

A weekly report  
from the office  
of the CEO

April 11, 1994



We've received a number of letters from employees throughout the agency wondering what happened to the employee recognition programs that were in place before the merger. I understand that the employee of the month award, the perfect attendance award, and the employee suggestion program were among the most popular, and it is my intention that similar recognition programs be continued. Such programs, I believe, promote productivity on the job and camaraderie among colleagues.

The Human Resources Department recently assigned a staffer, Susan Young, to develop a new MTA recognition program. Some departments continue to honor their outstanding employees on an informal basis, but we'd like to put into place a more formal program in which recipients are recognized agency-wide. Look for such a program by next fall.

**Operations Unit Continues Award Programs**

Meantime, the Operations Department continues its longstanding tradition of recognizing the outstanding operator, maintenance staffer, and retirees before the board at the monthly Operations meeting. The awards program is now under the direction of Director of Customer Relations Bob Williams. Refer any questions you have to Bob at extension 2-4316.

**Human Resources Offering Host of Programs**

Sometimes, we get so involved in a project we forget about the many employee programs that are just as rewarding. Even though the merger and budget shortfall have taken so much of our energy, it pleases me that the Human Resources Department, despite a reduced staff and monies, has continued to plan a host of health fairs and seminars. Here are some dates to mark on your calendar:

- On April 29, Division 7 employees can take advantage of another twice yearly health fair — offerings include carbon monoxide testing, body fat measurement, and blood pressure testing. A chiropractor will be on hand to perform spinal testing and talk about the prevention of back injuries.

- As part of the zero-tolerance program, Division 5 Maintenance is conducting a graffiti cleanup day on April 16. At the same time, it will host a health fair to which family members of Division 5 employees are invited.
- MTA is taking the lead in setting up an employee committee to develop a policy on thwarting potential violence in the workplace — now a hot topic in corporate America. Our program will involve our Employee Assistance Program and feature awareness training.
- Mammograms will be done the morning of April 14 in the Employee Development conference room in the 425 Building. They will be available in the Mount Olympus room in the 818 Building that afternoon. They are \$65 and your indemnity plan pays the bulk of the price.
- The most recent blood drive wrapped up last month. We collected 42 pints. I was impressed that MTA's John Vandercook holds the agency record for an astounding 6 gallons.

Comments and questions should be directed to Luanna Urie, who's in charge of the Wellness Program. Her extension is 2-7164.

**Read Your CEO Report!**

My commitment is to share with you the latest information about policies, procedures, and happenings within the agency. That brings to mind a letter I

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received the other day wondering why the agency doesn't endorse telecommuting or flex-time in an era of severe traffic congestion. In fact, I've endorsed both programs wholeheartedly in my newsletters of March 21 and 28.

Unfortunately, many of the letters I receive are anonymous and I'm unable to respond directly. If you know someone who isn't getting this report, call my assistant, Phyllis Tucker at 4-6191.

#### Moving Date Rescheduled

Yes, the moves between the 425, 818, and CMF buildings to consolidate departments are still on. The implementation dates were pushed back because of all the technical equipment that had to be merged. The moves, involving 384 people, will consolidate departments and enable staffers to better perform their work.

Under the direction of Kelly Patton and Brian Soto, the moves are now scheduled to take place in three phases. Phase 1 will take place on June 17; Phase 2 on June 24, and Phase 3 is set to happen on July 8.

Here's a list of departments changing buildings:

- Accounting, under Mike Butler, moves to 425.
- The Freeway Service Patrol team moves to 425.
- The Marketing Department moves to 425.
- The Graphics Map Room team moves to 818.
- The Legal Department will be consolidated in 818.
- Planning and Programming will be together in 818.
- All of Real Estate will be consolidated in 818.
- All of procurement will be consolidated in CMF.

Floor assignments are being finalized. A move coordinator has been assigned from each department and will answer whatever questions you may have.

#### Division Closures

Division 16 in Pomona will be closed as an operating division on June 26. All work runs assigned to Division 16, including Lines 484, 490, and 497 will be transferred to Division 9, located at 3449 Santa Anita Avenue in El Monte on June 26.

Also, Terminal 25 located at 1831 Toberman Street, south of Venice Boulevard in downtown Los Angeles, will be closed as a revenue service layover facility on Saturday, June 25.

#### Upcoming Transit Police Brown Bag

I will meet with Transit Police officers and staff at my next "brown bag," which is scheduled for April 19 at noon at police headquarters. I look forward to the exchange.

#### Funding Sought

I've been spending much time in Washington and

Sacramento over the past several months, seeking funding. It is an extremely tough job. Both Washington and Sacramento are strapped for funds. As you know, MTA's budget shortfall amounts to a whopping 18% of the money we'll be spending next year. I'm asked constantly how could we have done this to ourselves?

The last fare increase was in 1988. What can you buy in 1994 at 1988 prices?

The truth of the matter is that since 1989, ridership on MTA buses has fallen dramatically — actually, it's falling all across the country. People have moved out of L.A. City, proper. They're moving to the Antelope Valley to San Bernardino County and into Ventura County. When people become more affluent, they move elsewhere — suburbanization is happening throughout the country. In fact, if people had stayed in the city, with the growth we had in the '70s and '80s, we wouldn't be able to move at all on our freeways today.

#### Five Point Program to Solve Financial Woes

We're looking at a comprehensive way to solve the problem. This is our five-point program this year to address the \$126 million deficit:

- We're continuing to make internal reductions.
- We're looking at a fare raise.
- We're considering reducing service.
- We must work with our labor unions — they should be our partners in closing this gap.
- We continue to look for money from the federal and state governments.

#### Green Line Car Runs

Finally, much congratulations are in order for the Metro Green Line team. Last Thursday, the first rail car ran on the line. Borrowed from the Blue Line, the light rail car operated successfully at speeds of up to 35 miles per hour between Lakewood Boulevard and Long Beach Avenue stations. We are aiming for a start-up date of Fall 1995.

- Franklin White

*I welcome your comments and questions in response to CEO Report, which is designed to provide employees with direct communication with my office. Please contact either of my Special Assistants, Michael Gonzalez at 244-7476, or Phyllis Tucker at 244-6191. Also, employees can fax comments to 244-6014.*

#### A publication of the MTA CEO's Office

**Editor:** Andrea Greene  
**Art Director:** Anne Roubideaux  
**Designer:** Terry McMahon  
**Deputy Dir., Media Relations:** Jim Smart  
**Special Assistant to CEO:** Phyllis Tucker  
**Manager, Printing Services:** Al Moore