

## Metro Report Archives

### October 2000 Articles

**IN THE EVENT OF A WORK STOPPAGE: [Things You Need to Know](#)** (Sept. 1) The Employee Handbook, just released to department heads for use in the event of a work stoppage, includes a number of provisions of immediate concern to MTA non-represented employees who would be affected by a strike.

**Negotiators [Back at Work](#) after Governor Signs SB-1101** (Oct. 2) Counterproposal to counterproposal, negotiators for the MTA and UTU got down to business Monday afternoon following two face-to-face sessions, Sunday. Mayor Richard Riordan - who met with both sides over the weekend - was back at the Pasadena Hilton, today, to see the continuation of bargaining talks.

**'Smattering' of Mechanics, Supervisors Report to Work; [Negotiations Continue](#) Despite Tensions Among Unions** (Oct. 3) A smattering of mechanics and operations supervisors reported to work, Tuesday, following a surprise Monday announcement by leaders of the ATU and AFSCME that the walkout by the two unions would be suspended for a one-week "cooling-off period."

**Striking Operators Say '[No](#)' to Cooling-Off Period; New MTA Offer 'Breaks New Ground,' Burke Says** (Oct. 4) Striking bus operators responded with an overwhelming, "NO," Wednesday morning, when UTU chief James Williams asked whether they wanted to return to work during a five-day cooling-off period.

**Congressional Committee Earmarks [\\$60 Million](#) for MTA** (Oct. 4) The MTA stands to receive \$60 million in federal funding over the next year if Congress approves a recommendation by the House-Senate Transportation Appropriations Conference Committee.

**After 5 Months, UTU Presents [First Written Proposal](#)** (Oct. 5) For the first time in five months of bargaining talks, UTU negotiators have presented the MTA with a written contract proposal.

**Burke Asks [State Mediators](#) to Take Stronger Hand in Negotiations** (Oct. 6) With the strike now in its 21st day, CEO Julian Burke has appealed to state mediators for help in establishing a regular schedule and a "more professional location" for bargaining talks between the MTA and the UTU.

**First-Ever [Strategic Business Plan](#) Maps Three-Year Path for MTA** (Oct. 9) "Where do you think you are going," asks the illustration on the cover of a booklet now making the rounds of MTA management. It's a good question to ask of an agency that is publishing its first-ever strategic business plan.

**UTU Hands [Counterproposal to MTA](#) on 24th Day of Strike** (Oct. 9) MTA negotiators are reviewing a counterproposal handed across the bargaining table, Monday afternoon, by the UTU team.

**FY 2001 Transportation [Appropriations Bill](#) Goes to President; \$60 Mill. for MTA** (Oct. 9) Both houses of Congress have passed the FY 2001 Transportation Appropriations Bill, a measure that includes \$60 million in federal

funding for the MTA. President Clinton is expected to sign the bill, HR-4475.

### **On Eve of County Walkout, MTA [Strikers Remain](#) on Picket Line**

(Oct. 10) On the eve of a possible strike that could involve 47,000 Los Angeles County employees, the MTA's 4,300 bus operators remained on the picket line where they were joined by some 3,000 members of the ATU, TCU and AFSCME.

### **MTA Begins Service on Line 30; Starts [Pilot Line 214](#)**

(Oct. 10) In an effort to provide needed bus service during the labor strike, MTA has begun operating the western portion of Line 30 from Pico/San Vicente along Pico Boulevard to 7th and Alvarado.

### **IMPASSE DECLARED MTA Issues '[Last, Best and Final Offer](#)' to UTU;**

**Union Leaders Given until Thursday to Accept Offer** (Oct. 11) The MTA gave the UTU a last, best and final offer, Tuesday evening, that includes the highest wage and benefits package offered to date. The offer contains significant improvements in employee take-home wages and protection of health and pension benefits.

### **Residents in Burke's District Eligible for [Free Dial-a-Ride](#) to**

**Medical Visits** (Oct. 11) The County Board of Supervisors voted unanimously, Tuesday, to provide free Dial-a-Ride service to some county residents who cannot get to medical appointments due to the transit strike, City News Service reported.

### **UTU Rejects MTA '[Last, Best and Final](#)'; MTA to Communicate**

**Directly with Operators** (Oct. 12) Despite a contract proposal that contained an "aggregate 10.2 percent increase in take home pay," the UTU leadership today rejected the MTA's "last, best and final" offer.

### **KNX '[Citizen of the Week](#)' Honors for Operator Davis**

(Oct. 12) A month ago, Metro Bus Operator Evelyn Davis held a new life in her hands when she helped a passenger give birth to a baby boy on her Line 20 bus. It was a profoundly moving event for Davis.

### **[Activity Escalates](#) as Mayor, MTA Officials Meet with Rev.**

**Jackson, UTU's Williams** (Oct. 13) The Friday of the fourth week of the transit strike saw an escalation in activity by parties both directly and indirectly involved with ending the 28-day standoff between the MTA and the UTU.

### **Negotiators Put in Long Weekend with the [Rev. Jackson](#)**

(Oct. 16) After a long weekend of exchanging proposals under the tutelage of the Rev. Jesse Jackson, negotiators for the MTA and UTU continued bargaining talks Monday morning.

### **Proposed Retail Complex on Planning [Committee Agenda](#) for**

**October** (Oct. 12) The Board's Planning and Programming Committee will consider a proposal to construct a 3.5-acre retail and office complex adjacent to the Metro Red Line's Westlake/MacArthur Park station at a meeting set for 1 p.m., Thursday, Oct. 19.

### **[Picketer Struck](#), Injured by Hit-and-Run Auto**

(Oct. 16) The captain of the picket line outside MTA Headquarters was injured about 10:14 a.m., Monday, when he was struck by a driver who was exiting the parking structure on Vignes Street.

### **Metro, UTU Hammer Out [Tentative Agreement](#) to End 32-Day**

**Strike** (Oct. 17) After struggling almost around the clock since Friday, MTA and

UTU negotiators hammered out a tentative contract agreement, early Tuesday, that is expected to bring a swift end to the 32-day-old strike.

### **Waking LA's Mass Transit System from a 32-Day Strike** (Oct. 17)

How do you wake up a mass transit system that's been asleep for 32 days? That's the situation the MTA's Transit Operations staff and others face now that a tentative agreement has been reached with the UTU and negotiations with the ATU and TCU are said to be near completion.

**New Labor Contract Gives Life to Dormant Transit System** (Oct. 18) With the overwhelming support of union members and a unanimous vote by the MTA Board, approval of a new three-year labor agreement with the UTU, Tuesday, is breathing new life into a mass transit system that had lain dormant for the past 33 days.

**Favorable Vote Reflects Operators' Desire to Return to Work** (Oct. 18) Some Metro Bus operators were said to be so anxious to return to work, they went to the LA Convention Center Tuesday evening, dropped their ballots into the box, then headed for their divisions.

**MTA's Emergency Ops Center Calls it a 'Wrap'** (Oct. 19) Every morning during the transit strike a handpicked group of employees from many departments within the MTA gathered in the Emergency Operations Center to take the daily pulse of the work stoppage.

**Transit Operations Scores Big on Thursday Rollouts** (Oct. 19) The Thursday morning Metro Bus rollout hit 93 percent. Metro Rail scored 100 percent on both light-rail lines and two-thirds of Metro Red Line trains were in service. Not bad for the first full day of transit operations after a 32-day hiatus.

**Nix Check Cashing Outlets to Distribute MTA's Newest Transit Map** (Oct. 20) Produced by MTA's Marketing Department, the map details public transit services in a 1,433-square-mile region and is considered to be one of the most comprehensive, easy-to-follow transit service maps of its kind.

**Ceremony to Mark Opening of New Affordable Housing Complex Built Next to Metro Subway Station** (Oct. 24) The MTA will participate in a ceremony Thursday at 11 a.m. marking the grand opening of Carlton Court Apartments, a 61-unit affordable housing complex in Hollywood partially built on a parcel of land provided by the MTA.

**MTA Board to Commend Security Officer's Pursuit of Justice** (Oct. 25) Despite the 12-hour days that stretched into a full month, strike duty for MTA Transit Security Lt. James Henry had become almost routine until the day a motorist lost her cool and lurched into a picket line at Gateway Plaza, taking a strike captain for a short ride atop the hood of her careening vehicle.

**Billboard Campaign Targets Illegal Left Turns** (Oct. 25) The message is clear: Just don't do it.

**Board Seeks Ways to Cut Overhead; CEO Foresees No 'Massive Layoffs'** (Oct. 26) Reflecting continuing concern about the \$438 million deficit expected over the next 10 years, the MTA Board moved, Thursday, to look for ways to further reduce costs.

**MTA Moves To Lure Riders Back With New Advertising Programs** (Oct. 26) Following five days of free fares that welcomed riders back as buses and trains returned to service, the MTA is moving quickly to resume and

expand marketing programs that were interrupted by the strike.

**MTA To Hold Additional [Public Hearing](#) on Proposed Metro Bus Service Modifications** (Oct. 26) The MTA Board will hold an additional public hearing at 10 a.m., Saturday, Nov. 18, to receive public comment on proposed route and schedule modifications to Metro Bus service along the Harbor Transitway, Wilshire-Whittier corridor, Ventura corridor and other service changes.

**[President Signs](#) Bill with \$60 Million in Transportation Funds for MTA** (Oct. 26) President Clinton has signed HR-4475 - the Transportation Appropriations Bill - a measure that includes \$60 million in federal funding for the MTA.

**Expanded [Harbor Transitway](#) Express Service Begins Sunday** (Oct. 27) The MTA will launch an expanded express bus service on Sunday, Oct. 29, that will dramatically increase passenger service and establish the Harbor Transitway as a major public transit corridor.

**New [MTA-UTU Contract](#) Covers Wages, Working Hours, Part-Timers** (Oct. 27) The MTA's new labor agreement with the UTU gives "top rate" Metro Bus operators, who had been earning \$20.72 an hour, a 44-cent raise retroactive to July 1, 2000. The contract provides operators a total \$1.32 wage hike over three years, raising their hourly wage to \$22.04 on July 1, 2002.

**CEO Approves 2.7% [Retro Pay Hike](#); Details Under Review** (Oct. 30) Although the details of when and how are still being worked out, CEO Julian Burke announced to the senior staff, Monday morning, that non-contract employees will receive a 2.7 percent raise, retroactive to July 1, 2000.

**[Clean-Air Credits](#) from CNG Buses Generate Millions for MTA Coffers** (Oct. 30) The MTA has clean air for sale. In fact, this year the agency expects to make almost \$3 million from the sale of clean-air credits earned by its low-emission CNG buses to companies that generate pollutants.

**[Carolyn Flowers](#) Named Deputy Executive Officer, Finance** (Oct. 31) Carolyn Flowers, a veteran of 24 years in financial management positions in industry and government, has been named deputy executive officer, Finance, in the MTA's Office of Management and Budget (OMB).

**EDITOR'S NOTE:** According to news reports, the ATU scheduled a news conference for 4 p.m., Monday, to make an important announcement.

