

RESOLUTION NO. 1979- 342

ESTABLISHING WAGE RATES PAID BY THE  
GREATER CLEVELAND REGIONAL TRANSIT  
AUTHORITY.

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

Section 1. That the wage rates paid by the Greater Cleveland Regional  
Transit Authority shall be adjusted as follows:

A. For Operators and Trainmen (collecting fares):

<u>Effective</u>	<u>Increase</u>	<u>Top Operator/Trainmen Rate</u>
8/1/79	58¢	\$ 9.05
2/1/80	15¢	9.20
8/1/80	60¢ (guaranteed advance cost-of-living adjust- ment)	9.80
2/1/81	10¢	9.90 plus CL*
8/1/81	60¢ (guaranteed advance cost-of-living adjust- ment)	10.50 plus CL*
2/1/82	10¢	10.60 plus CL*
8/1/82		CL*

For Station Attendants

For Information Booth Attendants:

<u>Effective</u>	<u>Increase</u>
8/1/79	58¢
2/1/80	15¢
8/1/80	60¢ (guaranteed advance cost- of-living adjustment)
2/1/81	10¢ plus CL*
8/1/81	60¢ (guaranteed advance cost- of-living adjustment plus CL*)

Continued:

<u>Effective</u>	<u>Increase</u>
2/1/82	10¢ plus CL*
8/1/82	CL*

\*Cost of Living adjustment if in excess of advance payment.

- B. Effective August 1, 1979, except for Grade 1 - CRT operators the starting rates for all employees in Grades 1-6, who are hired after August 1, 1979 (and only for such employees) shall be as follows:

First year of service - 30% less than top rate of employee's classification  
 Second year of service - 20% less than top rate of employee's classification  
 Third year of service - 10% less than top rate of employee's classification

- C. Effective August 1, 1979, the top CRT operator rate shall be 85% of the top bus operator rate. For those CRT operators employed before August 1, 1979, the rate shall be 85% of the top bus operator rate after they have been in their classification one year.

Starting rates for all CRT operators, effective August 1, 1979 (applicable only to CRT operators hired after August 1, 1979) shall be as follows:

First year service - 30% less than top bus operator rate  
 Second year service - 20% less than top bus operator rate  
 Third year service  
 and thereafter - 15% less than top bus operator rate

This agreement supercedes Paragraph 3 of the Memorandum of Understanding between the Authority and Local 268, ATU, dated April 26, 1976.

- D. Effective August 1, 1979, the top rate for Grade 1-Security Guard will be \$5.00 per hour. All Security Guards employed as of August 1, 1979 will receive the top rate of \$5.00 per hour. All Security Guards hired after August 1, 1979 will be subject to the starting rate progression.

- E. Operators and Trainmen performing work not requiring fare collection shall receive ten (10¢) per hour less than the applicable operator rates in Sub-Sections A and B above.
  
- F. All other hourly and salaried employees in Grades 1 through 6 will have their base wage rates increased by equivalent percentages, except CRT operators and Security Guards whose specific wage rates are set forth in C and D above.

8-1-79	2-1-80	8-1-80	2-1-81	8-1-81	2-1-82	8-1-82
6.85%	1.66%	6.52%	1.02%	6.06%	.95%	+CL*
			+CL*	+CL*	+CL*	

\*Cost of Living adjustment if in excess of advance payment.

- G. The salaries of all salaried employees shall further be adjusted to the nearest half dollar of such increase.
  
- H. The basic wage rates as contained in these Conditions of Employment shall not be reduced during their term. In addition, such basic wage rates shall be subject to adjustments in accordance with changes, if any, in the cost of living from June 15, 1980, as reflected in the Cleveland Consumer Price Index for Wage Earners and Clerical Workers (1967+100), herein called the "Index", published by the Bureau of Labor Statistics, U.S. Department of Labor, or by such Index as the Bureau of Labor Statistics may hereafter develop to replace the present Index.

In the event that the Cleveland Consumer Price Index for Wage Earners and Clerical Workers is discontinued, it is agreed that the "U.S. Consumer Price Index for Wage Earners and Clerical Workers (1967=100)" shall be substituted in the application of the provisions of this section. (In the event of such substitution of the Index, no retroactive changes in wage rates already established under this section are required.)

