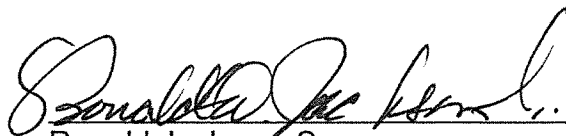Memorandum of Understanding
Between the
Amalgamated Transit Union, Local 268
&
The Greater Cleveland Regional Transit Authority
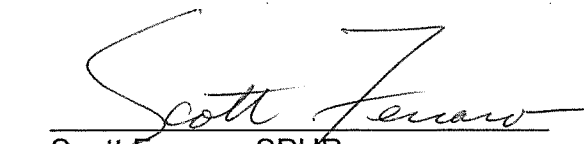
**Operator Mentorship Program**

The Greater Cleveland Regional Transit Authority (Authority) and the Amalgamated Transit Union (ATU), having met and conferred, agree to the following aspects of an Operator Mentorship Pilot Program as described below. All other contractual procedures will remain as stated in the contract dated August 1, 2014 through July 31, 2017.

- The Authority would seek full-time operators at Triskett to help mentor recently hired operators.
- Full-time operators would volunteer (without pay) for this opportunity.
- Full-time operators would have to apply for this opportunity to assist other newly hired operators.
- Full-time operators must be the following guidelines:
  1. Must meet the merit certification standards
  2. Must have 5 or more years of service
  3. Participate and be scored in a panel interview (RTA and ATU representatives)
- The top 3 operators at the respective District would be selected for the initial pilot program. Other successful operators would be maintained on a list for future opportunities if the program continues beyond the initial pilot program.
- Operators selected as Mentors must maintain the following expectations:
  1. Professional appearance and hygiene
  2. Good customer service record
  3. A good work record including but not limited to good attendance
  4. Ability to foster teamwork with others

The GCRTA and the ATU acknowledge that they have had ample opportunity to meet and confer over all issues surrounding the Operator Mentorship Pilot Program. This agreement represents a complete and final understanding between the GCRTA and the ATU regarding the Operator Mentorship Program. Executed in Cleveland, Cuyahoga County, Ohio, this 25th day of April 2017.


Ronald Jackson, Sr.                           Scott Ferraro, SPHR
President/Business Agent               Labor & Employee Relations Director
ATU Local 268 Board Member


C: M. York, B. Hampton, District Directors, M. Good, File