## **Negotiators Back at Work after Governor Signs SB-1101**

(Oct. 2) Counterproposal to counterproposal, negotiators for the MTA and UTU got down to business Monday afternoon following two face-to-face sessions, Sunday. Mayor Richard Riordan - who met with both sides over the weekend - was back at the Pasadena Hilton, today, to see the continuation of bargaining talks.

The new round of talks raised hopes among local media - who were camped out by the dozens in the Hilton lobby - that a settlement of the 17-day work stoppage was just around the corner. However, neither MTA nor UTU officials expect bus or rail service to resume within the next several days.

[READ](#) Gov. Davis' letter on SB-1101.

[READ](#) CEO Burke's statement on governor's action.

The way was reopened for negotiations on Saturday when Governor Gray Davis announced that he had signed SB-1101, a bill that provides protections to MTA employees whose jobs would be affected by creation of a transit zone.

### **Removed major obstacle**

In a letter to members of the California Senate, Davis wrote that he was signing the bill "In the interest of removing one of the major outstanding obstacles to an agreement...I expect both sides to return to the bargaining table immediately to resolve their remaining issues."

Shortly after receiving the news that the bill had been signed, CEO Julian Burke issued a statement noting that the MTA Board in June had "adopted principles specifically designed to protect employees impacted by the transfer of MTA service to any new zone."

"With this legislative matter behind them," Burke urged UTU, ATU and TCU leaders to negotiate with the MTA and to "allow our employees to return to work immediately and end this strike by the UTU...."

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**EDITOR'S NOTE:** This is the text of Governor Gray Davis' letter informing members of the California Senate that he would sign SB-1101, a bill that provides contract protections to MTA employees affected by creation of a transit zone.



To the Members of the Senate:

I am signing Senate Bill 1101.

This bill provides a four-year period during which time the Metropolitan Transportation Authority, should it choose to reorganize into smaller units or "zones," must recognize collective bargaining agreements maintained by the MTA.

Last year when I vetoed Senate Bill 372, I indicated that this issue should be resolved locally through negotiated settlement, and that if the parties could not, or would not, find a resolution, I would revisit the issue.

Earlier this summer, when the contracts expired, the issue was still not resolved. I ordered a 60-day cooling off period and sent in the State Mediation Service to facilitate an agreement. In September when the issue was still unresolved and a strike was called, I sent in our top mediators and a member of my Cabinet to facilitate negotiations.

For two weeks, 450,000 Los Angeles residents that depend upon public transportation have suffered every day. Millions of dollars in economic damages have been experienced by businesses small and large throughout the southern California area. Children need to get to school. Seniors need to get to their doctor's office. People need to get to work. This cannot be allowed to continue.

In the interest of removing one of the major outstanding obstacles to an agreement, I am signing SB 1101. I expect both sides to return to the bargaining table immediately to resolve their remaining issues.

With this signature, I have done what is in my power to get Los Angeles back on the road. I am calling on the MTA and their employees to do the same.

Sincerely,  
Gray Davis

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## Statement by MTA CEO Julian Burke

- **Saturday, September 30, 2000**

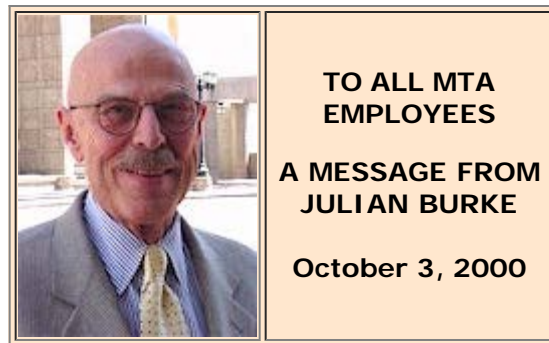
In June of this year, the MTA adopted principles specifically designed to protect employees impacted by the transfer of MTA service to any new zone. We believed, and still believe, that these principles were a reasonable approach to providing represented employees with the protections intended by SB-1101.

A week ago, the United Transportation Union leaders explicitly stated that the governor's signature on SB-1101 would lead to the resolution of this strike within 24 hours. With this legislative matter behind them, we implore the three labor unions representing MTA employees to negotiate with us in good faith and quickly resolve this labor dispute.

While these negotiations proceed, we urge the unions to allow our employees to return to work immediately and end this strike by the UTU, which has stranded hundreds of thousands of people.

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**EDITOR'S NOTE:** (Oct. 3) This message from CEO Julian Burke was issued, Tuesday, to all employees and to all operating divisions and field offices.



Yesterday, the leadership of the Amalgamated Transportation Union and the American Federation of State, County and Municipal Employees announced that they would ask their members to return to work at the MTA today. They did this, they said, in recognition of the significant toll the strike has put on the transit-dependent residents of Los Angeles.

The events of the past several weeks have taken an economic and emotional toll on the entire MTA family. This labor dispute has been stressful for all of us; the Board of Directors and I remain committed to resolving this labor dispute as soon as possible

We do not anticipate any problems as some fellow employees cross the picket lines and return to work. However, we take the safety of all employees very seriously. To diminish the possibility of any picket line hostility, we have made arrangements with the LAPD and the Los Angeles County Sheriff's Department for an increased presence at headquarters and all Divisions.

In addition, we are distributing information at all facilities reiterating our strict policies regarding workplace violence. To be clear – any workplace violence constitutes automatic grounds for dismissal. Video surveillance equipment will be used to further discourage inappropriate behavior and, as necessary, to document the unlikely event of an altercation.

It is our sincerest desire that we quickly reach a conclusion to this labor dispute. We ask for your continued patience and dedication to our goal of providing the best transit service to our customers.

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## INSIGHT ON LABOR TALKS

- **Lipsky Sees 'Window of Opportunity' in Latest Strike Developments**



ALLAN LIPSKY

By ALLAN LIPSKY, Chief Operating Officer (Oct. 3) There were very dramatic developments, Monday, in the MTA's labor situation - developments that may well give impetus to a settlement of the strike that has crippled bus and train service for the past 17 days.

In the late afternoon, ATU President Neil Silver announced that he was asking his members to go back to work beginning Tuesday. Oran McMichael, regional director of AFSCME, which represents operations supervisors, joined him in that request.

Silver described the return to work as a seven-day cooling-off period. He made it plain that if there was no satisfactory agreement on a contract during that period, he would reserve the right to call a strike next week.

In response to the announcement by the ATU and AFSCME leaders, James Williams of the UTU issued a very strong statement criticizing the union leaders for not maintaining their solidarity.

Although this was an unexpected turn of events in a long and contentious bargaining process, it may represent a window of opportunity for the MTA to make a deal with all three of unions. Bargaining with the UTU will continue today, led by our Director of Labor Relations, Brenda Diederichs.

Williams has scheduled a meeting, Wednesday, with his full union membership. We're hopeful that he will present to his members the many attractive proposals we've made to the UTU in recent days.

CEO Julian Burke issued a statement, Tuesday morning, in which he described this as a difficult time for the MTA. He noted that "events of the past several weeks have taken an economic and emotional toll on the entire MTA family."

I want to echo the CEO's statement and emphasize that we need to look beyond the strike toward a time when we can come together again as an organization. This will remain at the forefront of our considerations as we proceed through the rest of the negotiations.

On a personal note, I'm well aware of how hard non-represented employees have been working. Everyone should know that both Julian and I very much appreciate the commitment employees are showing. I wish we could thank everyone personally.

In the meantime, all we can do is to ask everyone to stick with it. We'll bring these negotiations to a conclusion and reach a contract settlement as quickly as possible.

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**‘SMATTERING’ OF MECHANICS, SUPERVISORS REPORT TO WORK**

- **Negotiations Continue Despite Tensions Among Unions**

(Oct. 3) A smattering of mechanics and operations supervisors reported to work, Tuesday, following a surprise Monday announcement by leaders of the ATU and AFSCME that the walkout by the two unions would be suspended for a one-week "cooling-off period."

During a news conference, Monday, ATU President Neil Silver reserved the option of calling a strike next week if no contract agreement is reached during the cooling-off period.

With bus operators still walking the picket line, UTU General Chairman James Williams has scheduled a meeting of the union's membership for 11 a.m., Wednesday, at the Olympic Auditorium.

**Bargaining talks continue**

Meanwhile, bargaining talks continue between the MTA and UTU. MTA negotiators presented a counterproposal to the UTU Tuesday morning and arranged to meet with union leaders in the afternoon.

A contract proposal was presented to the ATU, Monday afternoon, and MTA negotiators have scheduled a meeting, today, with the TCU.

Despite tensions among leaders of the UTU, ATU and AFSCME, no incidents were reported among rank and file union members on picket lines at any MTA facility.

**No problems anticipated**

In a statement issued Tuesday morning, CEO Julian Burke said that, while he did not anticipate any problems on the picket line, security would be increased at MTA Headquarters and at the operating divisions.

"To be clear," he said, "any workplace violence constitutes automatic grounds for dismissal. Video surveillance equipment will be used to further discourage inappropriate behavior and, as necessary, to document the unlikely event of an altercation.

"The events of the past several weeks have taken an economic and emotional toll on the entire MTA family," said Burke. "I remain committed to resolving this labor dispute as soon as possible."

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A MESSAGE  
FROM JULIAN  
BURKE

## Congressional Committee Earmarks \$60 Million for MTA



(Oct. 4) The MTA stands to receive \$60 million in federal funding over the next year if Congress approves a recommendation by the House-Senate Transportation Appropriations Conference Committee.

The committee earmarked \$50 million in the FY 2001 federal budget for completion of the Metro Red Line's North Hollywood extension, \$4.5 million for purchase of new buses, \$3.5 million for the "welfare to work" transportation program and \$2 million for continued studies of the Eastside and Mid-City transportation corridors. The committee also allocated \$2 million to the Municipal Transit Operators Coalition for bus purchases.

The Conference Committee's recommendations now go to the floor of both houses of Congress for approval, before being sent to President Clinton.

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## Statement by MTA CEO Julian Burke

- **October 4, 2000**

Last night, the MTA made a contract offer to the bus drivers' union that broke new ground and included significant improvements in employees' current pension contributions. It was a very good offer – good for our employees, good for our customers and good for taxpayers. We think that if the drivers had been given an opportunity to consider this offer, they would have returned to work.

UTU leadership had an opportunity, today, to present its membership with this deal to end the strike. Instead, UTU leaders used the meeting to prolong this strike and cause additional hardship for the people in our community who depend on public transportation to get to work, to school and to medical appointments.

It is time for the UTU to deliver on its promise to give the MTA its complete proposal to end to this strike – which for the last weeks and months they have refused to do. We hope they do that today.

- **EDITOR'S NOTE:** This statement by CEO Julian Burke was released at noon, Wednesday.

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## **Statement by Mayor Richard Riordan**

• **October 4, 2000**

I'm frustrated. I'm frustrated with the UTU leaders' disregard for their members and the Los Angeles public.

The Governor brought in mediators; the Speaker of the Assembly sent a representative; the Governor signed SB-1101; two of the unions have already agreed to go back to work while we negotiate new agreements.

Now, after 5 months, less than an hour ago, we finally received a written proposal. Then, what happened? The union leaders left the hotel and told us they couldn't meet with us until tomorrow night at 6 o'clock.

