

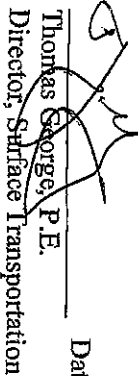
RETURN TO WORK SETTLEMENT AGREEMENT
BETWEEN
NIAGARA FRONTIER TRANSIT METRO SYSTEM INC.
AND
AMALGAMATED TRANSIT UNION LOCAL 1342
PERTAINING TO Walter Thompson 7077

All parties to this agreement agree to the following terms as full and complete settlement and/or resolution of the incident occurring on 11/19/2021 and the resulting actions taken by the Company with respect to Walter Thompson, employee number 7077.

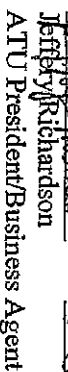
1. The decision to terminate Mr. Thompson is amended to a decision to impose a disciplinary suspension without pay for the period beginning 12/3/2021 through 1/2/2022.
2. This Agreement represents a Final Warning Before Termination issued to Mr. Thompson. It is understood that if Mr. Thompson engages in any conduct in the future in violation of Section 1.8 of the Performance Improvement Guidelines or otherwise fails to provide complete and accurate medical information or responses to the Medical Department, such act, alone or in combination with other conduct, will be just cause for immediate termination from services. This penalty shall not be subject to the grievance process, except to determine whether the conduct occurred.
3. It is further understood that Mr. Thompson must immediately contact the Medical Department to inform and update the Medical Department about any medical information which may be required by the Medical Department. Failure to provide medical documentation or information to the Medical Department and/or failure to comply with Medical Department instructions will result in immediate termination from employment.
4. This Agreement is entered into without prejudice and does not set or create any precedent or practice for future disciplinary actions taken or grievances filed with respect to employees other than Mr. Thompson. No party shall offer, cite, enter, or otherwise use or rely upon this Agreement, its terms or the underlying facts and circumstances in any future action or proceeding, including grievance and arbitration proceedings, except those involving Mr. Thompson.

For NFT METRO SYSTEM, INC.

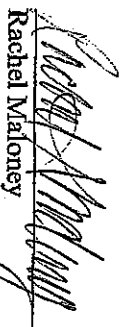
For the ATU Local 1342



Thomas George, P.E.
Director, Surface Transportation

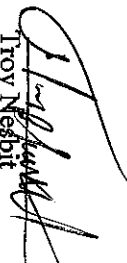
Date 1/1/22

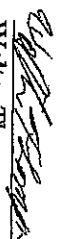

Jeffrey Richardson
ATU President/Business Agent

Date 1-3-2022


Rachel Maloney
Manager, Bus & Special Services
Date 1/7/22


Matthew Van Vessel
Director, Labor Relations
Date 1/3/22


Troy Nesbit
ATU Executive Board
Date 1-13-22


Walter Thompson
Employee
Date 1-13-21