

RESOLUTION NO. 1987 - 32

RATIFYING AN AGREEMENT BETWEEN THE GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY AND AMALGAMATED TRANSIT UNION LOCAL 268 AS A SIDE BAR AGREEMENT TO THE CONDITIONS OF EMPLOYMENT AND TO PROVIDE FOR THE EXPENDITURE OF FUNDS NECESSARY TO FULFILL THE OBLIGATIONS ARISING FROM SAID AGREEMENT.

WHEREAS, the Greater Cleveland Regional Transit Authority (GCRTA) is obligated to provide work clothing for certain non-operating personnel pursuant to Article III Section 5 of the Conditions of Employment; and

WHEREAS, the Authority contracted for uniforms and laundry of such uniforms; and

WHEREAS, both the Authority and ATU Local 268 have determined that the current method of rental and laundry has not been satisfactory; and

WHEREAS, Representatives of the Authority and ATU Local 268 have entered into a Memorandum of Understanding and Agreement subject to ratification and approval by the Board of Trustees of the Greater Cleveland Regional Transit Authority.

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

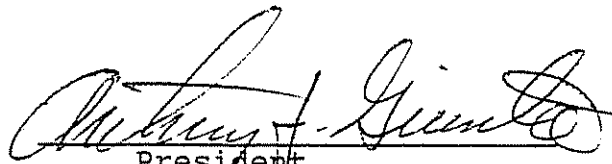
Section 1. That the Memorandum of Understanding and Agreement executed by Representatives of the Greater Cleveland Regional Transit Authority and ATU Local 268 be and it is hereby approved and made a part hereof as though set forth fully herein.

Section 2. That the funds necessary to pay the uniform allowance and maintenance charge pursuant to said agreement be and they are hereby authorized.

Section 3. That for administrative purposes a payment may be made directly to the provider of the uniforms selected by the joint Union Authority Committee on behalf of the individual employees provided there is specific verification of the delivery and receipt of the uniforms.

Section 4. That this Resolution is effective immediately upon its adoption.

Adopted: February 17 1987


President

Attest:


Secretary/Treasurer

Attachments: February 6, 1987 memo from R. James to J.V. Terango
Resolution 1986-310
Copy of Article III, Section 5 of Conditions of Employment
Memorandum of Understanding

Greater Cleveland

Regional Transit Authority

Inter-Office Correspondence

To: John V. Terango
General Manager

Date: February 6, 1987

From: Robert James
Director of Personnel

Subject: Work Uniforms

The Conditions of Employment require that the Authority provide "work clothing" to certain employees certified by their department heads and approved by the Personnel Director (Article III, Section 5, Conditions of Employment).

To accomplish this, the Authority has in the past had a contract with various laundry firms to provide uniforms and to launder them. The insurance company which provided the performance bond for the present contractor has gone into receivership and the contractor has not been able to provide a replacement bond. Further, neither the Authority nor the Union on behalf of the involved employees has been satisfied with the present situation.

Consequently, the Union and representatives of the Authority have met in a series of negotiations and have reached an agreement, whereby the Authority would get out of the "uniform business" and provide "work clothing" and maintenance allowances.

Under the agreement, the eligible employee will receive an allowance for six (6) sets of work clothing, as well as \$104.00 per year maintenance charge. Each year after the initial allowance the employee would be eligible for two (2) new sets of uniforms. Additional detail is contained in the Agreement incorporated into the Resolution prepared for Board action.

A committee from Union and Management examined and inspected uniform selections from five (5) vendors and the Union representatives chose a uniform set from Aratex at a cost of \$17.00 per set, the lowest cost per set.

There are approximately 750 employees who are eligible for work clothing. To facilitate delivery and payment for the uniforms on behalf of the employees, the vendor will provide specific verification of the receipt of the uniform by the individual employees and the Authority will make payment on behalf of the individual employees to the vendor.

Though the initial investment will reflect an increase in cost due to the purchase of the uniforms, it is anticipated there will be savings in subsequent years when the individual cost will be two (2) sets of uniforms and a \$2.00 per week maintenance charge and anticipated increases in laundry-rental costs.

There will be some variation in cost of the uniform sets for employees who require all cotton uniforms in the performance of their duties. However, in general, the costs should be as follows:

New: 6 sets uniforms @ \$17.00	\$ 102.00
1st year-52 weeks maint. @ \$ 2.00	<u>104.00</u>
	\$ 206.00
2nd year-2 sets uniforms @ \$17.00	\$ 34.00
52 weeks maint. @ \$ 2.00	<u>104.00</u>
	\$ 138.00

The Union and Operations Division are in agreement that this should enhance the working conditions and result in fewer gripes and higher morale.

Kindly present the attached Resolution for approval by the Personnel Committee and action by the Board.

Robert James

RJL/ARF/bak

Att: Article III, Section 5, Work Clothing
Resolution 1986-310

cc: Executive Management Team
A. R. FitzGerald
D. Murphy