That's another night and day wasted. Another day of hardship for hundreds of thousands of Los Angeles bus riders.

For the sake of bus riders...for the sake of the people of Los Angeles...for the sake of the businesses of Los Angeles...I say to the union: Get back to the table. And let's get the buses back on the road.

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## STRIKING OPERATORS SAY 'NO' TO COOLING-OFF PERIOD

- **New MTA Offer 'Breaks New Ground,' Burke Says**

**READ CEO  
Burke's  
statement.**

(Oct. 4) Striking bus operators responded with an overwhelming, "NO," Wednesday morning, when UTU chief James Williams asked whether they wanted to return to work during a five-day cooling-off period. Governor Gray Davis had asked the operators to return to work while contract negotiations continue.

Operators interviewed by media outside the auditorium were unanimous in rejecting the suggestion, saying they would not return to work without a contract.

Mechanics and operations supervisors had been ordered back to work, Monday, by ATU and AFSCME union leaders - a move that drew protests from their union members, as well as from leaders and members of other unions. On Wednesday, some 80 AFSCME members and 10 ATU members reported to work.

Meanwhile at the Pasadena Hilton, MTA negotiators believe they're making progress toward a contract agreement with the UTU.

### **MTA offer breaks 'new ground'**

In a statement released Wednesday afternoon, CEO Julian Burke said the MTA had made a contract offer to the UTU, Tuesday, that "broke new ground and included significant improvements in employees' current pension contributions... We think that if the drivers had been given an opportunity to consider this offer, they would have returned to work."

UTU leaders said Tuesday evening they would be back at the bargaining table, today, with a proposal to end the strike.

Negotiations also are expected, today, between the MTA and ATU.

A wild card thrown into the labor mix within the past 24 hours was a possible strike by some 100 mechanics who service Metrolink trains.

The mechanics recently joined the Teamsters union and now are seeking a contract with Bombadier, the Canadian company that maintains Metrolink trains. The mechanics, who took a strike vote, Sept. 29, are seeking strike sanctions from the Los Angeles and Orange county labor federations, similar to one granted earlier to the UTU.

As the strike headed toward the end of its 19th day, transit companies under contract to the MTA continued to provide service on a handful of bus lines in the South Bay and in the San Fernando Valley. MTA contractors also provided Metrolink shuttle service from Union Station to subway stations as far west as Hollywood.

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## After 5 Months, UTU Presents First Written Proposal

(Oct. 5) For the first time in five months of bargaining talks, UTU negotiators have presented the MTA with a written contract proposal.

The offer was handed to agency negotiators Wednesday evening, before talks were adjourned for the day.

Another bargaining session with the UTU is scheduled, today (Thursday), at 6 p.m. MTA negotiators also expect to meet with the ATU. Talks with the TCU aren't scheduled until next week.

In a statement to media gathered at the Pasadena Hilton, Mayor Richard Riordan expressed frustration at lack of progress in the negotiations with the UTU and with the delay in receiving a written proposal.

"Now, after five months," he said, "we finally received a written proposal. Then what happened? The union leaders left the hotel and told us they couldn't meet with us (until) tomorrow night at 6 o'clock."

He called on the union to go back to the bargaining table, adding, "... let's get the buses back on the road."

Meanwhile, 79 AFSCME members and eight ATU members reported to work on the 20th day of the strike. MTA transit contractors rolled a total of 133 buses to service contract lines in the South Bay, San Fernando Valley and along the Metro Red Line corridors as far west as the intersection of Vermont Avenue and Hollywood Boulevard.

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**READ**  
**Mayor**  
**Riordan's**  
**statement:**  
**"I'm**  
**frustrated."**

**EDITOR'S NOTE:** This is the text of an Oct. 5, 2000, letter from CEO Julian Burke to Tom McCarthy and Walter Daugherty, mediators for the California Mediation and Conciliation Service. Attached to the letter were two charts. One shows the hours the MTA and UTU negotiated over the past seven months, beginning April 25, 2000. The chart indicates that, since the contract expired, the UTU has met with the MTA an average of 4.4 hours per week. The UTU has met with the MTA only 51 of 164 days since negotiations began. The other chart shows the dates and times actually spent in negotiations and indicates that the average time of sessions was only 1.8 hours.

**Dear Mr. McCarthy and Mr. Daugherty:**

For the last five months, the MTA has attempted to negotiate a new contract with the United Transportation Union. During that time, our negotiating team has been available on virtually a daily basis to bargain with the union. Unfortunately, the UTU leadership has not been similarly either available or willing to negotiate.

As the attached documentation indicates, our negotiating team has spent countless hours and days sitting around waiting for the union to negotiate. Yesterday, for the first time in five months, the UTU finally submitted to the MTA a formal contract proposal. A review of that proposal makes it clear that we are no closer to reaching an agreement than we were five months ago, despite the fact that the MTA has made more than 50 proposals to the UTU.

I am writing to ask you, as the designated mediator in this negotiation, to establish a more productive and formal approach to these negotiations. Specifically, I propose the following:

A formal bargaining schedule be established by you, with each party agreeing to appear for negotiations without delay. The schedule would include specific dates and times for the daily commencement of negotiations. These meetings should be focused on bargaining, not set aside for excessive caucusing or delays. The schedule should also include specified timeframes for breaks and caucuses so that negotiations continue at a productive pace.

A detailed log be established to track actual time spent in negotiations.

Negotiations be moved to a new, more professional location. I propose that we identify an office location with an appropriate number of conference and caucus rooms for the negotiating teams, and continue our negotiations there. I believe a change in venue will signal to both parties that it's time for a new tenor and pace for the negotiations.

The MTA is open to other suggestions on how to move these negotiations along more productively. We simply cannot continue to sit around for hours and days waiting for the UTU to be available and willing to negotiate.

I look forward to your thoughts on this issue.



Sincerely,  
Julian Burke  
Chief Executive Officer

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## Burke Asks State Mediators to Take Stronger Hand in Negotiations

(Oct. 6) With the strike now in its 21st day, CEO Julian Burke has appealed to state mediators for help in establishing a regular schedule and a "more professional location" for bargaining talks between the MTA and the UTU.

**READ**  
[Letter to mediators](#)  
**from CEO Burke**

In a letter to state mediators Tom McCarthy and Walter Daugherty, Burke said, "...our negotiating team has spent countless hours and days sitting around waiting for the union to negotiate."

A chart that accompanied Burke's letter showed that the UTU has met with the MTA only 51 of the 164 days since negotiations began April 25. Negotiating sessions have averaged only 4.4 hours per week, with the sessions averaging only 1.8 hours each.

Negotiators for the MTA and UTU, were expected to reconvene at 4:30 p.m., today, after a session that ended at 2 a.m., Friday. The MTA and ATU also were due to meet Friday afternoon.

Burke wrote to the state mediators that a review of the contract proposal the UTU submitted to the MTA on Wednesday "makes it clear that we are no closer to reaching an agreement than we were five months ago, despite the fact that the MTA has made more than 50 proposals to the UTU."

Burke asked the mediators to set up a formal bargaining schedule that would include dates and times and specific times for breaks and caucuses "so that negotiations continue at a productive pace."

He also asked that a detailed negotiations log be maintained and that the site of negotiations be moved to an office location with conference and caucus rooms. "I believe a change in venue will signal to both parties that it's time for a new tenor and pace for the negotiations," he said.

A spokesman for the California Department of Industrial Relations, however, said state mediators don't have the authority to carry out Burke's requests.

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MISSION	VISION
MTA is responsible for the continuous improvement of an efficient and effective transportation system for Los Angeles County.	MTA is the visionary source of leadership for realizing transportation improvement opportunities and solving transportation problems in Los Angeles County.

## First-Ever Strategic Business Plan Maps Three-Year Path for MTA



By BILL HEARD, Editor  
(Oct. 9) "Where do you think you are going," asks the illustration on the cover of a booklet now making the rounds of MTA management. It's a good question to ask of an agency that is publishing its first-ever strategic business plan.

**READ ALL ABOUT IT** April McKay, director of Strategic Planning and Analysis, reviews published booklet.

**GO TO: MTA'S FOUR GOALS AND 14 STRATEGIC BUSINESS OBJECTIVES**

Covering fiscal years 2001 to 2003, the strategic business plan is intended to "position the agency for continued success," according to a foreword the MTA's two top managers - Chief Executive Officer Julian Burke and Chief Operating Officer Allan Lipsky - wrote for the booklet.

The 35-page booklet outlines the MTA's 14 agency-wide objectives organized into a "balanced scorecard" of four perspectives that focus the agency's goals on customers, learning and innovation, internal processes and financial management. Each perspective is color-coded so the reader can easily follow its objectives, performance measures and strategies throughout the booklet.

Among the goals to be achieved in the current fiscal year is an improvement in bus service by increasing on-time performance and reducing complaints about MTA contract bus service. Managers also want to improve service to the MTA's internal customers by 20 percent.

### Reduce hourly operating costs

Transit Operations plans to reduce bus hourly operating costs to \$98 this year, while reducing light-rail operating costs to \$228.22 per hour and heavy-rail costs to \$305.28 per hour.

Engineering and Construction expects to achieve 75 percent on-time and on-budget delivery of services this fiscal year, with the percentage increasing to 95 percent in 2003. Countywide Planning has set a 75 percent goal for project completion this year and plans to reach 90 percent in 2003.

"One of the issues that has consistently confronted the agency since the merger has been the conflicting roles and

responsibilities of the MTA," write Burke and Lipsky. "With input from members of the MTA Board, external agencies, the MTA's union partners and employees from across the organization, we have clarified the MTA's mission, vision and goals to more precisely define these roles."

"We call it a 'balanced scorecard' of perspectives because the plan doesn't just focus on one element of the MTA," said April McKay, director of Strategic Planning and Analysis. She coordinated the initial studies, background work and drafting of the plan.

#### **Cross-functional cooperation**

McKay explained that, in almost every instance, several departments will have to work together to achieve the objectives established for the three fiscal years. "They're agency-wide objectives and to be successful, they require cross-functional cooperation."

One example of "cross-functional cooperation" is a team headed by Dennis Mori, deputy executive officer, Engineering and Construction. The team is conducting an analysis of how the MTA could save money on the construction of future light-rail projects. Team members are from Engineering and Construction and from Countywide Planning, but the group will seek input from Transit Operations, among other departments.

Achieving the MTA's objectives is the responsibility of the Executive Leadership Team. The members of that team are Allan Lipsky, Chief Financial Officer Dick Brumbaugh, County Counsel Steve Carnavele and the executive officers of the three major departments: Charles Stark of Engineering and Construction, Tom Conner of Transit Operations and Jim de la Loza of Countywide Planning.

Team leaders for the strategic business plan's objectives are Chaushie Chu, Richard Hunt, Ray Inge, Frank Cardenas, Terry Matsumoto, Gary Clark and Joanne Kawai, Dennis Mori, Jim de la Loza, Frank Flores, Gary Spivack, Ed Clifford, Joel Sandberg, Bob Cashin and Michael Funnye.