In the event that the Cleveland Consumer Price Index for Wage Earners and Clerical Workers is altered from the form and basis of calculation for the Index of June 15, 1980, the parties hereto shall agree on an equitable method of application of such revised Index.

Cost of living wage adjustments shall be calculated and paid in the following manner:

Effective August 1, 1980, a guaranteed cost of living increase of 60¢ per hour (or the equivalent percentage) will be paid, and this increase is an advance cost of living payment applicable to the period of August 1, 1980 through July 31, 1981.

Thereafter, the first cost of living adjustment will be based upon the change, if any, in the Index between June 15, 1980 and December 15, 1980, and such increase will be payable beginning the first pay period starting on or after February 1, 1981 and ending July 31, 1981. The amount of adjustment shall be 1¢ per hour (or the equivalent percentage) for each 0.5 Index point change in the Index from June 15, 1980. However, the first 60¢ of cost of living increase hereunder (or the equivalent percentage) shall be credited against the guaranteed advance cost of living increase which was paid on August 1, 1980. In the event the first cost of living adjustment exceeds 60¢ (or the equivalent percentage) the differential (i. e. that amount which exceeds 60¢) shall be put into effect on the appropriate date.

The second cost of living adjustment will be based upon the change, if any, in the Index between December 15, 1980 and June 15, 1981, and such increase will be payable beginning the first pay period starting on or after August 1, 1981 and ending January 31, 1982. The amount of adjustment shall be 1¢ per hour (or the equivalent percentage) for each 0.5 Index point change in the Index from December 15, 1980. However, the first 60¢ of cost of living increase hereunder (or the equivalent percentage), including the first cost of living adjustment set forth above, shall be credited against the guaranteed advance cost of living increase which was paid on August 1, 1980. In the event the first and second cost of living adjustments exceed 60¢ (or the equivalent percentage) the differential (i. e. that amount which exceeds 60¢) shall be put into effect on the appropriate date.

Effective August 1, 1981, a guaranteed cost of living increase of 60¢ per hour (or the equivalent percentage) will be paid, and this increase is an advance cost of living payment applicable to the period of August 1, 1981 through July 31, 1982.

Thereafter, the third cost of living adjustment will be based upon the change, if any, in the Index between June 15, 1981

and December 15, 1981, and such increase will be payable beginning the first pay period starting on or after February 1, 1982 and ending July 31, 1982. The amount of adjustment shall be 1¢ per hour (or the equivalent percentage) for each 0.5 Index point change in the Index from June 15, 1981. However, the first 60¢ of cost of living increase hereunder (or the equivalent percentage) shall be credited against the guaranteed advance cost of living increase which was paid on August 1, 1981. In the event the third cost of living adjustment exceeds 60¢ (or the equivalent percentage) the differential (i. e. that amount which exceeds 60¢) shall be put into effect on the appropriate date.

The fourth cost of living adjustment will be based upon the change, if any, in the Index between December 15, 1981 and June 15, 1982, and such increase will be payable beginning the first pay period starting on or after August 1, 1982 and ending January 31, 1983. The amount of adjustment shall be 1¢ per hour (or the equivalent percentage) for each 0.5 Index point change in the Index from December 15, 1981. However, the first 60¢ of cost of living increase hereunder (or the equivalent percentage), including the third cost of living adjustment set forth above, shall be credited against the guaranteed advance cost of living increase which was paid on August 1, 1981. In the event the third and fourth cost of living adjustments exceed 60¢ (or the equivalent percentage) the differential (i. e. that amount which exceeds 60¢) shall be put into effect on the appropriate date.

<u>Point Changes</u> <u>Cleveland Consumer Price Index</u>	<u>Adjustment</u>
0 to 0.49	0
0.5 to 0.99	1¢
1.0 to 1.49	2¢
1.5 to 1.99	3¢
2.0 to 2.49	4¢
2.5 to 2.99	5¢
3.0 to 3.49	6¢
3.5 to 3.99	7¢
4.0 to 4.49	8¢
4.5 to 4.99	9¢
5.0 to 5.49	10¢
etc.	

These cost of living adjustments shall reflect both increases and decreases in the Index, except that wage rates resulting from the application of the Index shall not be below the basic wage rates and guaranteed cost of living increases heretofore specified.

Section 2. That this Resolution is effective immediately upon its adoption.

Adopted: December 18, 1979

Harry Alexander  
President

Attest: William C. Fishman  
Secretary-Treasurer