

CEO REPORT

A weekly report
from the office
of the CEO

July 6, 1994



As this issue goes to press, we continue to negotiate with each of the three unions. We remain hopeful we can reach a settlement without a work stoppage. The MTA Board is prepared to negotiate around the clock until there is a settlement.

Yesterday, the unions announced that they would not strike at 12:01 a.m., July 7—that they would continue to negotiate until 12:01 a.m., July 18. We are pleased with the union's decision to delay a strike. Also, yesterday, the governor denied the union's request to invoke a 60-day cooling-off period.

Last week, the Board had voted unanimously to ask Gov. Pete Wilson not to invoke a state statute which provides for a 60-day labor contract negotiation cooling-off period. Members believe it would be counterproductive to add more time to the process. They want negotiations to continue.

The Board's action came last Wednesday after a three-member panel appointed by the governor met with negotiators from both sides. They reported back to him that same day. By law, the governor had up to seven days (until July 6) to determine whether to ask the state attorney general to seek an injunction which would start a cooling-off period.

Strike Service to Operate on Five Lines

In the event of a strike, we will offer modified service on five MTA bus lines and the Red and Blue Lines. Our contingency plan calls for us to operate 100 buses within 24 hours of the walkout notice. Service will be available from 6 a.m. to 6 p.m. on weekdays only as long as the strike is in effect. The number of buses will be gradually increased to as many as 250 to serve 18 of the MTA's heaviest-traveled routes, depending on the length of the walkout.

The initial lines to be operated include:

Line	Line Name	Frequency
21	Wilshire Blvd. - UCLA	6 minutes
30-31	Pico Blvd. - E. First St.	10 minutes
45	Broadway	10 minutes
180	Hollywood-Pasadena	15 minutes
204	Vermont Ave.	8 minutes
	Metro Blue Line	
	Metro Red Line	

Should a strike occur this week, the men and women who will operate these buses will be the 100-plus non-contract transit operations supervisors (TOS's), the vast majority of whom used to be bus drivers. They simply need to be recertified.

Bus Operator Training Classes

In addition, there are 60 MTA non-contract employees who will complete bus operator training classes this week. They will have received the necessary 35 hours of operator training, and, once they pass a DMV test, will be fully licensed and certified to operate a bus. Those employees will work shorter shifts and not be put into service, at first.

Two more bus operator training classes begin this week.

MTA to Contract with Private Carriers

MTA has received emergency authorization to contract with private carriers to provide additional services. That authorization will enable us to operate dozens more buses.

Personnel Policies in the Event of Strike

I'm sure you received the personnel policies recommended by the Work Stoppage Planning Committee. I know some of the policies cause a great inconvenience for you and your family, but in order to operate most efficiently in the event of a strike, I've agreed to the following:

■ Vacation

All non-represented: All scheduled vacations are postponed. Any hardship cases will be reviewed by executive officers. Granting of vacation requests will be postponed.

Represented employees who are working during the work stoppage: All bidded vacations are postponed. Any hardship cases will be reviewed by management.

We remain hopeful we can settle this thing without a work stoppage.

■ **Sick Leave**

All sick leave of eight hours or more will be paid upon a doctor's verification.

■ **Alternate Work Schedules**

All alternate work schedules, including flex time, and telecommuting, will be suspended.

■ **Overtime**

When management assigns overtime work, all compensation practices will comply with FLSA regulations. All assignments will be on a temporary basis only.

- Non-exempt employees will be paid overtime at time and a half for all hours worked in excess of 40 hours per week. Those reassigned to affected positions with starting base pay higher than their current pay shall receive the higher rate.
- Exempt employees (reassigned to strike work) who have been temporarily reassigned to strike work, (work vacated by a striking employee), will be paid straight time for hours worked in excess of 40 hours per week.
- Exempt employees (not reassigned) who have been reassigned to strike work but are backfilling higher positions vacated due to strike reassignment will receive acting pay effective immediately upon assignment.
- As-needed employees will be utilized when and where possible to provide strike-related support and assist critical work load needs of essential MTA business functions. Existing policies governing the authorization of overtime for as-needed personnel will remain in effect.

■ **Mileage**

Employees assigned to alternate worksites will be reimbursed for the round trip mileage from their home if the employee drives to the alternate work location.

■ **Religious Holidays**

Employees may use their floating holiday or vacation bank to request an absence for observance of religious holidays.

If you have questions about the above policies, please call Brent Cardwell at 4-6194.

Additional Points

Some points I want to get across to every employee: While hundreds of thousands of Southern California union members have lost their jobs and have taken wage cuts, we are asking only for a freeze on the hourly wages of our union employees. The MTA is not asking union members to take a wage rate cut, we are asking that they give up increases which this agency can no longer afford. In the absence of a wage increase, the drivers and

mechanics will continue to be the highest paid in California. In fact, our wages are 10 percent above the national average.

Once again, this is some of what we are seeking at the table:

- Overtime after 40 hours a week.
- Vacation Pay in line with non-contract employees.
- Reduction in costs of health insurance.

Economic Impact

If there is a strike, sadly:

- 1.2 million people would be without their normal means of transportation. Half of these people don't have access to cars. The wages lost by workers unable to get to their jobs could be as much as \$4 million a day. Also, it is estimated that sales by downtown businesses would be reduced by \$15 million a day.
- Also, MTA employees and vendors selling to the Authority stand to lose more than \$1 million per day to loss of paychecks and absence of orders for goods and services.
- Past experience shows that the MTA loses from 5 to 10 percent of its riders after a strike is called off. Most return over time, but recovery may take six months or more.

Transit Police Patrol Blue Line

I'm pleased with the smooth transition made by our Transit Police in policing the Blue Line. One hundred officers, under the supervision of Lt. Ernie Munoz, took over the line during the early morning watch on June 30. Lt. Munoz reports to Captain Ron Eutsey, who oversees the newly established Rail Operations Bureau. Lt. Jack Herman, who is charge of Red Line security, also reports to Capt. Eutsey.

I understand that most of the men and women who patrol the Blue Line are veteran officers. You have my best wishes for a superb performance!

Insurance Deadline

Finally, please remember that July 8 is the final day to sign up for you and your family's insurance carrier.

— **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

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