

**Memorandum of
Understanding Between the
Fraternal Order of
Police/OLC**

And

**The Greater Cleveland Regional Transit
Authority**

**Open Contract for Wage Addendum, COVID
Incentive, Holidays, & Healthcare Update**

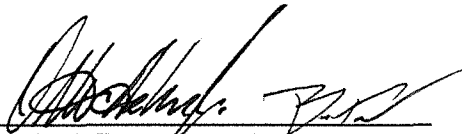
Effective upon execution, this memorandum of understanding will confirm the following agreement regarding the opening of the current contract. The Greater Cleveland Regional Transit Authority (GCRTA) and the Fraternal Order of Police/OLC (FOP), having met and conferred, agree to the following changes. Except as outlined in this agreement, no other terms and conditions shall be affected in the collective bargaining agreement that expired on February 28, 2023.

The GCRTA and the FOP agree to the following:

1. The GCRTA and the FOP agree to open the contract that is effective from March 1, 2020 through February 28, 2023.
2. The GCRTA and the FOP agree that while opening up the contract the only topics that will be addressed is an addendum to Article 46 Wages, Article 31 Holidays, Article 30 Benefits Update, and a COVID Incentive Payment as noted below.
3. Hazard/COVID incentive payment - \$2,500 FT/\$1,250 PT (pro-rated for employees hired after 4/1/20). Payment to be issued by June 10, 2022. Another \$1,000 FT/\$500 PT to be issued by December 2, 2022. Employees must be actively employed at the time of the hazard/COVID payouts and retro payment to receive them. The only exceptions will be those employees that retired between the FOP membership's ratification of this agreement and the payout date in June. The Authority will also pay those employees that retire between June 10, 2022, and the payout on December 2, 2022, the \$1,000 hazard/COVID payout. Employees that retired prior to June 10, 2022, would not be entitled to the second payout. Employees actively employed as of December 2, 2022, will be eligible for the second hazard/COVID incentive payment.
4. The FOP agrees not to raise any Hazard/COVID incentive payment during the upcoming contract negotiations.
5. RTA agrees to add Juneteenth as a straight time holiday. This would be added in calendar year 2022.
6. Health Care Benefits - Increase maximum yearly dental coverage to \$2,000.00. RTA will implement a save on specialty drugs program. Participation in the specialty drug program is mandatory and will not cost the employee any additional dollars. All health care changes would be for plan year 2023.

7. The RTA will increase the September 2022 wage increase from 1% to 3%.
8. The GCRTA and the FOP/OLC understand that the GCRTA Board and the FOP/OLC membership must vote and ratify any agreement that the parties are able to agree to in discussions regarding the opened contract.

Executed in Cleveland, Cuyahoga County, Ohio, this 22 day of April 2022.



FOP/OLC Representative

4/22/22

Date



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

4/22/22

Date