

**Memorandum of Understanding
Between the
Fraternal Order of Police, OLC (FOP)
And
The Greater Cleveland Regional Transit Authority (GCRTA)**

Vaccine Incentive

Effective upon execution, this memorandum of understanding will confirm the following agreement regarding the implementation of a vaccine incentive for FOP represented employees. The GCRTA and the FOP, having met and conferred, agree to the wages, hours and conditions of employment outlined herein. Except as outlined in this agreement, no other terms and conditions shall be effected in the collective bargaining agreement that expire on February 28, 2023.

The GCRTA and the FOP agree to the following:

The GCRTA and the FOP share the common goal of maintaining a workplace free of known hazards, and safeguarding the health of our employees, their families, our customers, visitors, and the community at large from infectious diseases that may be reduced by vaccinations. As part of the GCRTA wellness initiatives and the next steps toward that goal and community immunity, GCRTA will provide a COVID vaccination incentive program for those employees that provide proof of full vaccination, via copy of their vaccination card submittal at the time of this agreement. Employees are considered fully vaccinated for this incentive if they have received the Johnson & Johnson COVID vaccine or completed the second round of vaccines for the Pfizer or Moderna COVID vaccines.

The GCRTA will provide incentive amounts based on the following timelines:

- **\$500 Incentive**
 - Employees who have *already* submitted their valid proof of COVID-19 vaccination or submit valid proof of COVID-19 vaccination by December 3, 2021 at 11:59 p.m. EST will receive a \$500 incentive check. These checks will be process for payment on December 10, 2021.
- **\$500 Incentive (extended):**
 - Qualifying cards for the extension of the \$500 incentive must be submitted by December 31, 2021 at 11:59pm EST. Corresponding checks will be issued on January 14, 2022.
- Only one (1) incentive payment is allowable per employee. Copies of vaccination cards must be submitted to the Occupational Health Section and will be maintained in this secured location.

The GCRTA and the FOP acknowledge that they have had ample opportunity to confer and bargain over all negotiable matters affecting wages, hours, and terms and conditions of employment regarding this memorandum of understanding. This agreement represents a complete and final understanding between the RTA and FOP on all bargaining issues regarding the vaccine incentive.


Executed in Cleveland, Cuyahoga County, Ohio, this 2 day November 2021.



FOP/OLC Representative

11/2/2021

Date



Scott Ferraro, SPHR/SHRM-SCP *sf 12/16/21*
Sr. Director of Labor & Employee Relations
& Compliance

11/2/2021

Date