

RESOLUTION NO. 2018-24

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 between the Fraternal Order of Police/ Ohio Labor Council, Inc. and the Authority began on March 1, 2014 and remained in effect until February 28, 2017; and

WHEREAS, collective bargaining between representatives of the Fraternal Order of Police/Ohio Labor Council, Inc. and representatives of the Authority has produced a new Collective Bargaining Agreement covering the period from March 1, 2017 through February 29, 2020; and

WHEREAS, the members of the Fraternal Order of Police/Ohio Labor Council, Inc. have approved the new 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 and as evidenced by Attachment A, attached hereto and fully incorporated as if written herein, to become effective retroactive to March 1, 2017 and continue to February 29, 2020.

Section 2. That the Collective Bargaining Agreement, as amended, be and is hereby approved.

Section 3. That this resolution shall become effective immediately upon its adoption.

Attachment A – Summary of Modifications to the Collective Bargaining Agreement between Greater Cleveland Regional Transit Authority and the Fraternal Order of Police/Ohio Labor Council, Inc. effective March 1, 2017 through February 29, 2020.

Adopted: February 20, 2018

  
\_\_\_\_\_  
President

Attest:

  
\_\_\_\_\_  
CEO, General Manager/Secretary-Treasurer

**ATTACHMENT A**

**SUMMARY OF MODIFICATIONS TO THE COLLECTIVE  
BARGAINING AGREEMENT**

**between**

**GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY**

**and**

**THE FRATERNAL ORDER OF POLICE/OHIO LABOR COUNCIL, INC.**

**Effective March 1, 2017 through February 29, 2020**

**SUMMARY OF MODIFICATIONS TO THE COLLECTIVE BARGAINING AGREEMENT**  
**between**  
**GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY**  
**and**  
**THE FRATERNAL ORDER OF POLICE/OHIO LABOR COUNCIL, INC.**

**Article 10. Discipline**

The parties agreed to add violation of the Authority's Driver's License Policy as a major offense.

**Article 17. Bulletin**

The parties agreed to provide office space to Union Officers in Tower City.

**Article 22. Overtime Assignments**

The parties agreed to increase the maximum compensatory overtime to 240 hours from 200 hours.

**Article 30. Employee Benefits. ECONOMIC**

The parties agreed to maintain current health care benefits until such benefits are reopened for negotiations in 2018.

The parties agreed to modify the wellness incentive program. Wellness incentive premium rate reductions would be paid out in a lump sum payment in April. In 2018 to earn the 2019 wellness incentive payment employees must complete an annual physical and an annual dental cleaning and exam.

**Article 46. Wages. ECONOMIC**

The parties agreed to continue to base their wage adjustments on how the Authority's sales tax and passenger fare revenue numbers change from the current year to the previous year. The parties clarified the formula would be calculated on a cash basis and that any calculation would be exclusive of any State of Ohio assistance in relation to the sales tax loss due to the elimination of the Medicaid Managed Care Organizations from the sales tax base.

**March 1, 2017** – FOP represented employees will receive a retro-payment of 3% effective March 1 2017, based on the wage formula.

**March 1, 2018** – Employees may receive 0% - 3% wage increase. Employees will receive the percentage increase, to the nearest tenth of a percent, for increase in 2017 sales tax and passenger fare revenue received as compared to 2016 sales tax and passenger fare revenue.

**March 1, 2019** – Employees may receive 0% - 3% wage increase. Employees will receive the percentage increase, to the nearest tenth of a percent, for increase in 2018 sales tax and passenger fare revenue received as compared to 2017 sales tax and passenger fare revenue.

**Article 47. Duration. ECONOMIC**

The parties agreed to a 3-year contract.

March 1, 2017 to February 29, 2020



Greater Cleveland Regional Transit Authority  
**STAFF SUMMARY AND COMMENTS**

|   |                                      |
|---|--------------------------------------|
| <b>TITLE/DESCRIPTION:</b><br><br>APPROVING A NEW THREE-YEAR COLLECTIVE BARGAINING AGREEMENT COVERING THE CONDITIONS OF EMPLOYMENT WITH THE FRATERNAL ORDER OF POLICE/OHIO LABOR COUNCIL, INC. | <b>Resolution No.:</b><br>2018-24    |
|   | <b>Date:</b><br>February 15, 2018    |
|   | <b>Initiator:</b><br>Human Resources |
| <b>ACTION REQUEST:</b><br><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, 2017 through February 29, 2020. 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 five percent (5%) of the Authority's approximately 2,300 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, 2017. Negotiations for a new agreement commenced in January 2017. Twelve joint bargaining sessions occurred from January 2017 through December 2017 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 December 12, 2017, for a new three-year collective bargaining agreement. This agreement was approved by union membership on January 16, 2018.

Attachment A to the resolution 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, 2017.

3.0 **PROCUREMENT BACKGROUND:** Does not apply.

4.0 **DBE/AFFIRMATIVE ACTION BACKGROUND:** Does not apply.

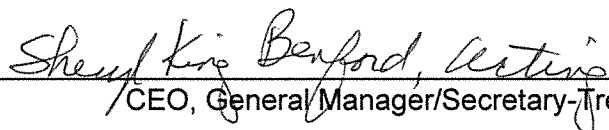
5.0 **POLICY IMPACT:** The subject action has important policy implications; principally in the area of cost control and service quality.

6.0 **ECONOMIC IMPACT:** FOP represented members' wages will continue to be based on sales tax and passenger fare revenue for the life of the contract. The new agreement will cost the Authority approximately an additional Two Hundred Forty Thousand Dollars (\$240,000.00) for the first year wages.

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: None

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

  
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/CEO, General Manager/Secretary-Treasurer