

**Memorandum of Understanding  
Between the  
Fraternal Order of Police Blue Unit  
And  
The Greater Cleveland Regional Transit Authority**

**Sick Time Accrual Calculation and Sick Time Maximum**

Effective upon execution, this memorandum of understanding will confirm the following agreement regarding employee sick time accruals calculation and sick time maximum hours. The Greater Cleveland Regional Transit Authority (Authority) and the Fraternal Order of Police/OLC (FOP), having met and conferred, agree to the following changes. Except as outlined in this agreement, no other terms and conditions shall be affected in the collective bargaining agreement that expires on February 28, 2026. New language will be added to the next contract term to address this agreement.

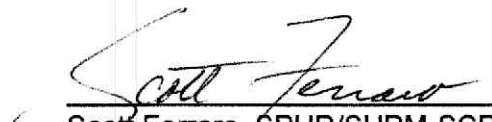
The Authority and the FOP agree to the following:

1. Beginning January 1, 2025, the maximum sick time balance will increase to 520 hours.
2. Employees from the signing of this MOU until January 1, 2025, that missed sick time accruals due to reaching the current maximum sick accrual allowance will receive an adjustment to their sick accrual balance in January of 2025 for these missed sick accruals. The missed accrual for the pay period that includes the signing date, will be the full accrual.
3. The parties further agree to change in the next contract the per pay period accrual calculation language to read as "This accrual will be earned on a per pay period basis by dividing the annual amount of sick time by the number of pay periods each calendar year."

Executed in Cleveland, Cuyahoga County, Ohio, this 15<sup>th</sup> day of November 2024.

  
FOP/OLC Representative #9115  
 11/15/24

11/15/2024  
Date

  
Scott Ferraro, SPHR/SHRM-SCP  
Director of Labor & Employee Relations

11/15/2024  
Date