

RESOLUTION NO. 2020-31

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 Greater Cleveland Regional Transit Authority ("GCRTA"), established on March 1, 2017, expired at midnight on February 28, 2020 but continued in effect until a new agreement was negotiated; and

WHEREAS, collective bargaining between representatives of the Fraternal Order of Police/Ohio Labor Council, Inc. Union and representatives of the GCRTA has produced a new Collective Bargaining Agreement covering the period from March 1, 2020 through February 28, 2023; 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, Cuyahoga County, Ohio:

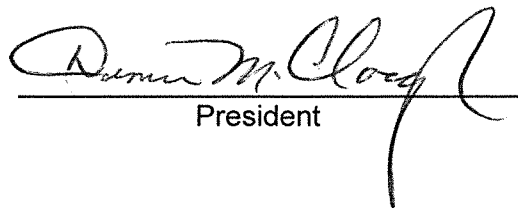
Section 1. That the Collective Bargaining Agreement for employees represented by the Fraternal Order of Police/Ohio Labor Council, Inc. be and it is hereby amended by incorporating the changes, modifications, additions and deletions as negotiated by the representatives of the Fraternal Order of Police/Ohio Labor Council, Inc. and the GCRTA, to become effective retroactive to March 1, 2020 and continue through February 28, 2023.

Section 2. That said contract will be funded through the General Fund.

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

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

Adopted: April 14, 2020

  
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President

Attest:   
\_\_\_\_\_  
Interim Secretary-Treasurer



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

TITLE/DESCRIPTION: APPROVING A NEW THREE-YEAR COLLECTIVE BARGAINING AGREEMENT WITH THE FRATERNAL ORDER OF POLICE/OHIO LABOR COUNCIL, INC.	Resolution No.: 2020-31
	Date: April 10, 2020
	Initiator: Human Resources
ACTION REQUEST: <input checked="" 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 Collective Bargaining Agreement (“CBA”) with the Fraternal Order of Police/Ohio Labor Council, Inc. (“FOP/OLC”) and the Greater Cleveland Regional Transit Authority (“GCRTA”). The term of the new agreement will be from March 1, 2020 through February 28, 2023. The new agreement describes the Conditions of Employment for GCRTA employees covered by the FOP/OLC bargaining unit, which generally includes police officers, sergeants, dispatchers and security officers. Employees covered by this new agreement number approximately 5% of the GCRTA's 2,333 currently active positions.
- 2.0 DESCRIPTION/JUSTIFICATION: The previous CBA with the FOP/OLC expired at midnight on February 29, 2020 and continued in effect until this new agreement was negotiated. Negotiations for a new agreement commenced on January 14, 2020. Five joint bargaining sessions occurred during January and February of 2020 between representatives of the FOP/OLC and the GCRTA. These negotiations culminated in a tentative agreement being reached between the parties on February 25, 2020, for a new three-year CBA. The agreement was approved by union membership on March 13, 2020.
- 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 areas of cost control and service quality.
- 6.0 ECONOMIC IMPACT: The estimated costs and savings associated with the major economic provisions of the new agreement will be provided to the Board of Trustees.
- 7.0 ALTERNATIVES: Not approve the new three-year agreement as proposed. Management would be required to direct the staff to return to the bargaining table with the FOP/OLC, to seek further changes or revisions.
- 8.0 RECOMMENDATIONS: It is recommended that the Board of Trustees approve the proposed new three-year labor agreement with the FOP/OLC.
- 9.0 ATTACHMENTS: None

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

General Manager, Chief Executive Officer