



Greater Cleveland Regional Transit Authority
STAFF SUMMARY AND COMMENTS

TITLE/DESCRIPTION: APPROVING A NEW TWO-YEAR COLLECTIVE BARGAINING AGREEMENT WITH THE FOP/OLC	Resolution No.: 2026-59
	Date: September 22, 2026
	Initiator: Human Resources
ACTION REQUEST: ☒ Approval ☐ Review/Comment ☐ Information Only ☐ Other _____	

- 1.0 PURPOSE/SCOPE: This action will approve a new two-year Collective Bargaining Agreement ("CBA") between the Greater Cleveland Regional Transit Authority ("GCRTA") and the Fraternal Order of Police/OLC. The term of the new agreement will be from March 1, 2026, through February 28, 2028. The CBA describes the "Conditions of Employment" for GCRTA employees covered by the FOP/OLC bargaining unit, which generally includes police officers, sergeants, dispatchers, security officers, and transit ambassadors. Employees covered by this new agreement number approximately 5% of the GCRTA's 2,300 budgeted positions.
- 2.0 DESCRIPTION/JUSTIFICATION: The previous CBA with the FOP/OLC expired at midnight on February 28, 2026, but continued in effect until this new agreement was negotiated. Negotiations for a new agreement commenced on October 8, 2025. Thirteen joint bargaining sessions occurred from October 2025 through August 2026 between representatives of the FOP/OLC and GCRTA. These negotiations culminated in a tentative agreement being reached between the parties on August 11, 2026 for a new two-year CBA. The CBA was approved by union membership on August 20, 2026.
- 3.0 PROCUREMENT BACKGROUND: Does not apply.
- 4.0 DBE/AFFIRMATIVE ACTION BACKGROUND: Does not apply.
- 5.0 POLICY IMPACT: The subject action has important policy implications, primarily in the areas of cost control and service quality.
- 6.0 ECONOMIC IMPACT: The estimated costs and savings associated with the major economic provisions of the CBA will be provided to the Board of Trustees.
- 7.0 ALTERNATIVES: Not approve the new two-year agreement as proposed. Management would be required to direct the staff to return to the bargaining table with the FOP/OLC to seek further changes or revisions.
- 8.0 RECOMMENDATIONS: It is recommended that the Board of Trustees approve the proposed new two-year CBA with the FOP/OLC.
- 9.0 ATTACHMENTS: None

Recommended and certified as appropriate
to the availability of funds, legal form and
conformance with the Procurement requirements.


General Manager, Chief Executive Officer

RESOLUTION NO. 2026-59

APPROVING A NEW TWO-YEAR COLLECTIVE BARGAINING
AGREEMENT COVERING CONDITIONS OF EMPLOYMENT WITH THE
FRATERNAL ORDER OF POLICE/OLC

WHEREAS, the previous Collective Bargaining Agreement ("CBA") between the Fraternal Order of Police/OLC and the Greater Cleveland Regional Transit Authority ("GCRTA") was entered into on March 1, 2023 and expired at midnight on February 28, 2026 but it has continued to be in effect until a new agreement was negotiated; and

WHEREAS, collective bargaining between representatives of the Fraternal Order of Police/OLC Union and representatives of the GCRTA has produced a new CBA covering the period from March 1, 2026 through February 28, 2028; and

WHEREAS, the members of the Fraternal Order of Police/OLC Union have approved the new CBA.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Greater Cleveland Regional Transit Authority, Cuyahoga County, Ohio:

Section 1. That the CBA for employees represented by the Fraternal Order of Police/OLC Union be and it is hereby amended by incorporating the changes, modifications, additions, and deletions, as negotiated by the representatives of the Fraternal Order of Police/OLC and the GCRTA, to become effective retroactive to March 1, 2026 and continue through February 28, 2028.

Section 2. That the CBA will be funded through the General Fund.

Section 3. That the CBA, as amended, be and hereby is approved, and the General Manager, Chief Executive Officer is authorized to execute said agreement.

Section 4. That this resolution shall become effective immediately upon its adoption.

Adopted: September 22, 2026



President

Attest: 

Interim Secretary-Treasurer