The Strategic Business Plan booklet was designed by Lydia Iacono of Metro Graphics. Michael Kennedy coordinated printing.

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## FY 2001 Transportation Appropriations Bill Goes to President

- **\$60 Million for MTA**

(Oct. 9) Both houses of Congress have passed the FY 2001 Transportation Appropriations Bill, a measure that includes \$60 million in federal funding for the MTA. President Clinton is expected to sign the bill, HR-4475.

The bill will provide \$50 million in the FY 2001 federal budget for completion of the Metro Red Line's North Hollywood extension, \$4.5 million for purchase of new buses, \$3.5 million for the "welfare to work" transportation program and \$2 million for continued studies of the Eastside and Mid-City transportation corridors.

It also allocates \$2 million to the Municipal Transit Operators Coalition for bus purchases and \$1 million in Federal Highway Aid (Maglev) for SCAG.

HR-4475 also includes the following funding for regional transit agencies:

- **City of Commerce**, \$1 million - Bus and Bus Related Facilities
- **Compton**, \$250,000 - Bus and Bus Related Facilities
- **Culver City**, \$750,000 - Bus and Bus Related Facilities
- **El Segundo**, \$2.1 million - FHA funding for Douglass Street project
- **Foothill Transit**, \$2.5 million - Bus and Bus Related Facilities
- **Inglewood**, \$600,000 - Bus and Bus Related Facilities
- **Monrovia**, \$580,000 - Bus and Bus Related Facilities
- **Norwalk/Santa Fe Springs**, \$500,000 - research funding
- **Playa Vista**, \$3 million - Bus and Bus Related Facilities (Shuttles)
- **Santa Clarita**, \$2 million - Bus and Bus Related Facilities

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## MTA'S FOUR GOALS AND 14 STRATEGIC BUSINESS OBJECTIVES

### CUSTOMER PERSPECTIVE

**Increase the availability of customer responsive transportation options.**

- Improve customer awareness and satisfaction by geography and mode by 10% over FY 2000 baseline in identified customer/market segments by FY 2003. (Chaushie Chu)
- Achieve performance and quality targets in the areas of reliability, timeliness, cleanliness and safety by FY 2003. (Richard Hunt)
- Achieve a 20% improvement in internal customer satisfaction levels by FY 2002. (Ray Inge)

### INTERNAL PROCESSES PERSPECTIVE

**Increase operational and organizational performance.**

- Improve access to timely and accurate mission-critical management information for key customers by FY 2002. (Frank Cardenas)
- Identify and map core processes with a 20% target improvement in cycle time at no additional net cost or performance degradation by Dec. 31, 2001. (Terry Matsumoto)
- Improve the Board reporting process and cycle time by 10%. (Gary Clark/Joanne Kawai)

### INNOVATION/LEARNING PERSPECTIVE

**Increase accountability for planned results.**

- Prepare life-cycle cost reduction options for new projects. (Dennis Mori)
- Complete a viable consolidated countywide Long-Range Transportation Plan specifying planned levels of mobility and effective multi-modal resource allocation by FY 2003. (Jim de la Loza)

### FINANCIAL MANAGEMENT PERSPECTIVE

**Increase effective and efficient utilization of resources.**

- Secure federal, state and local discretionary appropriations that achieve annualized targets. (Frank Flores)
- Reduce operating costs by achieving blended bus and rail cost per service hour targets by FY 2003. (Gary Spivack)
- Increase gross revenue per revenue (vehicle) service hour to align with bus and rail targets by FY 2003. (Ed Clifford)
- Achieve 95% on-time and on-original budget delivery of engineering and construction services. (Joel Sandberg)
- Complete 90% of all Call for Projects and Countywide Planning and Development internal projects on schedule, on budget and meeting mobility goals as measured by adopted project objectives and consistent with funding requirements on an annual basis by FY 2000. (Bob Cashin)
- Achieve targeted close-out of all construction projects within 6 months of contract conclusion within the original fixed project budget by FY 2003. (Michael Funnye)

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## **UTU Hands Counterproposal to MTA on 24th Day of Strike**

(Oct. 9) MTA negotiators are reviewing a counterproposal handed across the bargaining table, Monday afternoon, by the UTU team. Union negotiators had been working on the plan since bargaining talks adjourned early Sunday evening.

The UTU's counteroffer - made on the 24th day of the strike - came in response to an MTA contract proposal presented to the union last Friday. Monday's first bargaining session lasted about 40 minutes.

On Sunday, the two sides met for about 45 minutes, then adjourned while the UTU team caucused with the state mediator. By about 5:45 p.m., when it became apparent that union negotiators would not be able to complete their counterproposal at a reasonable hour, talks were concluded for the evening.

MTA and ATU negotiators have been in contact by phone, but no new face-to-face talks have been scheduled.

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## **MTA Begins Service on Line 30; Starts Pilot Line 214**

By RICK JAGER

(Oct. 10) In an effort to provide needed bus service during the labor strike, MTA has begun operating the western portion of Line 30 from Pico/San Vicente along Pico Boulevard to 7th and Alvarado.

The MTA also announced the implementation of a new pilot Line 214 that will serve the Broadway/Main street employment corridor.

Beginning Thursday, Oct 12, Line 30 will be expanded to operate along Pico Boulevard to Broadway and First Street in downtown Los Angeles.

During the strike, Line 30 is being operated by Transit Systems, using eight buses. It will operate from 6 a.m. to 9 p.m., Monday through Friday. Service will operate approximately every 12 minutes.

Line 30 is one of five "lifelines" that the MTA originally intended to operate during the strike, but was unable to due to union protests.

### **Line 214 is a pilot line**

Line 214 is one of four pilot lines approved by the Board in June as part of the federal Consent Decree aimed at improving service. Line 214 is operated by Coach USA under contract with the MTA.

Line 214 is now operating between Rosecrans Avenue and the Artesia/Harbor Transitway station via Broadway and Main Street. The new line operates seven days a week from 5 a.m. to 7 p.m., initially running every 15 minutes in the morning and afternoon peak periods and every 30 minutes midday.

During the strike, no fares will be charged on lines 30 and 214.

For specific route and schedule information the public can call 1-800-C-O-M-M-U-T-E, (213) 626-4455 or 1-800-286-RIDE.

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## **On Eve of County Walkout, MTA Strikers Remain on Picket Line**

(Oct. 10) On the eve of a possible strike that could involve 47,000 Los Angeles County employees, the MTA's 4,300 bus operators remained on the picket line where they were joined by some 3,000 members of the ATU, TCU and AFSCME.

The impact of adding thousands of county workers to the cast of striking public employees is not known, although county unions represent a wide range of employees whose occupations range from medical and sanitation to recreation and clerical.

Negotiators for the MTA and UTU met in two sessions, Monday, lasting a total of an hour. At the first meeting, the UTU team presented its counterproposal. After reviewing the offer, the MTA asked for some clarifications during the second session.

### **Discussing counterproposal**

Bargaining talks resumed at 1 p.m., Tuesday, for about a 10-minute discussion of the UTU counterproposal. The MTA expected to make a counteroffer sometime later in the day. No new talks have been scheduled with the ATU or TCU.

At 25 days and counting, the mass transit work stoppage is the third-longest in the MTA's history, halting bus and train service and inconveniencing or stranding some 450,000 daily commuters. Only a 68-day strike led by the UTU in 1974 and a 36-day strike led by the ATU in 1976 lasted longer. The most recent work stoppage was a nine-day ATU-led strike in 1994.

Since expiration of the bus operators' contract, June 30, negotiating sessions between the MTA and UTU have averaged only 4.4 hours per week. The talks have been going on for 168 days, since April 25, but have averaged under two hours per session.

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### **Residents in Burke's District Eligible or Free Dial-a-Ride to Medical Visits**

(Oct. 11) The County Board of Supervisors voted unanimously, Tuesday, to provide free Dial-a-Ride service to some county residents who cannot get to medical appointments due to the transit strike, City News Service reported.

The Board's action affects the general public, elderly and disabled residents who live in the Second Supervisorial District, represented by Supervisor Yvonne Burke.

"It's vital that we help people who have been depending on MTA public transit and who, because of this strike, can't get to important medical services, such as dialysis treatments," Burke said.

The funding will come from the supervisor's allocation of Proposition A transportation funds. The service is not available to those who need transportation to a hospital emergency room, Burke said.

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## A MESSAGE TO MTA OPERATORS: FACTS YOU SHOULD KNOW

- **Myths and Facts About the MTA's Last, Best and Final Offer**

### MYTH #1

**"MTA's offer takes away the 23 and Out retirement."**

**FACT:** MTA Operators currently contribute 1.72% of their earnings to the pension plan (called "The 30 and out base plan"). Under MTA's proposal, the Operator's contribution would be reduced by 1%, resulting in more take home pay. This in no way affects any of your benefits. All Operators would continue to be eligible for retirement after 23 years of service with no change to retirement benefits.

### MYTH #2

**"The MTA proposal takes away our overtime."**

**FACT:** MTA's proposal still provides full-time operators with virtually the same amount of overtime opportunities for 8, 9, 10 and 11 hour work days. The number of full-time straight assignments with paytime ranging from 8 hours to 12 hours would increase by approximately 4%. The number of full-time split assignments with paytime ranging from 8 to 12 hours per day would be reduced by approximately 4%. MTA's offer proposes to reduce the number of straight and split assignments with paytime over 12 hours per day. Reducing only the very long work days of 12 and 13 hours, is expected to reduce operator fatigue, increase safety and give employees more time with their families. The amount of work assignments currently allocated to Part-time Operators would increase from 11% to approximately 17%, and Part-time Operators would be able to work up to an average of 34 hours, 50 minutes, with a maximum of 36 hours. Biddable trippers and VCB work would still be available.

### MYTH #3

**"The MTA proposes to replace Full-time operators with Part-time operators. MTA wants to turn this into a part-time operation."**

**FACT:** The UTU offered to increase the number of Part-time Operators by 292 in year one and asked to discuss adding more during the 3-year contract period. This would have resulted in deeper immediate cuts to available overtime for Full-time Operators. MTA plans to increase the number of Part-time Operators to 325 (plus the 150 who will work in relief of the new "4/10" assignments) over three years. Based on current service levels, the total number of Full-time positions would be reduced by approximately 165 by the end of the third year of the contract. However, MTA will operate the new Pasadena Light Rail Line and must also add bus service over current levels due to the consent decree. Therefore, under MTA's proposal, the total number of UTU members will increase overall: Part-time jobs will increase by 475, BDOF jobs will increase by 167, and the total number of Full-time positions will very likely increase based on the amount of added service during the 3-year term of the contract. No current full-time Operators will be laid off, furloughed or demoted to Part-time as a result of adding Part-time or BDOF Operators. These positions will be added through attrition.

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**EDITOR'S NOTE:** In this letter mailed Thursday to the homes of UTU members, CEO Julian Burke describes the MTA's "last, best and final" contract offer. Attached to the letter was a [summary of the offer](#).

October 12, 2000

Dear MTA Operator:

We recognize that this prolonged negotiation and subsequent work stoppage have resulted in hardship for you and your families, as well as the 450,000 people who depend on our transit services. Since the strike began, there has been virtually no progress in negotiations. Therefore, the MTA has concluded that we have no option other than to take the important step of declaring an impasse and presenting the Union our best final offer.

