact on the Operator's individual quarterly merit pay.

In keeping with Kitsap Transit's newly established policy, Kitsap Transit will pay the fine established by the Court and seek reimbursement from the Operator by presenting a bill for payment which will be due within 30 days. If the payment has not been paid within the 30 days, Kitsap Transit will deduct the payment amount from the Operator's next paycheck.

Operator's Second Red Light citation

An Operator's second Red Light Citation offense will be at Step 3-Written Reminder in the Safety category (or the next level higher if already tracking in this category). This will preempt the Oral Reminder-Misc. Operator Standards held previously by the first offense (to prevent tracking in multiple categories). This Written Reminder will impact negatively on the Operator's individual merit pay in the safety category for the current quarter in which the infraction occurred.

In keeping with Kitsap Transit's newly established policy, Kitsap Transit will pay the fine established by the Court and seek reimbursement from the Operator by presenting a bill for payment which will be due within 30 days. If the payment has not been paid within the 30 days, Kitsap Transit will deduct the payment amount from the Operator's next paycheck.

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**Kitsap Transit and Amalgamated Transit Union (ATU) #1384
Regarding Red Light Citations**

The parties agree that if the Operator is already tracking in the Miscellaneous Operator Standards category of PPCS when the first offense is documented, then PPCS will be progressive to the next step. If the Operator is already tracking in Safety when the second offense is documented, then PPCS will be progressive to the next step.

Per current Operator Handbook guidelines, each of the above steps will track for 12 months from the date of the infraction. (18 months if a Suspension has occurred).

Both parties agree to apply this MOU retroactively. Should there be unusual circumstances related to retroactivity, the parties agree to meet to resolve the issue.

Both parties agree to continue working on mitigation through the court and possible modifications to the light signage north bound at 16th and Warren.

This agreement shall be in effect immediately and shall not override any other part of the ATU Routed and *ACCESS* contracts.

This agreement will be reviewed on or before April 30, 2009.

Dated this 12th day of March, 2009

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KITSAP TRANSIT

AMALGAMATED TRANSIT UNION,
Local #1384

By: Ellen Gustafson
Operations Director

By: Rita DiIenno
President/Business Agent

Signature: Ellen Gustafson

Signature: Rita DiIenno