

Memorandum of Understanding  
Between the  
Amalgamated Transit Union (ATU)  
&  
The Greater Cleveland Regional Transit Authority (GCRTA)

**COVID Vaccine Incentive**

Effective upon execution, this memorandum of understanding will confirm the parties' agreement regarding the implementation of a COVID vaccine incentive to all eligible bargaining unit members. The GCRTA and the ATU, 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 that expired on July 31, 2021 and continues enforce during contract negotiations.

The parties agree to the following:

The GCRTA and ATU share the common goal of maintaining a workplace free of known hazards, and safeguarding the health of our employees, their families, our customers, visitors, and the community at large from infectious diseases that may be reduced by vaccinations. As part of the GCRTA wellness initiatives and the next steps toward that goal and community immunity, GCRTA will provide a COVID vaccination incentive program for those employees that provide proof of full vaccination, via copy of their vaccination card submittal at the time of this agreement. Employees are considered fully vaccinated for this incentive if they have received the Johnson & Johnson COVID vaccine or completed the second round of vaccines for the Pfizer or Moderna COVID vaccines.

The GCRTA will provide incentive amounts based on the following timelines:

- **\$500 Incentive**
  - Employees who have *already* submitted their valid proof of COVID-19 vaccination or submit valid proof of COVID-19 vaccination by December 3, 2021 at 11:59 p.m. EDT will receive a \$500 incentive check. These checks will be process for payment on December 10, 2021.
- **\$500 Incentive (extended):**
  - Qualifying cards for the extension of the \$500 incentive must be submitted by December 31, 2021 at 11:59pm EDT. Corresponding checks will be issued on January 14, 2022.
- Only one (1) incentive payment is allowable per employee. Copies of vaccination cards must be submitted to the Occupational Health Section and will be maintained in this secured location.
- This memorandum of understanding is not an agreement to mandate COVID vaccines. The RTA is not now mandating COVID vaccines and at this time the RTA does not have any plans to mandate a vaccine. The RTA will meet and negotiate with the Union regarding the implementation and effects of any future COVID vaccine mandate.

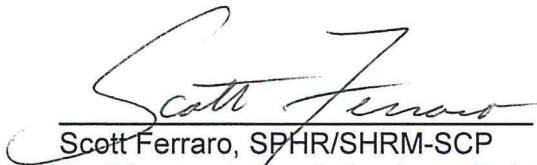
The GCRTA and the ATU acknowledge that they have had ample opportunity to confer and bargain over all negotiable matters affecting wages, hours, and terms and conditions of employment regarding this memorandum of understanding. This agreement represents a complete and final understanding between the GCRTA and ATU on all bargaining issues regarding the vaccine incentive.

Executed in Cleveland, Cuyahoga County, Ohio, this 2 day of November 2021.



William H. Nix, Sr.  
President/Business Agent  
Amalgamated Transit Union, Local 268

11-2-2021  
Date



Scott Ferraro, SPHR/SHRM-SCP  
Sr. Director, Labor & Employee Relations & Compliance  
Greater Cleveland Regional Transit Authority

11/2/2021  
Date