

RESOLUTION NO. 2011-46

APPROVING A NEW THREE-YEAR COLLECTIVE BARGAINING AGREEMENT
COVERING CONDITIONS OF EMPLOYMENT WITH THE FRATERNAL
ORDER OF POLICE/OHIO LABOR COUNCIL, INC.

WHEREAS, the previous Collective Bargaining Agreement with the Fraternal Order of Police/ Ohio Labor Council, Inc. established by the Greater Cleveland Regional Transit Authority (Authority) on March 1, 2007, remained in effect through an extension until February 28, 2011; and

WHEREAS, collective bargaining between representatives of the Fraternal Order of Police/Ohio Labor Council, Inc. and representatives of the Authority have produced a new Collective Bargaining Agreement covering the period from March 1, 2011 through February 28, 2014; and

WHEREAS, the members of the Fraternal Order of Police/Ohio Labor Council, Inc. have approved the new successor Collective Bargaining Agreement.

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

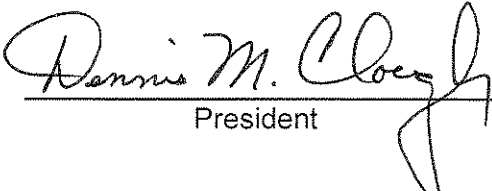
Section 1. That the Collective Bargaining Agreement for employees represented by the Fraternal Order of Police/Ohio Labor Council, Inc. be and is hereby amended by incorporating the changes, modifications, additions and deletions as negotiated by the representatives of the Fraternal Order of Police/Ohio Labor Council, Inc. and the Authority.

Section 2. That the Collective Bargaining Agreement shall be effective retroactive to March 1, 2011 through February 28, 2014.

Section 3. That the Collective Bargaining Agreement, as amended, be and is hereby approved.

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

Adopted: June 7, 2011



President

Attest: 

CEO, General Manager/Secretary -Treasurer



Greater Cleveland Regional Transit Authority
STAFF SUMMARY AND COMMENTS

TITLE/DESCRIPTION: APPROVING A NEW THREE-YEAR COLLECTIVE BARGAINING AGREEMENT WITH THE FOP/OHIO LABOR COUNCIL, INC.	Resolution No.: 2011-46
	Date: June 2, 2011
	Initiator: Human Resources Division
ACTION REQUEST: <input type="checkbox"/> Approval <input type="checkbox"/> Review/Comment <input type="checkbox"/> Information Only <input type="checkbox"/> Other _____	

1.0 PURPOSE/SCOPE: This action will approve a new three-year labor agreement with the Fraternal Order of Police/Ohio Labor Council, Inc. The term of the new agreement will be from March 1, 2011 through February 28, 2014. The new agreement describes the Conditions of Employment for GCRTA employees covered by the Fraternal Order of Police/Ohio Labor Council, Inc. bargaining unit, which generally includes transit police security officers, police officers, dispatchers and sergeants. Employees covered by this new agreement number 5% of the Authority's approximately 2,100 currently active positions.

2.0 DESCRIPTION/JUSTIFICATION: The previous collective bargaining agreement with the Fraternal Order of Police/Ohio Labor Council, Inc. expired at midnight on February 28, 2010. Negotiations for a new agreement commenced on March 9, 2010. Thirteen joint bargaining sessions occurred from March 9, 2010 through May 10, 2011, between representatives of the Fraternal Order of Police/Ohio Labor Council, Inc. and the Authority. These negotiations culminated in a tentative agreement being reached between the parties on May 10, 2011, for a new three-year collective bargaining agreement. This agreement was approved by union membership on May 23, 2011.

Attachment A is a summary of the major changes to the collective bargaining agreement as a result of these negotiations. These changes in the economic and work rule provisions, along with various minor language changes, will be incorporated into the Conditions of Employment for Fraternal Order of Police/Ohio Labor Council, Inc. represented employees if approved by the Board of Trustees.

The new agreement will be effective retroactive to March 1, 2011.

3.0 PROCUREMENT BACKGROUND: Does not apply.

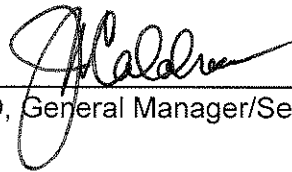
4.0 DBE/AFFIRMATIVE ACTION BACKGRUND: Does not apply.

5.0 POLICY IMPACT: The subject action has important policy implications; principally in the area of cost control and service quality.

6.0 ECONOMIC IMPACT: The only significant cost impact over the life of the contract is in the area of wages. The new agreement will cost the Authority an additional forty-seven thousand dollars (\$47,000) for salary and fringes in 2011. Years 2012 and 2013 are unknown as wage increases are based on revenues for those years that could result in a 0 to 3 percent increase each year over the agreement's life.

- 7.0 ALTERNATIVES: Not approve the new three-year agreement as proposed and direct the staff to return to the bargaining table with the Fraternal Order of Police/Ohio Labor Council, Inc. to seek further changes or revisions.
- 8.0 RECOMMENDATION: It is recommended that the Board of Trustees approve the proposed new three-year agreement with the Fraternal Order of Police/Ohio Labor Council, Inc. as presented herein.
- 9.0 ATTACHMENTS:
 - A. Tentative Agreement between GCRTA and the Fraternal Order of Police/Ohio Labor Council, Inc. covering the Conditions of Employment 3/1/11 – 2/28/14 – Summary of Major Changes

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



CEO, General Manager/Secretary-Treasurer

**2011 COLLECTIVE BARGAINING
FOP / OLC AND GCRTA**

SUMMARY OF TENTATIVE AGREEMENTS

Duration: Three year deal. New contract period runs from March 1, 2011 to February 28, 2014.

Wages:

- March 1, 2010 to August 31, 2011 – 0%
- September 1, 2011 – 1.75% (Tied to actual sales tax and passenger fares in 2010)
- March 1, 2012 – 0 to 3% depending on sales tax and passenger fare revenue of 2011 compared to 2010.
- March 1, 2013– 0 to 3% depending on sales tax and passenger fare revenue of 2012 compared to 2011.

Health-care:

Effective January 1, 2012

Office visit co-pay: \$10 (Waived for annual physical)

Urgent Care co-pay: \$25 (Was \$10)

Emergency room co-pay: \$100 (Waived if admitted) (Was \$50)

Premium contributions 86/14, Employee, Employee +one, Employee+two, Family (Was 86/12)

Employees may reduce their monthly premium contribution up to 2% each year of the contract period by:

1. Being a verified non-smoker by December 1 – 1% premium reduction

2. Completing Health Risk Assessment (HRA) and Annual Physical Examination for the employee and each applicable dependent prior to December 1 each year (no extensions for completing assessment or physical) – 1% premium reduction

Prescription co-pays will be based on a three tiered planned. Generic benefits will be \$5 for a 30 day supply, \$10 for preferred, and \$20 for non-preferred. Mail order maintenance prescription co-pays will be the cost of a 60-day supply for a 90-day supply. (New \$20 for non-preferred drugs.)

Part-time Security: Authority not to exceed 35% part-time workforce compared to full-time workforce.

Part-time officers' duties will include fare enforcement and ancillary duties, and Main Office security.