The Union leadership's refusal to accept our last, best and final contract offer has caused us to communicate the offer directly to you, our employees. Attached you will find a summary of the offer that we believe is fair and achieves the goals set by both sides.

**This offer contains:**

- ☒ 9.3% total wage increase; 3% over 3 years, compounded annually for all operators
- ☒ 1% pension pickup resulting in an *additional* 1% in take-home pay for full-time operators
- ☒ Maintains current health benefits, with option for increased MTA contributions if necessary
- ☒ Includes employee protections contained in Senate Bill 1101 regarding zone issues
- ☒ Promotes all current BDOF operators to part-time operators
- ☒ Allows for modest efficiency changes to enhance MTA competitiveness and to increase UTU job security

We, and hundreds of thousands of people who depend on transit service, are eager to bring you back to work and to get the buses and trains rolling. **Please contact your Union representatives and encourage them to accept this last, best and final offer.** We look forward to welcoming you back to work under the terms and conditions described in the attached summary.

Thank you,  
Julian Burke  
Chief Executive Officer

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## **KNX 'Citizen of the Week' Honors for Operator Davis**

(Oct. 12) A month ago, Metro Bus Operator Evelyn Davis held a new life in her hands when she helped a passenger give birth to a baby boy on her Line 20 bus. It was a profoundly moving event for Davis.

On Saturday, KNX Radio will introduce Davis as its "Citizen of the Week" and will tell her inspirational story to listeners throughout Southern California. The two-and-a-half-minute feature, which will include an interview with Davis, will be broadcast at 6:55 a.m. and again at 4:25 p.m.



Metro Bus Operator Evelyn Davis visits mother and baby she helped deliver on bus.

In addition to the broadcasts, Davis will receive a commemorative plaque and will be invited to attend the radio station's annual "Citizen of the Week" luncheon in January.

### **Birth on a bus**

The event that brought Davis the KNX honor occurred at 7:30 a.m., Sept. 11, when 19-year-old Susana Millan - enroute to an examination at her maternity clinic - suddenly felt intense labor pains. Within minutes and with the help of Davis and two women passengers, she was giving birth to a baby boy she named Juan Jose.

For more than 20 years, KNX has chosen as its "Citizen of the Week" people who were involved in "acts of courage and selflessness that were above and beyond the call of duty," says Jack Salvatore, who has produced the weekly feature for the past nine years.

"The response we get to these stories is always positive," says Salvatore. "They inspire our listeners to volunteer for community activities or get involved in charity work."

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October 12, 2000  
CONTACT: Marc Littman  
MTA MEDIA RELATIONS  
(213) 922-4609

## MTA PROVIDES DETAILS OF THE "LAST, BEST AND FINAL OFFER" TO BUS AND TRAIN OPERATORS' UNION MEMBERS

(LOS ANGELES) The Metropolitan Transportation Authority (MTA) today decided to share the details of the "Last, Best and Final Offer" directly with the members of the bus and rail operators' union, the United Transportation Union (UTU). The UTU's refusal to accept the MTA's offer earlier today leaves the MTA with no other choice than to approach the members directly.

**READ:  
SUMMARY OF  
MTA OFFER**

"We are disappointed that the leadership of the UTU has refused to accept this fair and attractive offer," said MTA Chief Executive Officer Julian Burke. "The decision should be in the hands of the employees themselves. The MTA cannot just sit by and let the union leadership hold Los Angeles County hostage."

"This offer is fair and progressive. It protects our workers' wages and benefits, and allows the MTA to make improvements in operations to enhance efficiency and productivity," said MTA Chair Yvonne Brathwaite Burke. "It is obvious to us that the union leadership has not fully comprehended what a great offer this. Whatever the reason, we firmly believe that employees will appreciate how this offer will make their lives better – an offer that is better than the contract they approved three years ago."

This MTA's final offer emerged after more than five months of unsuccessful attempts by MTA negotiators to get the UTU to bargain seriously. The UTU leadership's repeated delays and cancellations of negotiating sessions prohibited any substantive discussions throughout most of the bargaining. In fact, it was not until several weeks into the strike and after several comprehensive package proposals from the MTA that the UTU leadership even offered a written response.

This final MTA offer incorporates elements designed to ensure quick approval from UTU members, including the MTA's agreement to take several of its cost-saving proposals "off the table." The offer includes preserving work rules that guarantee most current scheduling practices. In addition, the offer includes a 10% increase in take-home pay for full-time operators by the end of the three-year contract. Full-time operators already make an average of \$50,000 a year.

In light of the UTU leadership's refusal to accept the offer without taking it directly to its membership, the MTA has released details of the proposal. Highlights of the final MTA proposal include:

- **Increases in Pay & Benefits:** Wage and pension contribution increases that are more than the last contract UTU members approved in 1997 – equaling over 10% in increases in full-time UTU members' take-home pay over three years and 9.3% in take-home pay for all other operators;
- **All Members Profit:** Unlike the previous UTU contract, wage increases apply to all UTU members, including BDOF and part-timers;
- **UTU Job Security Enhanced:** In addition to the financial

benefits offered to UTU members, MTA savings in this offer will allow for long-term job security for UTU members by ensuring the MTA's operating costs remain competitive.

A more comprehensive [summary of the final proposal](#) is attached.

"We believe that our employees will like what we have offered once they get the facts. We want them to talk to their union representatives and encourage the UTU leadership to change its mind and accept the offer. We must get our employees back to work and get the trains and busses rolling again," added CEO Burke.

The MTA has sent a copy of the summary of the contract proposal to UTU members' homes and is posting it on the agency's Web site. Over the next several days, MTA managers will communicate directly with UTU members to ensure that they fully appreciate the benefits being provided. As progress is made, MTA officials will keep the public posted.

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**UPDATE, OCT. 19: THIS ITEM WAS FORWARDED TO THE FULL BOARD.**

## **Proposed Retail Complex on Planning Committee Agenda for October**

(Oct. 12) The Board's Planning and Programming Committee will consider a proposal to construct a 3.5-acre retail and office complex adjacent to the Metro Red Line's Westlake/MacArthur Park station at a meeting set for 1 p.m., Thursday, Oct. 19.



[READ metro.net Sept. 18:](#)  
"Retail Complex Proposed for Westlake/MacArthur Park Station."

A separate committee agenda item concerns possible development of MTA properties at the Wilshire/Western and Wilshire/Vermont subway stations. Both items were carried over from September, when the Board cancelled all business meetings.

A third item on the agenda is a motion by Director Hal Bernson to increase the number of bicycle lockers and bicycle racks at the North Hollywood subway station. The motion seeks a staff recommendation on the feasibility of increasing the number of lockers and racks at other transit stations. The staff would provide a report in November.

The proposed Westlake/MacArthur Park development would include 43,000 square feet for restaurants and retail kiosks and a 52,000 square foot market. A 350-student charter middle school could be included in the development.

Here's the schedule for October committee meetings. The full Board is scheduled to meet Oct. 26.

- **OPERATIONS COMMITTEE**  
Wednesday, Oct. 18, 1 p.m.
- **CONSTRUCTION COMMITTEE**  
Wednesday, October 18, 3 p.m.
- **FINANCE & BUDGET COMMITTEE**  
Thursday, Oct. 19, 9:30 a.m.
- **EXECUTIVE MANAGEMENT**  
Thursday, Oct. 19, 11 a.m.

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## Summary of MTA's Last, Best & Final Offer

### UTU Contract

Click on item to go directly to summary. You may use your browser's "Back" key to return to top of document.			
<a href="#">Term</a>	<a href="#">Wages</a>	<a href="#">Pension</a>	<a href="#">Health Benefits</a>
<a href="#">Zones</a>	<a href="#">Full-time Operators</a>	<a href="#">Part-Time Operators</a>	<a href="#">BDOF</a>
<a href="#">Prep/Turn-In Time</a>	<a href="#">Missouts</a>	<a href="#">Grievance Appeal Processes</a>	<a href="#">Uniform Allowance</a>
<a href="#">Line Instructor/Mentor Pay</a>	<a href="#">Temporary Schedule Checkers</a>	<a href="#">Workers Compensation</a>	<a href="#">Side Letters</a>

### Term

**Three Year Contract:** Commencing July 1, 2000 and ending June 30, 2003

### Wages

**9.3% pay increase:** 3% increase per year for three years, compounded annually, effective upon contract ratification by the Union and MTA

### Pension

**1% pension pick-up:** MTA to pick up 1% of employee's pension contribution to the 30-and-out base plan beginning January 1, 2001, resulting in an increase of 1% in take-home pay for full-time Operators. There will be no change in the 23-and-out plan.

**Change in earnings assumption:** Based on the UTU's proposal and MTA's concurrence, changes pension plan earnings assumption from 8% to 8.5%

### Health Benefits

**Maintain health benefits:** UTU employee health and welfare benefits are maintained under the MTA's proposal

**MTA contributions to be increased as necessary:** MTA will increase its health and welfare payments, as necessary, for each employee upon determination, through audited financial reports and an assessment of the plan benefits, that the Health and Welfare Trust Reserves have reached a level capable of providing five or less months of benefits

### Zones

**Contract protections carried over:** Articles 7 and 51 have not been changed except to add a new provision which provides that the MTA may transfer service to a zone and that the protections provided by SB1101 (new state law) will constitute "adequate provision" and "adequate protection" to employees

### Full-time Operators

***Increase of 10-hour straight, 4-day workweeks:*** Increase from current 45 runs to 100 runs with straight pay for 10-hours, subject to overtime pay after 10 hours, 4-days a week. Days off for these assignments will be guaranteed to be either Friday, Saturday and Sunday or Saturday, Sunday and Monday

***Pilot Program for Split shift 4-day/10-hour workweek:*** Implement a pilot program to schedule 50 runs with 4-day, 10 hours pay within 12 hours a day, subject to overtime pay after 12 hours, beginning with the system-wide shake-up in December, 2001. Days off for these assignments will be guaranteed to be either Friday, Saturday and Sunday or Saturday, Sunday and Monday

***Part-time operators to provide additional relief:*** Add 150 part-time operators to work in relief of those "4/10" full-time operators on their days off. These part-time operators can be scheduled on straight or split assignments as necessary only to cover the full-time operators' schedules.

