

CEO Restructures Labor Relations Office; MTA to Recruit New Department Head

(November 4) CEO Julian Burke has restructured the Labor Relations function. A single Labor Relations Department has been created by moving staff responsible for second-level grievances and for assisting in labor contract negotiations from Transit Operations into the reorganized department. The department will report directly to the Office of the CEO.

In a memo to MTA executive officers, Burke said the move will "provide better focus from the Office of the CEO for contract negotiations and contractual issues...." The change is effective immediately.

The MTA also will begin recruiting for a Chief Labor Relations Officer. Tom Webb, who serves as interim Labor Relations chief, will continue to manage the department until a permanent replacement is found.

Employee Relations, which is responsible for all issues concerning non-represented employees, will continue to report to Ray Inge, executive officer, Human Resources.

Under the revised organization, Rudy Lipscomb, deputy director, Labor Relations, and his seven-member staff will be responsible for negotiation, implementation and interpretation of labor contracts. The staff also will work with the MTA's unions and will train agency managers in contract issues, including the grievance and disciplinary processes. The staff also handles the third level of grievance reviews prior to arbitration.

Ralph Carapia, Labor Relations manager, and his four-member staff will be responsible for the second level of the grievance process, which includes review of grievances filed by contract employees. The group also trains managers and advises management on the grievance processes. Both groups will report to the chief labor relations officer.

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