

**Memorandum of Understanding
Between the
Amalgamated Transit Union, Local 268 (ATU)
And
The Greater Cleveland Regional Transit Authority (GCRTA)**

Operator Classifications' Wage Step Progression Adjustment

Effective upon execution, this memorandum of understanding will confirm the parties' agreement regarding the adjustment to the Operator classifications' wage step progression. The GCRTA and the ATU Local 268, 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 affected in the collective bargaining agreement that expires on July 31, 2024.

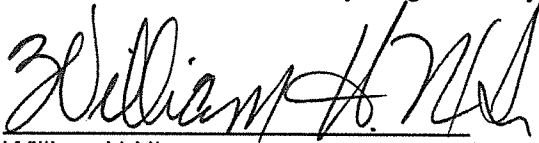
1. Operators shall be defined as job classifications 137, 435 and 437. Part-time operator classifications will also follow the same step progressions following their worked hours requirements in accordance with the collective bargaining agreement.
2. GCRTA will adjust the operator wage progression from 6 steps to 4 steps.
3. Bus and Rail Operators step progression will be as follows:
 - Step 1. 75% of the top operator rate
 - Step 2. 80% of the top operator rate
 - Step 3. 90% of the top operator rate
 - Step 4. 100% of the top operator rate
4. Paratransit step progression will be as follows:
 - Step 1. 65% of the top operator rate
 - Step 2. 70% of the top operator rate
 - Step 3. 80% of the top operator rate
 - Step 4. 90% of the top operator rate
5. All Bus and Rail Operators at the current step 1, step 2, and step 3 wage progression will move to Step 1. 75% wage rate. The operators will then progress through steps on their current wage step anniversary date. Operators at the current 80% and 90% wage step will remain at this wage step and progress to the next step on their current wage step anniversary date.
6. All Paratransit Operators at the current step 1, step 2, and step 3 wage progression will move to Step 1. 65% wage rate. The operators will then progress through steps on their current wage step anniversary date. Paratransit Operators at the current 70% and 80% wage step will remain at this wage step and progress to the next step on their current wage step anniversary date.
7. If an Operator promotes to any Grade 5 Dispatcher or Grade 5 Service Quality Supervisor position and it would result in a loss of pay at the current wage step,

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the GCRTA would automatically move to the employee to the next pay step of a higher rate in the promoted classification.

8. This wage progression would become effective by the 1st full pay period of November 2023.

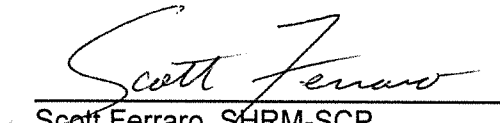
The GCRTA and the ATU acknowledge that they have had ample opportunity to confer and bargain over all negotiable matters affecting wages, and terms and conditions regarding the adjustment of the Operator wage progression. This agreement represents a complete and final understanding between the GCRTA and ATU regarding the operator wage progression.

Executed in Cleveland, Cuyahoga County, Ohio, this 8th day of September 2023.



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

9-8-2023
Date



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

9/8/23
Date