

Memorandum of Understanding  
Between the  
Amalgamated Transit Union  
&  
The Greater Cleveland Regional Transit Authority

**447 TRANSFERS FROM BUS TO RAIL**

Effective upon execution, this memorandum of understanding will confirm the acceptance of the below listed procedures for Grade 447 employees in bus operations to transfer to Grade 447 positions in rail operations. 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 between the GCRTA and the ATU effective August 1, 2000 through July 31, 2003.

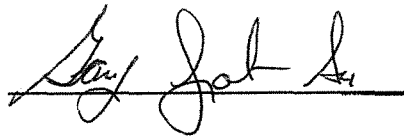
Grade 447 bus equipment employees may be eligible to transfer to Grade 447 rail equipment positions under the following conditions.

1. Employees will be required to pass a rail equipment assessment test.
2. Employees will be required to successfully complete a six-month probationary period. Management will also assign and rotate employees through various work areas in the rail equipment department for approximately one full year from date of assignment.
3. Employees will resume their picking rights after completion of the one year rotation of assignments.
4. If an employee does not successfully complete the six-month probation period, the employee will be returned to a Grade 447 bus equipment position.
5. Management will consider those Grade 447 employees that are currently on the rail equipment eligible list for transfer. There will be no reposting of the most recent rail equipment job posting.
6. Management will identify the opportunity and guidelines for Grade 447 bus equipment employees to transfer on the next rail equipment job posting.

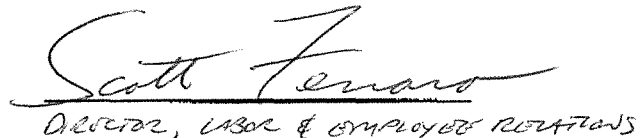
The GCRTA and the ATU acknowledge that they have had ample opportunity to confer and bargain over all negotiable matters affecting wages, hours and, terms and conditions of employment regarding the extension of benefits for Grade 447 employees requesting to transfer from bus operations to rail operations. This agreement represents a complete and final understanding between the GCRTA and the ATU on all bargaining issues.

Executed in Cleveland, Cuyahoga County, Ohio, this 30<sup>th</sup> day of June 2003.

For the Amalgamated Transit Union



For the Greater Cleveland  
Regional Transit Authority



Director, Labor & Employee Relations