***Preservation of "8 within 10" rule:*** Full-time operators working traditional five-day work weeks on regular and relief runs will continue to benefit from the "eight within ten" spread and overtime pay provisions

***Preservation of "8 within 11" rule:*** Full-time operators working the extra board will continue to benefit from the "eight within eleven" spread and overtime pay provisions

***Preservation of "7 within 9" Rule:*** This rule remains in the contract, but is "relaxed" only to permit the creation of enough work for part-time and BDOF operators

***Assignments with weekends off:*** The percentage of runs with weekends off as of the June 2000 shake-up will be maintained. This equates to 45% of all runs, allocated on a system-wide, rather than per-division basis

***No Layoffs:*** Although the ranks of part-time operators will be increased in part to provide coverage for expanded "4/10" work weeks, this increase will be paced to match attrition and will result in no layoffs or demotions

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## **Part-Time Operators**

***Increase in part-time operators:*** In addition to the 150 additional part-time operators needed for the 4/10 implementation, 325 new part-time operators will be hired. The hiring of these operators will be phased in over the 3-year life of the contract (75 in fiscal year 2001, 100 in 2002, and 150 in 2003)

***Increase in number of hours per day:*** Part-time operators will now be able to work up to 6 hours, 59 minutes per day on trippers any day of the week and provide relief for full-time operators on weekends and for "4/10" operators on their off days (Friday through Monday)

***Increase in number of hours per week:*** Part-time operators will now be able to work an average of up to 34 hours and 50 minutes per week system-wide, with a maximum of 36 hours. Part-time operators will be paid for time worked only. No minimums, pay guarantees, or penalty provisions will apply

***Split shifts:*** Part-time operators will work straight trippers Sunday through Saturday. And when working in relief of full-time operators, part-time operators may work straight or split assignments

***Work on Days Off:*** No longer restricted to Saturday and Sunday only, part-time operators will now be eligible to volunteer for work on any of their scheduled or assigned days off

***New wage tier:*** Wage rates for all current part-time operators will be increased. Only newly-hired part-time operators will be subject to a new, lower wage tier

## **BDOF**

***BDOF promotions to part-time:*** All current BDOF operators to be promoted to part-time as soon as possible, but no later than January 2, 2001

***Automatic promotion rights:*** BDOF operators will have automatic promotion rights to part-time

***Wage protection:*** Existing BDOF operators will be "grandfathered", and as a result when promoted to part-time will not be subject to the new lower wage tier for new part-time employees

***Increased number of BDOF operators:*** The total number of BDOF operators will be increased over the 3 years of the contract to 300 (up from existing 133)

***Holiday pay:*** Pay for legal holidays will be increased to the time-and-one-half rate

***Assignments to be mutually agreed upon:*** MTA and UTU to mutually determine which lines/service will be BDOF. If the parties cannot agree within 30 days, the MTA may select and implement the lines

## **Prep/Turn-In Time**

***Reduction of pre-trip inspection time (Bus only):*** Vehicle pre-trip inspection procedures have been redefined and reduced, allowing for a reduction of 7 minutes in pre-trip inspection time (from 20 minutes to 13 minutes)

***Reduction of walk-in time (Bus only):*** Reduction of 2 minutes in "walk-in" time for pull-ins (from 5 minutes to 3 minutes) to more accurately reflect time required to walk from vaulting station to the dispatch window

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## **Missouts**

***Revision of miss-out rule:*** Missouts have increased more than 36% over the past two years. The MTA and the Union agree to work together on a plan to reduce missouts. If MTA and UTU representatives are unable to implement a plan by January 1, 2002, the current miss-out rule will be revised to clear missouts using the same 60 day clearing mechanism provided for in the attendance policy

## **Grievance Appeal Processes**

***Second and Third Level Appeal and Accident Review Processes:*** MTA and Union representatives agree to meet for the purpose of reviewing and agreeing on a plan to streamline and improve the 2<sup>nd</sup>

and 3<sup>rd</sup> level appeals processes and the procedure for reviewing accidents

### **Uniform Allowance**

***Increased uniform stipend:*** Every operator will receive an increase of \$25 in each of the 3 years of the contract, beginning with \$200 in fiscal year 2001, increasing to \$225 in fiscal year 2002, and \$250 in fiscal year 2003

### **Line Instructor/Mentor Pay**

***Increase hourly pay:*** Pay for qualified and certified Line Instructor/Mentors will be increased from \$1.25 per hour to \$2.00 per hour for time spent training student operators

### **Temporary Schedule Checkers**

***Select temporary Schedule Checkers:*** The MTA and UTU will appoint a committee to identify a method to select full and/or part-time operators to serve as temporary "Special Project" Schedule Checkers

### **Workers Compensation**

***Joint training and safety campaign:*** MTA and UTU to jointly implement a Workers' Compensation campaign to include Training, Safety Committee, Ombudsman Program, Physician Network and Workers' Compensation handbook in an effort to reduce workplace injuries and improve the timeliness of assistance to injured workers

### **Side Letters**

***Review side agreements:*** A review of all prior side agreements will be conducted by the MTA and the UTU before December 31, 2000, to determine which side letters are still applicable and will be carried forward

All other contract provisions are either identical to the 1997-2000 UTU contract or only minor changes were made to reflect current practice. Details of these changes can be obtained from UTU leadership or on the MTA's Web site.

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## UTU REJECTS MTA 'LAST, BEST AND FINAL'

- **MTA to Communicate Directly with Operators**

By BILL HEARD, Editor

(Oct. 12) Despite a contract proposal that contained an "aggregate 10.3 percent increase in take home pay," the UTU leadership today rejected the MTA's "last, best and final" offer.

The announcement, by Board Chair Yvonne Burke and Mayor Richard Riordan was made at a 2:15 p.m. news conference at the Pasadena Hilton. News of the rejected contract package came, Riordan said, following a four-and-a-half-hour meeting with UTU General Chairman James Williams.



[READ](#)  
**SUMMARY OF  
MTA'S 'LAST,  
BEST & FINAL'  
OFFER**  
[READ NEWS  
RELEASE](#)

At that meeting, Williams presented another counterproposal, but MTA officials told the media that the counteroffer was not enough for the agency either to maintain existing service or expand service.

### **Offer preserves some rules**

Supervisor Burke said the final offer preserved "most of the union's scheduling work hour rules and guaranteed them preferred working hours. We firmly believe that employees will appreciate how this offer will make their lives better." She invited union leaders to ask their members to return to work.

Riordan said the MTA is "willing to get this dispute behind us. Our last, best and final offer is extremely fair." The proposal gives bus operators a 9.3 percent wage increase and a one percent reduction in their pension payments for an aggregate 10.3 percent higher take-home pay." The proposal also will save the MTA \$23 million over three years.

"We need, in return for this," Riordan said, "to change antiquated work rules – work rules that result in our bus operations costing 50 percent more than Long Beach, Santa Monica and San Gabriel bus operations."

### **MTA will go to the operators**

CEO Julian Burke has told reporters that the MTA would communicate directly with UTU members if union leaders rejected the agency's final contract offer.

MTA spokesman Marc Littman told KCAL-TV news, Thursday, that the agency will mail information about the contract offer to UTU members' homes, set up a telephone tree and post information on the MTA web site.

"We think this is a really good offer and we're going to go directly to their homes in the hopes that they'll pressure their leadership to accept it and get those buses and trains rolling," Littman said.

### **Cardinal Mahoney's suggestion**

According to City News Service, Cardinal Roger Mahoney cited the "enormous negative impact" of the transit strike, Thursday morning, in calling on the UTU and MTA to seek federal mediation. Mahoney suggested the parties invite Richard Barnes, director of the federal mediation service in Washington, D.C., to help work out a contract agreement.



Meanwhile, MTA and ATU negotiators had been scheduled to meet, Thursday, but as of early afternoon that meeting had not occurred.

During a rally in Burbank with mechanics and service attendants, Wednesday, ATU President Neil Silver asked union members to honor UTU picket lines. It was a change in Silver's position from the previous week when he ordered ATU members back to work, although few members actually have crossed the picket lines.

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## Activity Escalates as Mayor, MTA Officials Meet with Rev. Jackson, UTU's Williams

By BILL HEARD, Editor

(Oct. 13) The Friday of the fourth week of the transit strike saw an escalation in activity by parties both directly and indirectly involved with ending the 28-day standoff between the MTA and the UTU.

At about 1 p.m., Mayor Richard Riordan, Board Chair Yvonne Burke and CEO Julian Burke met at the Pasadena Hilton for discussions with Rev. Jesse Jackson and UTU General Chairman James Williams.

Earlier, the Los Angeles City Council passed a resolution urging Riordan "to immediately take the necessary steps to end the MTA strike and restore our collapsed transportation system."

In fact, by mid-morning the mayor was on his way to the Pasadena Hilton for an 11 a.m. meeting with the MTA bargaining team and UTU leaders.

The Rev. Mr. Jackson, speaking at the council session, urged the two sides to go into a room and bargain "until the smoke comes out." Afterward, he headed for the Pasadena Hilton to meet with the mayor and MTA and union leaders.

### **Lipsky, Conner address council**

MTA Chief Operating Officer Allan Lipsky and Transit Chief Tom Conner, who also addressed the city council meeting, said the agency wants to see a resolution of the strike and buses back on the road. They urged the operators to read for themselves the contract proposal, a summary of which was mailed to their homes on Thursday.

The UTU scheduled a 6 p.m. meeting, Friday, at the Convention Center to present the MTA's final offer to its membership. Although union chief James Williams told the media that no formal vote would be taken, he predicted that when he had explained the offer, "the MTA will hear a resounding no."

In a [news release](#) issued late Thursday, the MTA said the UTU had made "misleading statements" about the agency's final contract offer. The release said the union had "falsely accused the MTA of trying to 'bust' the union and reduce the number of full-time operators by hiring part-time operators."

The MTA mailed letters to union members homes, Thursday, describing the agency's final offer and is distributing flyers on the picket line that summarize the offer. In addition, operating division managers are meeting with striking workers to answer their questions, directly, about the proposed contract.

Meantime, MTA negotiators and leaders of the ATU and TCU met at the bargaining table on Friday.

Members of the California legislature also have become involved in the labor dispute. CEO Julian Burke met Thursday afternoon with a group

SEE  
[VIEWPOINT](#)  
[Letter to Strikers](#)  
[A Message to MTA Operators](#)  
[Picket Line Flyer](#)  
SEE [NEWS RELEASES](#)

of Los Angeles-area legislators, headed by Assembly Speaker Bob Hertzberg, D-Van Nuys, to brief them and answer questions.

State Sen. Richard Alarcon, D-Van Nuys, chairman of the senate's industrial relations committee, and Assemblywoman Gloria Romero, D-Los Angeles, have tentatively scheduled a 10 a.m., Monday, hearing at the Old State Building to discuss the strike.

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**EDITOR'S NOTE:** This is the text of a flyer describing the MTA's "last, best and final" offer. The flyer is being distributed to striking employees on the picket line. The MTA also has mailed a letter from CEO Julian Burke to UTU members' homes along with a [summary of the final offer](#).

## **UTU Members Win With MTA Offer**

**THE MTA WANTS YOU BACK TO WORK ... *BUT YOUR LEADERSHIP HAS REJECTED THIS GREAT CONTRACT OFFER!***

### **Some of the Proposal's Highlights:**

- ☒ 9.3% total wage increase; 3% over 3 years, compounded annually for all operators
- ☒ 1% pension pickup resulting in an additional 1% in take-home pay for full-time operators
- ☒ Maintains current health benefits, with option for increased MTA contributions if necessary
- ☒ Includes employee protections contained in Senate Bill 1101 regarding zone issues
- ☒ Promotes all current BDOF operators to part-time operators
- ☒ Allows for modest efficiency changes to enhance MTA competitiveness and to increase UTU job security

### **CHECK IT OUT FOR YOURSELF!**

**A summary of the contract proposal is posted on the MTA Web site and is being mailed directly to your homes. Look for it in your mailbox or visit: [www.mta.net](http://www.mta.net)**

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The Reverend Jesse Jackson, left, leads MTA and UTU negotiating teams through weekend bargaining sessions in Pasadena. **PHOTO BY JOSÉ UBALDO**

### Negotiators Put in Long Weekend with the Rev. Jackson

(Oct. 16) After a long weekend of exchanging proposals under the tutelage of the Rev. Jesse Jackson, negotiators for the MTA and UTU continued bargaining talks Monday morning.

