

RESOLUTION NO. 1976-241

ESTABLISHING WAGE RATES PAID BY THE GREATER
CLEVELAND REGIONAL TRANSIT AUTHORITY.

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE GREATER
CLEVELAND REGIONAL TRANSIT AUTHORITY, CUYAHOGA COUNTY:

Section 1. That the wage rates paid by the Greater Cleveland
Regional Transit Authority shall be adjusted as follows:

	Eff. 8/1/76	Eff. 2/1/77	Eff. 8/1/77	Eff. 2/1/78	Eff. 8/1/78	Eff. 2/1/79
A. For Operators and Trainmen (collecting fares):						
Base Increase	\$.62	\$ --	\$.25	\$.10	\$.30	\$.15
Guaranteed cost of Living Increase	--	.05	.07	.08	.10	.10
Total	\$.62	\$.05	\$.32	\$.18	\$.40	\$.25
Top Operator Rate	7.00	7.05	7.37	7.55	7.95	8.20
		+ CL	+ CL	+ CL	+ CL	+ CL
For Station Attendants For Information Booth Attendants:						
Base Increase	\$.62	\$ --	\$.25	\$.10	\$.30	\$.15
Guaranteed Cost of Living Increase	--	.05	.07	.08	.10	.10
Total	\$.62	\$.05	\$.32	\$.18	\$.40	\$.25
		+ CL	+ CL	+ CL	+ CL	+ CL

- B. Operators and Trainmen hired August 1, 1976 and thereafter shall receive 20% less than the top operator rate during their first year of service, 15% less than the top operator rate during their second year of service, and 10% less than the top operator rate during their third year of service.
- C. Operators and Trainmen performing work not requiring fare collection shall receive ten (10¢) per hour less than the applicable operator rates in Sub-Sections A and B above.
- D. All other hourly and salaried employees in Grades 1 through 8 shall have their salaries increased by the following percentages (including the guaranteed cost of living increase):

Eff. 8/1/76	Eff. 2/1/77	Eff. 8/1/77	Eff. 2/1/78	Eff. 8/1/78	Eff. 2/1/79
9.72%	0.71%	4.54%	2.44%	5.30%	3.14%
	+ CL	+ CL	+ CL	+ CL	+ CL

- E. The salaries of all salaried employees in Grades 1 through 8 shall be further adjusted to the nearest half dollar at the time of such increase.

- F. The basic wage rates as contained in these Conditions of Employment shall not be reduced during their term. In addition, such basic wage rates shall be subject to adjustments in accordance with changes, if any, in the cost of living from August 15, 1976, as reflected in the Consumer Price Index - All Items, for the City of Cleveland, Ohio (1967=100), herein called the "Index", published by the Bureau of Labor Statistics, U. S. Department of Labor, or by such Index as the Bureau of Labor Statistics may hereafter develop to replace the present Index.

In the event that the Consumer Price Index for Cleveland is discontinued, it is agreed that the "U.S. Consumer Price Index (1967=100)" shall be substituted in the application of the provisions of this section. (In the event of such substitution of the Index, no retro-active changes in wage rates already established under this section are required.)

In the event that the "Consumer Price Index for Cleveland" is altered from the form and basis of calculation for the Index of August 15, 1976, the parties hereto shall agree on an equitable method of application of such revised Index.

The basic wage rate adjustments shall be made in the following manner:

The first adjustment will be based upon the change, if any, in the Index between August 15, 1976 and November 15, 1976 and will be payable beginning the first pay period starting on or after February 1, 1977 and ending July 31, 1977. The amount of the adjustment shall be 1¢ per hour (or the equivalent percentage) for each 0.5 Index point change in the Index from August 15, 1976 and shall be not less than 5¢ per hour (or the equivalent percentage).

The second adjustment will be based upon the change, if any, in the Index between November 15, 1976 and May 15, 1977 and will be payable beginning the first pay period starting on or after August 1, 1977 and ending January 31, 1978. The amount of the adjustment shall be 1¢ per hour (or the equivalent percentage) for each 0.5 Index point change in the Index from November 15, 1976, and shall be not less than 7¢ per hour (or the equivalent percentage).

The third adjustment will be based upon the change, if any, in the Index between May 15, 1977 and November 15, 1977 and will be payable beginning the first pay period starting on or after February 1, 1978 and ending July 31, 1978. The amount of the adjustment shall be 1¢ per hour (or the equivalent percentage) for each 0.5 Index point change in the Index from May 15, 1977 and shall be not less than 8¢ per hour (or the equivalent percentage).

The fourth adjustment will be based upon the change, if any, in the Index between November 15, 1977 and May 15, 1978 and will be payable beginning the first pay period starting on or after August 1, 1978 and ending January 31, 1979. The amount of the adjustment shall be 1¢ per hour (or the equivalent percentage) for each 0.5 Index point change in the Index from November 15, 1977, and shall be not less than 10¢ per hour (or the equivalent percentage).

The fifth adjustment will be based upon the change, if any, in the Index between May 15, 1978 and November 15, 1978 and will be payable beginning the first pay period starting on or after February 1, 1978 and ending July 31, 1979. The amount of the adjustment shall be 1¢ per hour (or the equivalent percentage) for each 0.5 Index point change in the Index from May 15, 1978, and shall be not less than 10¢ per hour (or the equivalent percentage).

<u>Point Changes</u> <u>Cleveland Consumer Price Index</u>		<u>Adjustment</u>
0	to 0.49	0
0.5	to 0.99	1¢
1.0	to 1.49	2¢
1.5	to 1.99	3¢
2.0	to 2.49	4¢
2.5	to 2.99	5¢
3.0	to 3.49	6¢
3.5	to 3.99	7¢
4.0	to 4.49	8¢
4.5	to 4.99	9¢
5.0	to 5.49	10¢
5.5	to 5.99	11¢
6.0	to 6.49	12¢
6.5	to 6.99	13¢
7.0	to 7.49	14¢
7.5	to 7.99	15¢
8.0	to 8.49	16¢
8.5	to 8.99	17¢
9.0	to 9.49	18¢
9.5	to 9.99	19¢
10.0	to 10.49	20¢

etc.

These cost of living adjustments shall reflect both increases and decreases in the Index, except that wage rates resulting from the application of the Index shall not be below the basic wage rates and guaranteed cost of living increases heretofore specified.

Equivalent percentage increases and decreases shall be made to all other hourly employees and salaried employees in Grades 1 through 8.

The wage rates of salaried employees in Grades 1 through 8 shall be adjusted to the nearest half-dollar.

ADOPTED: July 27, 1976

James R. Dinkley
President

ATTEST:

William C. Lehman
Secretary-Treasurer