

Memorandum of Understanding

Between the

Amalgamated Transit Union, Local 268
&
The Greater Cleveland Regional Transit Authority

**Procedures for Posting and Scheduling
Grade 5 & 6 Supervisory Equipment Employees on Holidays**

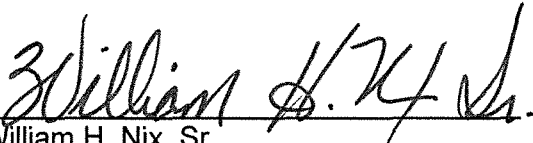
The Greater Cleveland Regional Transit Authority and the Amalgamated Transit Union, having met and conferred, agree to the following clarification regarding the procedures for posting and scheduling Grade 5 & 6 supervisory equipment employees on holidays. The Greater Cleveland Regional Transit Authority and the Amalgamated Transit Union, 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 expires on July 31, 2014.

The parties agree to the following posting and scheduling procedures for Holidays in the Equipment Section:

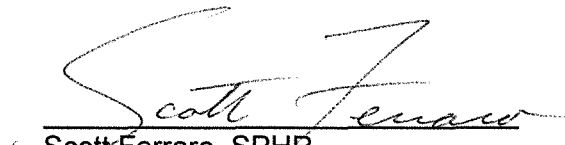
1. Holiday work shifts will be posted as open work for all supervisory equipment employees.
2. Management will first offer holiday assignments to the grade 5 and 6 equipment employees whose picked work schedule includes the day the holiday falls on. These employees have first right to work their picked shift only.
3. Grade 5 employees at a specific work location cannot bump a Grade 6 employee from working in his/her Grade 6 classification opening.
4. The assignment of work will be by the work classifications needed. If there are not enough employees who sign up to work the holiday in the needed work classifications, the Authority will select employees in order of classification seniority that sign up to work their off day on the holiday. Employees may sign up to work any shift as long as it would not violate the Authority's rest rule. This includes their regular shift before or after the holiday assignment.
5. If the GCRTA does not have enough employees in a specific classification elect to work a specific shift, management will draft the least senior employees by classification seniority until the needed work in each classification is filled. These assignments will be made with consideration to the Authority's rest rule.

6. Management will post sign-up sheets for each holiday. The holiday work will be listed with the number of openings for each shift. Employees that sign up to work will be placed in accordance with their classification seniority and application of the rest rule.

The GCRTA and the ATU acknowledge that they have had ample opportunity to meet and confer over all issues surrounding the procedures for posting and scheduling equipment employees on holidays. This agreement represents a complete and final understanding between the GCRTA and the ATU regarding the procedures for posting and scheduling Grade 5 & 6 supervisory equipment employees on holidays. Executed in Cleveland, Cuyahoga County, Ohio, this 21st day of March 2013.


William H. Nix, Sr.
President/Business Agent
Amalgamated Transit Union, Local 268

3-21-13
Date


Scott Ferraro, SPHR
Director of Labor & Employee Relations
Greater Cleveland Regional Transit Authority

3/21/13
Date

C: M. York, District Directors, Equipment Managers, M. Good, and W. Mitchell