

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

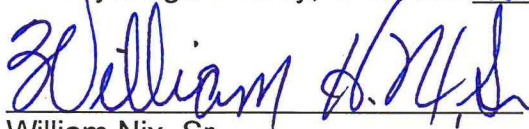
**Salt Loader Procedures**

The Greater Cleveland Regional Transit Authority (GCRTA) and the Amalgamated Transit Union (ATU), having met and conferred, agree to the Salt Loader Procedures as described below. All other contractual provisions will remain as stated in the contract.

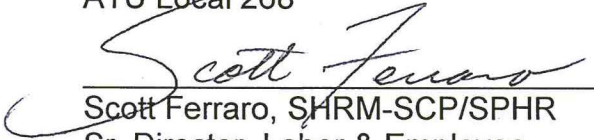
- Shelter and Rail Facilities Maintenance Grade 358, 458, 548, and 640 employees will be eligible to perform salt loader work. This opportunity is strictly voluntary and is not required of the above noted employees.
- These employees will be required to pass an assessment test before being eligible to perform the work.
- The Training Department will provide training to all employees in the above classifications prior to assessment tests being given. The Training Department will be responsible for training and assessing eligible employees. Training will include both classroom and hands-on training.
- If an employee fails the assessment test, they will be required to complete additional training before testing again. Any employee who fails to pass this assessment must wait a minimum of one week before being reassessed. Any employee who fails will have to wait until all eligible Shelter and Rail Facilities Maintenance employees have had an opportunity to be assessed.
- This assessment is a one-time certification requirement. Employees may request retraining if they have not performed the work for a lengthy period of time.
- Any employee having an accident while performing this work will be required to attend refresher training before performing salt loader work again.
- Eligible employees may request to be removed from the salt loader worklist at any time.
- Management will maintain a separate overtime rotation list of eligible employees for this work. The overtime list will be rotated the same as

other Facilities Maintenance overtime lists. If any employee is not available for their turn on the overtime rotation list for any reason, they will be skipped until the next rotation.

The GCRTA and the ATU acknowledge that they have had ample opportunity to meet and confer over all issues surrounding Salt Loader procedures. This agreement represents a complete and final understanding between the GCRTA and the ATU regarding Salt Loader procedures. Executed in Cleveland, Cuyahoga County, Ohio, this 12<sup>th</sup> day of May 2022.



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



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