

Memorandum of Understanding

Between the

Amalgamated Transit Union, Local 268

&

The Greater Cleveland Regional Transit Authority

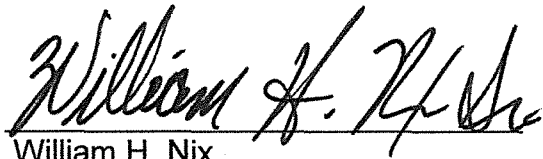
**Central Bus Maintenance (CBM)  
Grade 4 & 5 Mechanic Vacation Pick Procedures**

The Greater Cleveland Regional Transit Authority and the Amalgamated Transit Union, having met and conferred, agree to the Central Bus Maintenance Grade 4 & 5 mechanic vacation pick procedures as described below. All other contractual vacation procedures will remain as stated in the contract.

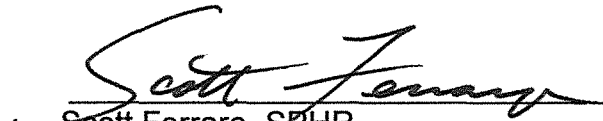
1. Pursuant to the ATU's request, the ATU and the RTA agree to rescind Mr. York's granting of a grievance filed by the ATU to combine all Grade 4 & 5 mechanics at CBM for the purpose of vacation picking. This decision was issued on January 20, 2010.
2. Grade 4 & 5 mechanic employees at CBM will pick vacation again by work sections.
3. The contractual provision in Part III, Article 10, Section 1D of the contract regarding the maximum of fifteen percent allowed off on vacation and the maximum of fifteen percent minus one during the months of January, November, and December will be strictly adhered to by work sections at CBM.
4. The ATU agrees as a result of rescinding Mr. York's January 20, 2010 decision and implementing the vacation pick process noted above, the Union will not file a grievance against the RTA regarding this MOU or procedures, except to enforce this MOU.
5. Section Seniority will not be a consideration when an employee needs to make a change in his/her vacation pick. Any changes will be based on availability on a first come first serve basis.

6. The vacation pick that was started for 2012 will be rescinded and redone. No vacation requests will be honored from that original vacation pick process.

The GCRTA and the ATU acknowledge that they have had ample opportunity to meet and confer over all issues surrounding the Central Bus Maintenance Grade 4 & 5 mechanic vacation pick procedures. This agreement represents a complete and final understanding between the GCRTA and the ATU regarding the Central Bus Maintenance Grade 4 & 5 mechanic vacation pick procedures. Executed in Cleveland, Cuyahoga County, Ohio, this 19<sup>th</sup> day of December 2011.



William H. Nix  
ATU Local 268 President/Business Agent



Scott Ferraro, SPHR  
Labor & Employee Relations Director

C: M. York, B. Hampton, R. Baron, J. Clayton, & File