

Memorandum of Understanding (MOU)

Between the

Amalgamated Transit Union, Local 268 (ATU)

And

The Greater Cleveland Regional Transit Authority (GCRTA)

Pilot Training Program for Toastmasters at Power & Way

Effective upon execution, this memorandum of understanding will confirm the parties' agreement regarding the implementation of a pilot training program for ATU represented employees in Power & Way to participate. The specific training would be for the eligible employees to participate in a Toastmaster's program. The GCRTA and the ATU Local 268, having met and conferred, agree to this voluntary Toastmaster training program at Power & Way process outlined herein. Except as outlined in this agreement, no other terms and conditions shall be affected in the collective bargaining agreement that expires on July 31, 2024.

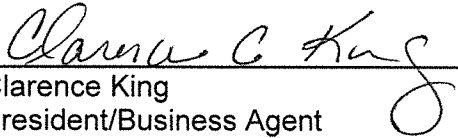
1. ATU represented Power and Way employees may volunteer and will be selected on a first come first serve basis. Management will determine the maximum number of participants.
2. Voluntary requests must be submitted by email to the Power & Way Director for tracking and time stamping.
3. Toastmaster sessions will be held during work hours and after hours and may require some preparation outside of an employee's work schedule. As this is voluntary, outside work hours and preparation time would be solely on the employee's own time.
4. Selected ATU represented employees must pay \$140 upfront to begin the program. Payments must be paid by cash or check. If the pilot is successful, management will consider the ability to make future payments by payroll deduction.
5. Employees that successfully complete the entirety of the program would receive reimbursement of the \$140. Reimbursements will not be made if an employee fails to complete or has an inability to complete the entirety of the program.
6. Management will seek to begin the program in January of 2025 but no later than the end of the first quarter.

Pilot Power & Way Toastmaster

7. Management will work to schedule 24 meetings for this Toastmaster program. Employees are required to attend a minimum of 17 meetings. Successful completion of the program requires the attendance of the 17 meetings and successful completion of the Toastmaster curriculum by the end of the calendar year 2025.

The GCRTA and the ATU acknowledge that they have had ample opportunity to confer and bargain over all negotiable matters affecting wages, and terms and conditions regarding the implementation of a voluntary pilot Toastmaster program at Power & Way.

Executed in Cleveland, Cuyahoga County, Ohio, this 19th day of December 2024.



Clarence King
President/Business Agent
Amalgamated Transit Union, Local 268

12-19-24

Date



Scott Ferraro, SPHR/SHRM-SCP
Sr. Director,
Labor & Employee Relations & Compliance
Greater Cleveland Regional Transit Authority

12/19/24

Date