

Memorandum of Understanding

Between the

Amalgamated Transit Union, Local 268

&

The Greater Cleveland Regional Transit Authority

**Final Vacation Payouts after a Disciplinary Discharge**

The Greater Cleveland Regional Transit Authority and the Amalgamated Transit Union, having met and conferred, agree to the following process for final vacation payouts when an employee has been discharged. 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 affected in the collective bargaining agreement that expires on July 31, 2014.

The parties agree to the following:

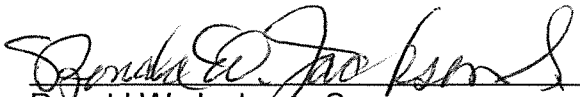
1. The Parties agree in accordance with Part I, Article 14, Section 4 that an employee who is discharged will have their final vacation payout paid after completion of the internal grievance process. Discharged employees would not have to wait for completion of the arbitration process to receive their final vacation payout.
2. This process shall apply to all discharged employees regardless of any circumstances.
3. Discharged employees that have their final vacation payout processed as noted above and return to work through an arbitration decision will not be permitted to return the vacation payout to put the time back in their vacation balances.
4. The Union acknowledges their understanding that if an arbitrator returns an employee to work, the employee would not be eligible for vacation time until the employee works the required amount of time in accordance with the contract to be eligible for vacation.
5. Any discharged employee that has completed the internal grievance process but has not yet been paid out their final vacation payout, as of the date of this agreement, will begin to have their final vacation payout processed.

Page 2

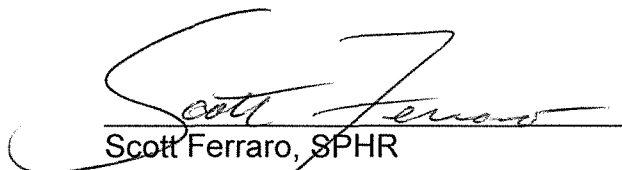
MOU Vacation Payouts after a Discharge

The GCRTA and the ATU acknowledge they have had ample opportunity to meet and confer over all issues surrounding the final vacation payout of a discharged employee. This agreement represents a complete and final understanding between the GCRTA and the ATU of this issue.

Executed in Cleveland, Cuyahoga County, Ohio, this 14<sup>th</sup> day of July 2015.

  
\_\_\_\_\_  
Ronald W. Jackson, Sr.  
President/Business Agent  
Amalgamated Transit Union, Local 268

7-14-2015  
Date

  
\_\_\_\_\_  
Scott Ferraro, SPHR  
Director of Labor & Employee Relations  
Greater Cleveland Regional Transit Authority

7/14/15  
Date

C: B. Hampton, M. Good, R. Branche, C. Lyttle, File