

File

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

VACATION TIME PRACTICE

Effective upon execution, this memorandum of understanding will confirm the settlement of the change in the practice of how vacation time is earned in accordance with Part I, Article 14, Vacations of the contract. Except as outlined in this agreement, no other terms and conditions shall be affected in the Collective Bargaining Agreement between the GCRTA and the ATU effective August 1, 2003 through July 31, 2006.

The parties specifically agree to the following:

1. The Authority agrees to return to the previous practice for calculating vacation time for all ATU represented employees except those that reached their first year anniversary date after January 1, 2004.
2. Those ATU represented employees that received their first year vacation in 2004 will not have any corrections made to their balances, if the vacation balance was prorated based on hours worked in 2003 as defined in Part I, Article 14 of the collective bargaining agreement.
3. The Authority agrees to correct vacation time balances by 40 hours for those current employees that reached a tiered contractual vacation year in 2004 and were eligible to receive an additional 40 hours of vacation time in accordance with the previous vacation time practice.
4. If the addition of the 40 hours of vacation time causes an employee to exceed 400 hours of banked vacation time, management and the ATU will meet to determine a means to resolve the excess banked vacation hours by either granting an extension period to use the time or to cash out the balance of time over 400 hours but not to exceed 40 hours of pay.
5. The Authority will reimburse any employee who retired in 2004 that had reached a tiered vacation year and were eligible to receive an additional 40 hours of vacation time pay in accordance with the previous vacation practice.
6. The ATU agrees to withdraw its complaint with SERB.
7. The ATU agrees to withdraw its request for arbitration.

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 regarding the change in the vacation time practice. This agreement represents a complete and final understanding between the GCRTA and the ATU on all bargaining issues.

Executed in Cleveland, Cuyahoga County, Ohio, this 3rd day of September 2004.

For the Amalgamated Transit Union

For the Greater Cleveland
Regional Transit Authority

