

Memorandum of Understanding  
Between the  
Amalgamated Transit Union  
&  
The Greater Cleveland Regional Transit Authority

**GRADE 152 TO INCLUDE SHELTER CLEANING**

Effective upon execution, this memorandum of understanding will confirm the acceptance of the shelter-cleaning work after completion of the six-month trial period. The Greater Cleveland Regional Transit Authority and the Amalgamated Transit Union, having met and conferred, agree to the wages, hours and conditions of employment outlined herein. Except as outlined in this agreement, no other terms and conditions shall be provided for in the Collective Bargaining Agreement between the GCRTA and the ATU effective August 1, 2003 through July 31, 2006.

1. Management will assign the shifts and all work performed in the shelter cleaning area.
2. The Grade 152 employees hired to perform shelter-cleaning work will now have all seniority rights as grade 152 employees.
3. The Grade 152 employees will be covered by all applicable parts of Part I of the Collective Bargaining Agreement. Part III, Articles 1, 2, 4, 7, 9, 10, 11 and 12, (identified in the contract that expired on July 31, 2003) will also cover the Grade 152 employees where applicable.
4. The quality and quantity of the shelter cleaning work will continue to be monitored to determine if it is a cost effective and efficient process.
5. The Authority reserves their rights at any time with two weeks notice to the Union, to cancel the shelter cleaning work to again outsource the work to a vendor.
6. In accordance with the Grade 152 job description, employees that regularly perform shelter-cleaning work will also assist with snow removal during the winter season. They will utilize the vehicles used for shelter cleaning work to assist the facilities maintenance employees with snow plowing and salting on and around Authority property.
7. The Authority agrees not to have Grade 152 employees regularly perform work outside of their job description, specifically regarding those duties performed by facility maintenance maintainers.

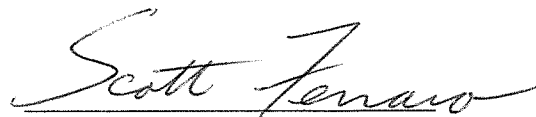
The GCRTA and the ATU acknowledge that they have had ample opportunity to confer and bargain over all negotiable matters affecting wages, hours and, terms and conditions of employment for the Shelter Cleaning employees. This agreement represents a complete and final understanding between the GCRTA and the ATU on all bargaining issues regarding shelter-cleaning work as a part of the Grade 152 job duties.

Executed in Cleveland, Cuyahoga County, Ohio, this 5<sup>th</sup> day of May 5, 2004.

For the Amalgamated Transit Union



For the Greater Cleveland  
Regional Transit Authority



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1. Management will assign the shifts and all work performed in the shelter cleaning area.
2. The Grade 152 employees hired to perform shelter-cleaning work will now have all seniority rights as grade 152 employees.
3. The Grade 152 employees will be covered by all applicable parts of Part I of the Collective Bargaining Agreement. Part III, Articles 1, 2, 4, 7, 9, 10, 11 and 12, will also cover the Grade 152 employees where applicable.
4. The quality and quantity of the shelter cleaning work will continue to be monitored to determine if it is a cost effective and efficient process.
5. The Authority reserves their rights at any time with two weeks notice to the Union, to cancel the shelter cleaning work to again outsource the work to a vendor.
6. In accordance with the Grade 152 job description, employees that regularly perform shelter-cleaning work will also assist with snow removal during the winter season. They will utilize the vehicles used for shelter cleaning work to assist the facilities maintenance employees with snow plowing and salting on and around Authority property.
7. The Authority agrees not to have Grade 152 employees regularly perform work outside of their job description, specifically regarding those duties performed by facility maintenance maintainers.

The GCRTA and the ATU acknowledge that they have had ample opportunity to confer and bargain over all negotiable matters affecting wages, hours and, terms and conditions of employment for the Shelter Cleaning employees. This agreement represents a complete and final understanding between the GCRTA and the ATU on all bargaining issues regarding shelter-cleaning work as a part of the Grade 152 job duties.

Executed in Cleveland, Cuyahoga County, Ohio, this 21<sup>st</sup> day of February 2003.

For the Amalgamated Transit Union

For the Greater Cleveland  
Regional Transit Authority

