

Memorandum of Understanding
between the
Amalgamated Transit Union, Local 268
&
The Greater Cleveland Regional Transit Authority

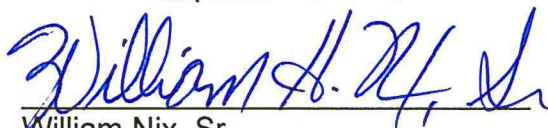
**Electronic Repair Section Pick Procedures
(Revised 2022)**

The Greater Cleveland Regional Transit Authority and the Amalgamated Transit Union, having met and conferred, agree to the Electronic Repair Section pick procedures as described below. All other contractual procedures will remain as stated in the contract.

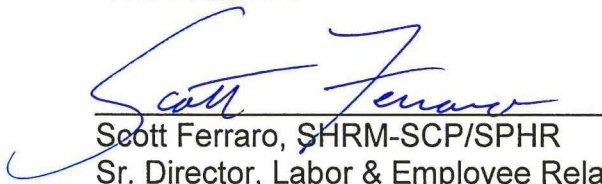
- Grade 5 Electronic Repair Employees will pick their shifts separately from the Grade 4 Electronic Repair Employees.
- Employees will pick based on classification seniority within their own grade.
- Grade 5 Electronic Repair Employees with the same system seniority would have ties in seniority broken by test scores for their current classification.
- Grade 4 Electronic Repair Employees with the same system seniority would have the tie in seniority broken by test scores for their current classification.
- Pick Procedures:
 - The seniority list indicating individual pick times will be posted at least 7 days prior to the pick.
 - All work shifts (including relief shifts as determined by management) would be posted at least 7 days prior to the pick.
 - The pick shall be conducted during the time frame of 6:00 a.m. to 2:30 p.m. Employees will pick based in their system seniority order, as noted below, and will be allotted 10 minutes for their pick.
 - Employees are recommended to make 3 selections in priority order in advance and provide a copy to their Union Representative in case the Union Representative would have to pick for the employee.
 - ATU Representatives may contact an employee that is not present for the pick within the 10 minute pick time allotment if none of the employee's pick requests are available.
 - The ATU Representative and the pick supervisor shall pick the work schedule for the employee if all of the employee's pick requests have been taken and the employee cannot be reached

- during the 10 minute pick time frame. The ATU Representative and the pick supervisor will attempt to pick a work shift as close as possible to the shift the employee is currently working.
- The pick supervisor will enter the selection on a master schedule as the pick progresses through the day.
 - Management will look into developing a computer-based process for these picks
 - Management will post with the pick following the signing of the contract in 2022.

The GCRTA and the ATU acknowledge that they have had ample opportunity to meet and confer over all issues surrounding the pick procedures for the Electronic Repair Section. This agreement represents a complete and final understanding between the GCRTA and the ATU regarding the pick procedures for the Electronic Repair Section. Executed in Cleveland, Cuyahoga County, Ohio, this 27th day of April 2022.



William Nix, Sr.
President/Business Agent
ATU Local 268



Scott Ferraro, SHRM-SCP/SPHR
Sr. Director, Labor & Employee Relations & Compliance

C: File