

Memorandum of Understanding

Between the

Amalgamated Transit Union, Local 268

&

The Greater Cleveland Regional Transit Authority

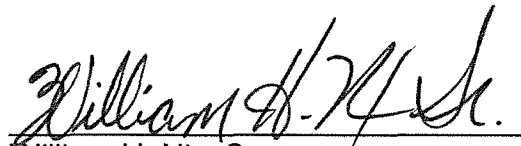
Birthday Holiday Observances Procedures

The Greater Cleveland Regional Transit Authority and the Amalgamated Transit Union, having met and conferred, agree to the following clarification regarding the observance of Birthday Holiday Observance Procedures. 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 that expires on July 31, 2014.

The parties agree to the following clarification regarding the observance of Birthday Holidays that occur on Saturday or Sunday.

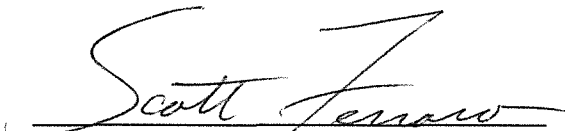
1. If an employee is regularly scheduled to work on Saturday and/or Sunday, the employee will observe his/her birthday on the Saturday or Sunday that the birthday occurs. If the employee is requested by management to work on that day and the employee agrees and works that day, the employee would receive the holiday pay plus time and a half for the hours worked in accordance with the holiday and overtime provisions of the contract.
2. If the employee is not regularly scheduled to work Saturday and/or Sunday, the employee will observe the Birthday that falls on a Saturday, on the preceding Friday and if it falls on Sunday, on the preceding Monday. If the employee is requested by management to work on that day and the employee agrees and work that Saturday or Sunday of the employee's Birthday, the employee will receive time and a half for the hours worked in accordance with the holiday and overtime provisions of the contract.

The GCRTA and the ATU acknowledge that they have had ample opportunity to meet and confer over all issues surrounding the observance of Birthday Holidays. This agreement represents a complete and final understanding between the GCRTA and the ATU regarding Birthday Holiday Procedures. Executed in Cleveland, Cuyahoga County, Ohio, this 18th day of July 2012.



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

7-18-12
Date



Scott Ferraro, SPHR
Director of Labor & Employee Relations
Greater Cleveland Regional Transit Authority

7/18/12
Date

C: E.M.T. and Department Heads, M. Good, P. Baszuk, W. Mitchell