News of a picketer who was injured by a hit-and-run car exiting MTA Headquarters caused a brief interruption, but negotiators were back at the bargaining table shortly afterward. The teams broke for lunch at noon, but planned to reconvene at 2 p.m.

Throughout the weekend, the MTA and UTU exchanged proposals on part-time operators and work rules permitting the agency to schedule more hours for part-timers.



See today's  
metro.net:  
[Picketer  
Struck...](#)

### In a 'dead zone'

Late Sunday afternoon, following two hour-long bargaining sessions and more hours of caucuses, Jackson - who marked his 59th birthday - told the media, "We've hit a certain impasse...We're in this dead zone." Talks adjourned just after 5:30 p.m., but resumed shortly after the teams had breakfast together, Monday morning.

Also participating in negotiations were Mayor Richard Riordan, Board Chair Yvonne Burke, and Supervisor Zev Yaroslavsky along with CEO Julian Burke, Chief Operating Officer Allan Lipsky and other members of the MTA's bargaining team.

In addition to issues involving part-timers, MTA officials also were dealing with the question of whether the agency is achieving savings by not having paid striking workers during the past month. Union leaders believe the MTA has saved \$23 million or more, the amount the agency wants to save through contract negotiations.

Lipsky, however, told reporters that the agency "at best" is breaking

even, pointing out that when bus and train service is running, the MTA receives no revenue.

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## Picketer Struck, Injured by Hit-and-Run Auto

(Oct. 16) The captain of the picket line outside MTA Headquarters was injured about 10:14 a.m., Monday, when he was struck by a driver who was exiting the parking structure on Vignes Street.

See today's  
metro.net

[Negotiators Put in  
Long Weekend  
with the Rev.  
Jackson](#)

The picket captain, Thomas Impliazzo, 50, a Division 8 operator, was transported to County-USC Medical Center complaining of neck pain, but the injury was not thought to be life-threatening.

"Our concern at this time is with the employee and his family, and with the safety of all of our employees," said CEO Julian Burke.

Witnesses said a female driver - identified by police as Donna Burton, age 35 to 40 - had earlier entered the building and allegedly had words with those on the picket line.

### Two picketers struck

When Burton, who apparently came to the MTA to fill out a job application, later exited the building, witnesses said her car struck two picketers, bumping one off to the side and carrying the other on the car hood for a short distance.

Police said the car then ran a red light at the intersection of Vignes and Ramirez and headed onto the freeway. An MTA Security officer pursued the car as it sped west, keeping in radio contact with the LAPD.

The car continued as far as the Westlake area where the woman stopped. An LAPD Rampart Division officer arrested Burton. She was charged with assault with a deadly weapon, vehicle, and transported to the 77th Street jail.

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## Tidying Up and Refurbishing at the RRC



Crews repainted the cable runs in the RRC's welding shop.



Some machines got a facelift in the painting booth.



A once-rusty welding table and machine dollies are clean and bright with new paint.



RRC Director Rick Hittinger, above, shows work done to refurbish mechanics running repair pits, left.

(Oct. 17) It's always nice to come home to a clean, orderly house -- and that's what non-contract employees at the Regional Rebuild Center are working to provide for union mechanics when the transit strike ends.

During the 32-day-long hiatus, the crew has moved out a lot of old stuff, filled parts orders for operating divisions, cleaned and painted machinery and refurbished mechanics repair pits. They've also managed to complete repairs on six coaches and are nearly finished with others.

"We're trying to make this a safer and cleaner working environment for when the mechanics come back to work," says RRC Director Rick Hittinger. "We've taken advantage of this downtime to concentrate on cleaning and reorganizing." PHOTOS BY BILL HEARD

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MTA/UTU  
SUMMARY OF AGREEMENT  
OCTOBER 17, 2000

Article 1 - Rates of Pay

For "Top Rate" Operators currently at \$20.72 per hour:

- .44 wage increase, effective July 1, 2000
- .44 wage increase, effective July 1, 2001
- .44 wage increase, effective July 1, 2002

Pro rata increases for all other represented employees, specifically:

- 2.1% wage increase, effective July 1, 2000
- 2.05% wage increase, effective July 1, 2001
- 2.00% wage increase, effective July 1, 2002

Union accepts \$.05 fixed quarterly wage increase, in lieu of Cost of Living Allowance (COLA), with first increase beginning July 1, 2001. Existing Agreement COLA language to be reinstated in last three months of agreement, for the regularly scheduled wage increase to be paid beginning April 1, 2003, COLA to be equal to \$.01 for each .235 increase in the Consumer Price Index, not to exceed \$.06.

BDOF wage rates will be added to Article 1, Section 2 (f) and are as follows:

The basic wage rate for qualified operators will be:

- \$10.30 Effective July 1, 2000
- \$10.61 Effective July 1, 2001
- \$10.93 Effective July 1, 2002

The training rate for BDOF operators will be:

- \$8.24 Effective July 1, 2000
- \$8.49 Effective July 1, 2001
- \$8.74 Effective July 1, 2002

Article 2 - Guaranteed Work Day and Work Week

Implement up to 100, 4-10 (10 within 10) assignments on a system wide basis effective with December 2000 Shake - Up.

These assignments will have three consecutive days off; Friday, Saturday, Sunday or Saturday, Sunday, Monday.

The relief of these assignments shall be worked by Part-Time Operators.

Article 3 - Overtime - Current Contract Language

Article 4 - Passenger Service Assignments

Reduce Pre-Trip Inspection by seven (7) minutes, and Walk-In Time by two (2) minutes. (Total reduction nine [9] minutes.)

Article 5 - Travel Time Deadhead

Deleted Section 12 - Overnight Deadheading, language no longer applicable.

Article 6 - Time for Turning and Securing Supplies - Current Contract Language

#### Article 7 - Manning Revenue Equipment

Prior Agreement language with addition of new section (f):

"Nothing in this Agreement shall be construed as preventing the Authority from transferring lines or service to a Transportation Zone in accordance with S.B. 1101 of the 2000 session."

#### Article 8 - Qualifications

Removed all language that dealt with Rail Operators and moved to new Rail Article 22.

Simplified contract language made more user friendly.

#### Article 9 - Choice of Work Assignments

- Moved rail operations language to new Article 22.
- New requirement that operator's "break in" on days off in advance of shake up effective date
- Elimination of Junior Extra Board Operator

#### Article 10 - Extra Operators - Current Contract Language

#### Article 11- Crew Boards - Current Contract Language

#### Article 12 - Extra Boards - Current Contract Language

#### Article 13 - Method of Handling Extra Operator's Lists

New language reflects current practice for assignment, whenever practicable, of VCB and OCB closest to normal schedule as possible.

#### Article 14 - Calling Operators - Current Contract Language

#### Article 15 - Special Assignments - Current Contract Language

#### Article 16 - Special Rules - Current Contract Language

#### Article 17 - Exchange of Regular Assignments - Current Contract Language

#### Article 18 - Making of Reports

New language to reflect current practice of payment to Operators of 10 minutes at straight time rate for completion of the required Operators Daily log.

#### Article 19 - Student Operators/Trainee Schedulers - Current Contract Language

#### Article 20 - Handling U.S. Mail, Baggage, Freight, Express and Newspapers - Current Contract Language

#### Article 21- Schedule Makers Articles/Addendum's of Contract Applicable - Current Contract Language

#### Article 22 - Rail Service

- Right to refuse reduced from 3 times to 2 times.
- Operators can only appeal denial of Rail Operator application to Human Resources.
- If at the end of 90 days a new rail operator cannot master the job, they will go back to bus

operations.

- Reduced to only 2 Rail Operators bidding out of each Rail Line per year.
- Operators leaving Rail for any reason, are not eligible to return for 2 years, both for temporary and permanent positions.

Article 23 - Fair Labor Standard Application - Current Contract Language

Article 24 - Schedule Checkers

Authority and Union, agree to meet to discuss converting all existing Schedule Checkers in bumpable positions to permanent Schedule Checker positions.

Allow Authority to create a pool of extra Schedule Checkers from Full - Time Operators who volunteer for such duty.

Within 90 days of signing of Agreement, Authority and Union will meet to discuss:

Schedule Maker Issues

- Promotion
- Grievance procedure review
- Labor Management Committee
- Establish practice to rehire retirees

Article 25 - B.D.O.F.

- Authority allowed to operate current service with maximum number of B.D.O.F. operators to be 155.
- Additional work to come from "owl" assignments.
- Current BDOF operators to be promoted to Part Time operator ASAP with a deadline of January 2, 2001.
- Automatic promotion rights
- New method for establishing seniority
- 120 day probationary period begins on completion of training, union membership will begin by day 90
- BDOF operators who perform work on a legal holiday will be compensated for all time worked at 1 ½ times their basic wage rate.

Article 26 - Filing of Claims - Procedure- Limitations - Current Contract Language

Article 27 - Discipline Rule - Current Contract Language

Article 28 - Seniority Rules - Current Contract Language

Article 29 - Reduction in Forces - Current Contract Language

Article 30 - Laying Off -

New language in Section 5 (g):

Operators must now present a medical release to the Location manager when returning from indefinite leave. The Location Manager not Human Resources is responsible for arranging the employees

return to work medical exam.

Article 31 - Leave of Absence

New language for compensable Workers' Compensation cases to be placed on special leave and extended beyond the one year leave of absence. Changed language, UTU seniority protected for up to six (6) months if employee transfers into another bargaining unit due to the creation for the new AFSCME union.

Article 32 - Approval of Application

When extending the probationary period for Schedule Makers (I and II) , the Authority shall schedule a meeting, two (2) weeks before the expiration of the probationary period, with the employee, supervisor and Local Chairman to review work performance deficiencies to be addressed by the employee during the extended probationary period.

Article 33 - Efficiency Tests - Current Contract Language

Article 34 - Re-Examinations - Current Contract Language

Article 35 - Service Letter - Current Contract Language

Article 36 - Checking Earnings - Current Contract Language

Article 37- Uniforms

- Use of voucher system, Uniform supplier responsible for maintaining employee's account.
- Increase of \$25 to Uniform Allowance, in year 1, 2, and 3. For a total of \$200, \$225 and \$250

Article 38 - Operators' Quarters - Bulletin Boards - Current Contract Language

Article 39 - Employee Safety

Deleted outdated language in Section 1.

New section 7:

"An incident involving an assault or unprovoked attack must be reported by the employee as soon as reasonably possible. Such incidents reported by supervisory staff or police or fire personnel will satisfy this requirement. Any claim submitted after that time will not be honored nor valid."

