

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

Full-time and Part-time Mobile Laborer Ambassadors

Effective upon execution, this memorandum of understanding will confirm the acceptance of full-time and part-time Mobile Laborer Ambassadors. 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 provided for in the Collective Bargaining Agreement between the GCRTA and the ATU effective August 1, 2011 through July 31, 2014.

Section 1. The Authority will hire part-time and full-time Grade 1 Mobile Laborer Ambassadors based on its operational needs. The creation of these positions is independent of any other classifications.

Section 2. The following provisions of the contract shall cover part-time Mobile Laborer Ambassadors:

- A. Part I, Article 1 through 11;
- B. Part-time Mobile Laborer Ambassadors shall not accrue system or grade seniority while so employed;
- C. A part-time Mobile Laborer Ambassador who applies and is accepted for full-time employment shall accrue system seniority as of the date of his/ her full-time employment date;
- D. Part-time Mobile Laborer Ambassadors shall not be eligible for paid leave and fringe benefits applicable to full-time Mobile Laborer Ambassadors except as specifically provided herein. Part-time Mobile Laborer Ambassadors shall be entitled to receive vacation pay as per Part I, Article 14 herein, on a pro rata basis (based upon the average number of hours worked by such employee in the previous year) and the health care contribution provided for in Part I, Article 17.
- E. Part-time Mobile Laborer Ambassadors shall be provided free transportation privileges for themselves only; and
- F. Part-time Mobile Laborer Ambassadors are eligible for the winter outerwear provisions as outlined in Part III, Article 7 of the contract.
- G. Part-time Mobile Laborer Ambassadors shall not work more than thirty (30) hours per week.

Section 4. Part-time Mobile Laborer Ambassadors shall be paid at the same hourly wage rates as full-time Mobile Laborer Ambassadors, subject to the hiring progression. For purposes of applying the hiring progression to part-time Mobile Laborer Ambassadors, two thousand and eighty (2080) hours worked shall be credited as one (1) year.

Section 5. Full-time Mobile Laborers would be paid the same rate of pay as the Grade 152 Laborers.

Section 6. The full-time and part-time Mobile Laborer Ambassadors will receive additional customer service training. The Mobile Laborer Ambassadors will be expected to provide ambassador level customer service to the public and our patrons.

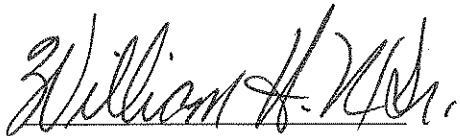
Section 7. Employees in these Mobile Laborer Ambassador classifications would be assigned by management Monday through Friday during the day and would include split shifts. These schedules would be subject to change based on special events and would include weekend and/or evening work.

Section 8. The parties agree to meet and discuss the effectiveness of these classifications after one year from the date of their implantation. The parties may agree to meet prior to the one-year to discuss issues that may arise regarding the implementation of these Mobile Laborer Ambassador classifications.

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 as it relates to full-time and part-time Mobile Laborer Ambassadors. This agreement represents a complete and final understanding between the GCRTA and the ATU on all bargaining issues regarding full-time and part-time Mobile Laborer Ambassadors.

Executed in Cleveland, Cuyahoga County, Ohio, this 15th day of November 2012.

For the Amalgamated Transit Union



For the Greater Cleveland
Regional Transit Authority

