

PRESENTED AND ADOPTED:

SUBJECT: Revision of the Personnel Policies and Procedures Manual (PPPM), Section 6.5 to Provide for a Pay Supplement to WMATA Non-Represented Employees Called Up for Active Military Duty

**PROPOSED
RESOLUTION
OF THE
BOARD OF DIRECTORS
OF THE
WASHINGTON METROPOLITAN AREA TRANSIT AUTHORITY**

WHEREAS, The Washington Metropolitan Area Transit Authority (WMATA) currently has no provision in its Personnel Policies and Procedures Manual (PPPM), Section 6.5, Other Paid Leaves, or union contracts for payment of a salary supplement for employees who are called to active military duty; and

WHEREAS, Surveys of the local jurisdictions conducted by WMATA have found that all jurisdictions are providing some payment of a salary supplement with various limits on time and amount; and

WHEREAS, WMATA wishes to offer benefits consistent with the local jurisdictions and to provide support to those employees in active military service by revising PPPM 6.5, Section 1.C, to provide a pay supplement to employees on active military duty who are on leave without pay; and

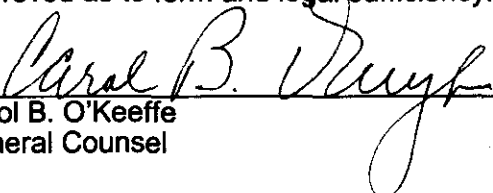
WHEREAS, The pay supplement will be deemed salary and calculated as the excess of base pay over military pay, including allowances (monies provided for specific needs, such as food or housing); and

WHEREAS, Employees called to active military duty must provide military orders and Leave and Earnings Statements, and the pay supplement will be payable from the beginning of leave without pay for active military duty (not before 1/1/2006) to discharge from active duty or, WMATA's determination that reemployment with WMATA is unlikely in accordance with 38 U.S.C. § 4312 (d) of the USERRA, whichever occurs sooner; now, therefore be it

RESOLVED, That PPPM 6.5, Section 1.C, is revised to include additional language as shown in Exhibit A, that allows WMATA non-represented employees called to active military duty who are on leave without pay to receive a pay supplement (which will be deemed salary) when their WMATA base salary exceeds their active military duty pay and allowances; and be it further

RESOLVED, That this Resolution shall take effect on January 1, 2006, for non-represented employees, and will be included in the collective bargaining process for represented employees.

Approved as to form and legal sufficiency:



Carol B. O'Keeffe
General Counsel

EXHIBIT A

Effective January 1, 2006, employees called to active military duty who are on leave without pay will be eligible for a pay supplement (which will be deemed salary) when their WMATA base salary exceeds their active military duty pay and allowances (monies provided for specific needs, such as food or housing). The supplement is calculated as the excess of WMATA base pay over military salary including allowances. It is payable from the beginning of the leave without pay status (but not before 1/1/2006) to discharge from active duty or WMATA's determination that reemployment with WMATA is unlikely in accordance with 38 U.S.C. § 4312 (d) of the Uniformed Services Employment and Reemployment Rights Act. Employees are required to provide their military orders and Leave and Earnings Statements in order to qualify for the pay supplement.