

RESOLUTION NO. 2022-49

APPROVING AN ADDENDUM TO THE COLLECTIVE BARGAINING AGREEMENT COVERING CONDITIONS OF EMPLOYMENT WITH THE FRATERNAL ORDER OF POLICE/OHIO LABOR COUNCIL, INC.

WHEREAS, the current Collective Bargaining Agreement ("CBA") between the Fraternal Order of Police/Ohio Labor Council, Inc. ("FOP/OLC") and the Greater Cleveland Regional Transit Authority ("GCRTA"), established on March 1, 2020, remains in effect; and

WHEREAS, collective bargaining between representatives of the FOP/OLC and representatives of the GCRTA has produced a negotiated addendum to the CBA covering the period from March 1, 2020 through February 28, 2023, in order to ensure fairness as a result of changes in wages and benefits for members of the Amalgamated Transit Union, Local 26 ("ATU") under ATU's new contract with GCRTA; and

WHEREAS, the negotiated addendum includes adding the Juneteenth Holiday beginning in 2022, adjusting the 2022 wage increase, adding a Hazard/COVID Incentive Payment for 2022, and making changes to dental and prescription drug programs for 2023, and

WHEREAS, the members of the FOP/OLC have approved the addendum.

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

Section 1. That the current Collective Bargaining Agreement ("CBA") for employees represented by the Fraternal Order of Police/Ohio Labor Council, Inc. ("FOP/OLC") be, and it is hereby amended by incorporating the changes, modifications, additions, and deletions as negotiated by the representatives of the FOP/OLC and the Greater Cleveland Regional Transit Authority ("GCRTA"), to become effective immediately for the contract period through February 28, 2023.

Section 2. That the CBA, as amended, be and hereby is approved and that the General Manager, Chief Executive Officer is authorized to execute the negotiated addendum.

Section 3. That said negotiated addendum will be funded through the General Fund.

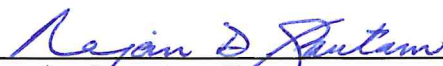
Section 4. That this resolution shall become effective immediately upon its adoption.

Adopted: May 24, 2022



President

Attest:



Secretary-Treasurer



TITLE/DESCRIPTION: APPROVING AN ADDENDUM TO THE COLLECTIVE BARGAINING AGREEMENT WITH THE FRATERNAL ORDER OF POLICE/OHIO LABOR COUNCIL, INC.	Resolution No.: 2022-49
	Date: May 19, 2022
	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 an addendum to the 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 agreement is from March 1, 2020, through February 28, 2023. The addendum addresses issues regarding adding the Juneteenth Holiday starting in June of 2022, providing a \$3,500 Hazard/COVID Incentive Payment for 2022, increasing the September 2022 wage increase from 1% to 3%, increase the yearly dental max coverage from \$1,000 to \$2,000 in 2023, and the add a specialty drug program for 2023. GCRTA employees represented by the FOP/OLC include police officers, sergeants, dispatchers, and security officers. Employees covered by this new agreement comprise approximately 5% of the GCRTA's 2,200 currently active positions.
- 2.0 DESCRIPTION/JUSTIFICATION: The CBA with the FOP/OLC is currently in effect through February 28, 2023. The GCRTA negotiated an addendum to their current contract to align FOP/OLC represented employees with what the GCRTA is providing to members of the Amalgamated Transit Union, Local 268, and non-represented employees. This will help to ensure fairness to FOP/OLC members, and efficiency in the implementation of the Juneteenth Holiday, the Hazard/COVID Incentive Payment, increase in wages, and changes in dental and prescription drug coverage. This addendum to the contract was agreed to in one bargaining session with the FOP/OLC. The agreement regarding the addendum was voted on and approved by FOP/OLC members the week of April 11, 2022.
- 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 cost of this addendum for 2022 will be provided to the Board of Trustees.
- 7.0 ALTERNATIVES: Not approve the addendum as proposed. Management would be required to return to the bargaining table with the FOP/OLC, or not provide the noted benefits that will be received by all other GCRTA employees.
- 8.0 RECOMMENDATIONS: It is recommended that the Board of Trustees approve the proposed contract addendum 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