

The Greater Cleveland
REGIONAL TRANSIT AUTHORITY
615 Superior Avenue, N.W.
Cleveland, Ohio 44113
Phone (216) 566-5100



Phil Gary
assistant
general manager-
operations

February 22, 1989

Mr. Ronald Jackson, President
A.T.U. Local 268
1729 Superior Avenue
Cleveland, Ohio 44114

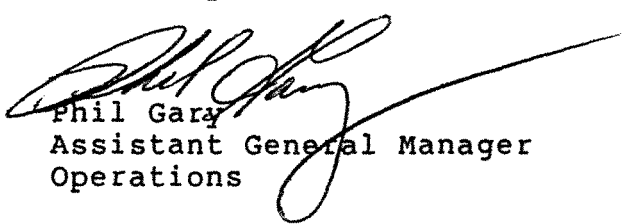
Dear Mr. Jackson:

This letter is to confirm our understanding to the extent that the RTA is required in Article I, Section 11 of the conditions of Employment to allow no less than three "employees" at each district to have the same personal day off if requested; the term "employees" refers to operators. As you recall, during contract negotiations, there were extensive discussions concerning the Authority's ability to allow employees to be off on the same day without interfering with operations. In the spirit of compromise, we conceded that we could allow up to three operators per district off on the same day without interfering with operations. In making this compromise, however, we did not contemplate a situation where any three employees would be required to be let off on the same day. For instance, there is no way we could allow three CARSS operators to be off on the same day without completely shutting down that operation. Unfortunately, however, in the preparation of the contract, the parties used the words "no less than three (3) employees at each district", rather than "three (3) operators". Therefore, this letter is written to clarify the situation and to confirm our understanding that the intent of the language change was to require the Authority to let a minimum of three operators off on the same day if requested. Of course, the Authority will also allow up to three non-operators off on the same day if it does not unduly interfere with operations.

Ronald Jackson
Page 2
February 22, 1989

Please confirm your agreement with the above-described understanding on the signature line below.

Sincerely,


Phil Gary
Assistant General Manager
Operations

PG:cas

cc: R. Barnes
J. Clark
C. Cross
J. Bartkiewicz
E. Allen

AMALGAMATED TRANSIT UNION
LOCAL 268

BY: 

BY: 

LAW OFFICES OF
DUVIN, CAHN & BARNARD

A LEGAL PROFESSIONAL ASSOCIATION

ERIEVIEW TOWER
20TH FLOOR
1301 EAST NINTH STREET
CLEVELAND, OHIO 44114

| | | |
|-------------------|----------------------|----------------|
| ROBERT P. DUVIN | KENNETH B. STARK | JANE P. WILSON |
| STEPHEN J. CAHN | LISA F. MANN | JON M. DILENO |
| THOMAS H. BARNARD | BARTON A. BIXENSTINE | |
| MARC J. BLOCH | RICHARD M. HUMPHREYS | |
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| FRANK W. BUCK | PAUL A. MONAHAN | |
| NEAL B. WAINBLAT | STEVEN K. ARONOFF | |

216/696-7600

TELECOPIER: 216/696-2038

February 17, 1989

Mr. Phil Gary
Assistant General Manager/Operations
Regional Transit Authority
615 Superior Avenue, N.W.
Cleveland, OH 44114

Enclosed please find the draft of a letter for you to
send to the Union over your signature concerning the scheduling
of personal days off.

Very truly yours,


Martin T. Wymer

MTW:cah

Enclosure

Gentlemen:

This letter is to confirm our understanding that to the extent that the RTA is required in Article I, Section 11 of the Conditions of Employment to allow no less than three "employees" at each district to have the same personal day off if requested, the term "employees" refers to operators. As you recall, during contract negotiations, there were extensive discussions concerning the Authority's ability to allow employees to be off on the same day without interfering with operations. In the spirit of compromise, we conceded that we could allow up to three operators per district off on the same day without interfering with operations. In making this compromise, however, we did not contemplate a situation where any three employees would be required to be let off on the same day. For instance, there is no way we could allow three CARSS operators to be off on the same day without completely shutting down that operation. Unfortunately, however, in the preparation of the contract, the parties used the words "no less than three (3) employees at each district," rather than "three (3) operators." Therefore, this letter is written to clarify the situation and to confirm our understanding that the intent of the language change was to require the Authority to let a minimum of three operators off on the same day if requested. Of course, the Authority will also allow up to three non-operators off on the same day if it does not unduly interfere with operations.

Please confirm your agreement with the above-described understanding on the signature line below.

Sincerely,

Phil Gary
Assistant General Manager/
Operations

AMALGAMATED TRANSIT UNION
LOCAL 268

By: Donald E. Jackson

By: Riley Parker Jr