

RESOLUTION NO. 2023-23

APPROVING A NEW THREE-YEAR COLLECTIVE BARGAINING AGREEMENT COVERING CONDITIONS OF EMPLOYMENT WITH THE FRATERNAL ORDER OF POLICE/OHIO LABOR COUNCIL, INC.

WHEREAS, the previous Collective Bargaining Agreement ("CBA") between the Fraternal Order of Police/Ohio Labor Council, Inc. ("FOP/OLC") and the Greater Cleveland Regional Transit Authority ("GCRTA"), established on March 1, 2020, expired at midnight on February 28, 2023 but continued in effect until a new agreement was negotiated; and

WHEREAS, collective bargaining between representatives of the FOP/OLC and GCRTA has produced a new CBA covering the period from March 1, 2023 through February 28, 2026; and

WHEREAS, the members of the FOP/OLC have approved the new CBA.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Greater Cleveland Regional Transit Authority, Cuyahoga County, Ohio:

Section 1. That the Collective Bargaining Agreement ("CBA") for employees represented by the Fraternal Order of Police/Ohio Labor Council, Inc. ("FOP/OLC") be and it is hereby approved incorporating the changes, modifications, additions, and deletions, as negotiated by the representatives of the FOP/OLC and the GCRTA to become effective retroactive to March 1, 2023, and continue through February 28, 2026.

Section 2. That said contract will be funded through the General Fund.

Section 3. That the CBA, as amended, be and hereby is approved, and the General Manager, Chief Executive Officer is authorized to execute said agreement.

Section 4. That this resolution shall become effective immediately upon its adoption.

Adopted: March 21, 2023



President

Attest: 

Secretary-Treasurer



TITLE/DESCRIPTION: APPROVING A NEW THREE-YEAR COLLECTIVE BARGAINING AGREEMENT WITH THE FOP/OLC	Resolution No.: 2023-23
	Date: March 16, 2023
	Initiator: Human Resources
ACTION REQUEST: <input checked="" type="checkbox"/> Approval <input type="checkbox"/> Review/Comment <input type="checkbox"/> Information Only <input type="checkbox"/> Other _____	

- 1.0 PURPOSE/SCOPE: This action will approve a new three-year Collective Bargaining Agreement ("CBA") with the Fraternal Order of Police/Ohio Labor Council, Inc. ("FOP/OLC"). The term of the new agreement will be from March 1, 2023 through February 28, 2026. The new CBA describes the "Conditions of Employment" for employees of the Greater Cleveland Regional Transit Authority ("GCRTA") covered by the FOP/OLC bargaining unit, which generally includes police officers, sergeants, dispatchers and security officers as well as the incorporation of Transit Ambassadors through a Memorandum of Understanding with the FOP/OLC. Employees covered by the new CBA number is approximately 5% of the GCRTA's approximate 2,200 active positions.
- 2.0 DESCRIPTION/JUSTIFICATION: The previous CBA with the FOP/OLC expired at midnight on February 28, 2023 but continued in effect until this new CBA was negotiated and approved. Negotiations for a new agreement commenced on December 21, 2022. Six joint bargaining sessions occurred during January and February of 2022 between representatives of the FOP/OLC and the GCRTA. These negotiations culminated in a tentative agreement being reached between the parties on February 24, 2023 for a new three-year CBA. The CBA was approved by union membership on March 3, 2023.
- 3.0 PROCUREMENT BACKGROUND: Does not apply.
- 4.0 DBE/AFFIRMATIVE ACTION BACKGROUND: Does not apply.
- 5.0 POLICY IMPACT: The subject action has important policy implications, principally in the areas of cost control and service quality.
- 6.0 ECONOMIC IMPACT: The estimated costs and savings associated with the major economic provisions of the new agreement will be provided to the Board of Trustees.
- 7.0 ALTERNATIVES: Not approve the new three-year agreement as proposed. Management would be required to direct the staff to return to the bargaining table with the FOP/OLC to seek further changes or revisions.
- 8.0 RECOMMENDATIONS: It is recommended that the Board of Trustees approve the proposed new three-year labor agreement with the FOP/OLC.
- 9.0 ATTACHMENTS: None

Recommended and certified as appropriate to the availability of funds, legal form and conformance with the Procurement requirements.

JR Casper, Ph.D., Acting

General Manager, Chief Executive Officer