

A weekly report
from the office
of the CEO

July 11, 1994



Over the weekend, union leadership

reviewed MTA proposals identified by management as key concerns. We are hopeful that we can reach agreement soon. As you know, the unions have set a strike deadline of 12:01 a.m. Monday, July 18.

Should there be a strike, we will put into place a detailed contingency plan that I've described to you in past issues. In addition, we're currently negotiating agreements with private carriers that will augment our MTA service, and enable us to run on a couple dozen of our busiest lines.

Bus Operator Training Graduation

I've been tremendously impressed with the spirit of the non-contract employees who are being trained to operate buses in the event of a strike. I attended their graduation ceremony last Friday, and I can't tell you how proud I am that they underwent this training for the good of the company. What's more — they each now have their Class B license. Thank you, those of you who agreed to be a part of this.

Do Operators Earn What the Press is Reporting?

Dozens of employees have called our internal strike hotline, which was set up two weeks ago to field concerns about a possible work stoppage. Many of the callers were bus operators, questioning news reports and advertising that claim the average operator does, in fact, make about \$50,000 a year. Here are the facts:

- It takes 42 months for an operator, just starting out, to make it into the top grade.

- More than 80% of our full-time operators are in the top grade. (In fact, of our 3,700 active full-time operators, less than 700 have not made it into the top grade, yet.)
- More than 1,400 of our operators earned more than \$50,000 in gross pay last year. Gross pay includes other types of compensation, such as vacation pay, overtime, and sick time.

Hooray, Luduvico Castro!

One of this agency's most popular events is the annual Bus and Maintenance Roadeo, in which operators maneuver a difficult obstacle course and maintenance employees identify and fix mechanical defects under a time deadline.

This year's Roadeo was held on June 25 at the Santa Anita Racetrack. Cheers to Division 9 Operator Luduvico Castro, who placed first! Luduvico, an outstanding operator with numerous commendations under his belt, has been with the agency for 22 years, and currently works a split shift, driving the 489 line in the morning and the 490 line in the afternoon. A long-time Division 16 operator, he was transferred to Division 9 last month when the Pomona division closed. Luduvico has participated in the Bus Roadeo for the last 14 years.

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Luduvico was born in the Philippines and has lived in Los Angeles for 22 years. Luduvico and his wife, Gena, make their home in Moreno Valley. He will compete in the international tournament in Boston in September.

Other Finishers

Also deserving of recognition are Rogelio Chacon of Division 12, who captured second place; Elias Shahin of Division 10, who took third, and Wisconsin Lim who placed fourth.

Three women, Lisa Arredondo, Dionne Peters, and Susan Tompkins, finished in the top 30.

Kudos to Division 10 Maintenance

Division 10 clinched the title for the fourth time in six years. The team consisted of Mechanic A Alan Wong, Mechanic A Doug Creveling, and Utility A Fred Hines. They bettered their score of last year, scoring 800 points even compared to 680 last year.

They'll head to Corpus Christi for the international competition on August 26 - 28 where they hope to finish ahead of their last year's score when they tied for fourth place. John Adams is their boss and will accompany them. They will compete against 50 other transit properties, including teams from Canada and Puerto Rico. Our Mike Buttone, incidentally, is involved coordinating the competition, which is hosted by the American Public Transit Association (APTA).

Classification/Compensation Update

Non-contract employees already have been notified that this year's budget does not propose a wage increase. We have, however, been moving forward with the development of a single classification/compensation system for non-contract employees. This program, when adopted by the Board, is designed to create equity among all employees. So far, the project team continues to make progress in this area. It has :

- Completed preparation of new classification specifications.
- Updated and added competitive market salary information.
- Designed a market competitive salary range structure.
- Preliminarily allocated individuals to their appropriate classification.
- Identified individuals who are below band minimum or above band maximum.

The project team is in the process of reviewing these reports for any inconsistencies or inaccuracies in preparation for cost center review and concurrence. I have reviewed the summary information from the communication information sessions and have directed that the ideas for timely, effective and purposeful communication be included in the pay program and shared with executive officers.

Our next steps are:

- Distribute revised classification specifications for sign-off.
- Prepare list of individual allocations to classifications for review and concurrence by cost center managers.
- Develop appropriate policies and procedures.
- Conduct general information sessions with all employees about the overall intent of the new system.
- Obtain Board ratification.
- Notify individuals of their new classification.
- Update payroll and employee data bases.

As you can see, a great deal of work has been accomplished but much more is needed to complete this project. Your continued support and assistance are greatly appreciated.

Board Action on Budget

In other matters, the Board is scheduled to take action on our proposed budget this Wednesday, July 13.

Open Enrollment Extended

For those of you who failed to turn in your insurance forms, be aware that the deadline has been extended one week to Friday, July 15. Remember, if you don't sign up, the agency will put you in a plan of its choosing. If you have questions, don't hesitate to call 4-6546.

- 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.

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