Article 40 - Court Appearance and Jury Duty - Current Contract Language

Article 41 - Licenses Paid For

Added new language to reflect agreement with the Union regarding operator responsibility for maintenance of required driver's license, VTT and Medical Card Credentials.

Article 42 - Transportation Privileges - Current Contract Language

Article 43 - Vacations - Current Contract Language

Article 44 - Holidays - Current Contract Language

Article 45 - Group Life Insurance - Current Contract Language

## **Article 46 - Health and Welfare**

Current schedule of payments until Health and Welfare Trust Fund balance is reduced to seven months of reserves. UTU agrees to allow MTA to appoint one Trustee to UTU-MTA Health and Welfare Trust Fund Board of Directors.

## **Article 47 - Sick Leave**

Added new language which reflects a work requirement in order to accumulate sick leave. Prorated after ninety (90) days, same as vacation.

## **Article 48 - Pension Plan**

UTU Pension Plan investment earnings assumption increased from 8.0% to 8.5%.

MTA to pickup 1% of employee contribution to 30 and out base plan.

Benefits will be increased by 1% per year for each full year of service past 23 years. Increases for partial years of service to be prorated in accordance with existing pro rata practices.

"Good Health" statement for lump sum distribution to be eliminated.

## **Article 49 - Bereavement Leave - Current Contract Language**

## **Article 50 - Part - Time Employees**

· Union agrees to a maximum of 980 Part -Time employees system wide, 150 will be added in Fiscal Year 2001, 100 will be added in Fiscal Year 2002 and 80 will be added in Fiscal Year 2003.

· Thirty six (36) hours per week maximum with a system wide average of thirty four (34) hours per week.

· VCB 7 days a week

· Paid for work time only

· Able to work "trippers" up to 6 hours 59 minutes

· % of weekends off for Full Time Operators is now calculated on a system wide basis.

## **Article 51 - Terms of Contract - Current Contract Language**

## **Article 52 - Union Shop - Current Contract Language**

## **Article 53 - Payroll Deductions - Current Contract Language**

## **Article 54 - Definitions - Current Contract Language**

## **Article 55 - Assignability Clause - Current Contract Language**

## **Article 56 - Bargaining During Term of Contract - Current Contract Language**

## **Article 57 - Effective Date -Duration-Termination**

Thirty - Six month agreement, effective July 1, 2000.

## **Article 58 - Side Letters**

Union agrees to meet in a timely manner to review Side Letters.

Article 59 - Workers' Compensation

Added language to the contract for the MTA and the UTU to jointly implement a Workers' Compensation campaign to include Training, Safety Committees, Ombudsmen Program, Physician Network and Workers; Compensation Handbook.

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The announcement that an agreement had been reached came at a 7 a.m. news conference. Joining the Rev. Jesse Jackson at the podium were, from left, MTA Chief Labor Relations Officer Brenda Diederichs, CEO Julian Burke, Supervisor and MTA Chair Yvonne Brathwaite Burke, Supervisor Zev Yaroslavsky, Mayor Richard Riordan and UTU General Chairman James Williams. PHOTOS BY JOSÉ UBALDO



## MTA, UTU Hammer Out Tentative Agreement to End 32-Day Strike

Also in  
today's  
metro.net:  
[Final](#)

By BILL HEARD, Editor  
(Oct. 17) After struggling almost around the clock since Friday, MTA and UTU negotiators hammered out a tentative contract agreement, early Tuesday, that is expected to bring a swift end to the 32-day-old strike.

**Hours of  
Contract  
Talks  
Waking  
LA's Mass  
Transit  
System**

"We've done it!" Mayor Richard Riordan announced to a somewhat bedraggled press corps during a 7 a.m. news conference held only 10 minutes after the agreement was reached.

"Today, we emerge with a victory," said the Rev. Jesse Jackson, who had conducted shuttle diplomacy between the MTA and UTU teams throughout the wee hours. He added that bus operators are "better off today than they were 32 days ago."

**Ratification meetings set**

The UTU scheduled a membership meeting at 6 p.m., Tuesday, at the LA Convention Center for a presentation of the tentative agreement and contract ratification vote. The MTA Board was to conduct a closed-door session at 2 p.m. in Board Chair Yvonne Burke's office at the Hall of Administration to discuss ratification.

"We regret the hardship and inconvenience that this strike has caused to so many transit-dependent citizens of Los Angeles County," said Burke. "But, I can assure you, our bargaining with the UTU was necessary to protect the long-term financial interests of the MTA and continue to maintain and expand service to our customers."

With approval of the agreement, the MTA expects to have 85 to 90 percent of buses rolling on Wednesday. Metro Rail operations will require a longer leadtime of perhaps 36 hours to get most trains operating on all three rail lines.

The amount of bus and rail service the MTA can offer within those timeframes will depend to a great degree upon the numbers of employees who report back to work promptly.

**Burke thanks customers**

"We will work to return service to its full capacity as soon as possible," said CEO Julian Burke. "We thank our customers for their support and ask for their continued patience...."

MTA ads in Wednesday's newspapers will announce that passengers can ride free on all Metro Bus and Metro Rail service on Wednesday, Oct. 18, and Thursday, Oct. 19. September passes will be accepted through the end of October. November passes will go on sale Oct. 25.

Keeping the two sides apart in bargaining talks over the past three days were issues that included the number and scheduling of part-time operators. The MTA also sought to save \$23 million toward the \$438 million operating deficit looming over the next 10 years.

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**MTA'S SLEEPING GIANT**-Division 10 buses get ready to roll.

PHOTO BY GAYLE ANDERSON

## Waking LA's Mass Transit System from a 32-Day Strike

By BILL HEARD, Editor

(Oct. 17) How do you wake up a mass transit system that's been asleep for 32 days? That's the situation the MTA's Transit Operations staff and others face now that a tentative agreement has been reached with the UTU and negotiations with the ATU and TCU are said to be near completion.

The UTU called a membership meeting for 6 p.m., Tuesday, at the LA Convention Center to ratify the agreement. The MTA Board scheduled a meeting at 2 p.m., Tuesday, for a possible ratification vote.

From a dozen or more interviews conducted for this story, it appears that although the prompt return of bus operators, mechanics, service attendants and supervisors is key, the equipment maintenance and upkeep performed by non-contract employees during the work stoppage will be a major factor in getting buses and trains rolling again.

"I'm optimistic that we can bring bus and rail service back quickly because of the efforts of the people who've been working during the strike to keep the vehicles and equipment ready to go," said Transit Operations Chief Tom Conner. "When this is ultimately resolved, we're ready to go back to work right away."

### **Rail is biggest challenge**

Reactivating the rail system seems to pose the biggest challenge to restarting transit service because of the number of complicated steps required. The MTA's rail lines are integrated systems that include high-tech rail cars and a complex network of traction power, signals and

### **IN TODAY'S BULLETIN BOARD:**

It's always nice to come home to a clean, orderly house -- and that's what non-contract employees at the Regional Rebuild Center are working to provide for union mechanics when the transit strike ends.

track systems.

Not only will rail cars on the Metro Red, Blue and Green lines require thorough safety checks, but MTA technicians will have to re-energize electrical systems, inspect overhead wires and test wayside signals, rail crossings and switching points from end to end of the 59.4-mile Metro Rail system.

"Our ability to quickly restore traction power and signals, as well as dislodging the rust build-up on the tracks, will be the driving factors in service restoration," said Ralph de la Cruz, deputy executive officer, Rail Operations. "We should be able to operate most trains on all three rail lines within about 36 hours, if most of our employees come back to work during that time."

He noted that the MTA also is required to file a service resumption plan with the California Public Utilities Commission that describes all the tasks that must be completed before passenger service can be offered. That plan will be filed as soon as the strike ends.



Purchasing's Carey Peck fuels up for rollout. PHOTO BY DIETER HEMSING

#### **On the bus operations side**

On the bus operations side, getting a sufficient number of operators back to work promptly will in large part dictate how much bus service the MTA can put on the street in the hours following the end of the strike.

"For us, it's a matter of available operators," said Dan Ibarra, deputy executive officer, Bus Operations. Following past strikes, the MTA has given operators a 72-hour "grace period" to return to work without being charged with a miss-out or absence. Division managers will attempt to contact the operators about returning to work immediately.

Ibarra predicted that enough operators will come back to work for the MTA to provide 85 to 90 percent of service the day following the end of the strike. He said division managers have been updating the operators' line assignments and reviewing records to see which operators need new licenses or need to update medical cards and training.

"We can put virtually 100 percent of our buses back on the road at a moment's notice," says John Roberts, the superintendent responsible for maintenance at Divisions 3, 6, 7, 8, 9 and 15.

#### **Headquarters employees helped**

Roberts said buses were serviced by mechanics and service attendants during their last shift before the work stoppage. Since then, non-contract maintenance personnel and Headquarters employees assigned to the divisions for strike duty have been keeping the buses in running order.

"We really appreciate the assistance of the Headquarters employees who answered phones and performed maintenance tasks," said Roberts. "They helped with our graffiti problems and freed up our staff to make the more technical repairs."

While bus and rail operations make their preparations, other departments also will have to gear up to serve returning passengers.

Facilities Maintenance employees must inspect and restart the

elevators and escalators at the rail stations. They also will have to check every operating division fueling station and bus washer. And when the rails are re-powered, technicians must ensure that the train control system at the Rail Operations Center is in proper working order.

Then, there's the fare collection system. The MTA's Revenue Department will have to remove the stainless steel covers that were placed over the ticket vending machines at the light-rail stations – a process that may take two days. Employees also must make sure bus fare boxes are operational before the buses can roll.

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## New Labor Contract Gives Life to Dormant Transit System

By BILL HEARD, Editor

(Oct. 18) With the overwhelming support of union members and a unanimous vote by the MTA Board, approval of a new three-year labor agreement with the UTU, Tuesday, is breathing new life into a mass transit system that had lain dormant for the past 33 days.

Giving an official pre-dawn welcome to returning bus operators and maintenance workers, Wednesday morning, was Mayor Richard Riordan, who - along with MTA Transit Chief Tom Conner - arrived at Division 3 before 6 a.m.

Accompanied by a gaggle of media, the two boarded a Line 81 bus driven by 13-year veteran Operator Betty James, for a ride through downtown LA. The trip, which ended at the Pantry restaurant, gave the mayor an opportunity to talk with James and with passengers as they boarded the bus.

Good to see passengers again

"It was great watching the operators and mechanics arrive and the buses roll out," said Conner. "It felt really good to see the first passengers get on board and see how thrilled they were to have the service back."

The MTA is offering free rides for the first five days of service, through Sunday, Oct. 22. September passes will be honored for the remainder of October. November passes will go on sale, Oct. 25.

The first buses out following approval of the UTU contract provided "owl service" on 48 lines beginning about 9 p.m., Tuesday. Wednesday morning, Bus Operations reported rolling some 66 percent of Metro Bus service, providing coaches on all 185 routes if not on all runs. Ridership was said to be lighter than normal.

Approximately two-thirds of operators were back on the job for morning rollout, along with some 75 percent of division maintenance employees. Richard Hunt, deputy executive officer, Bus Maintenance, reported no mechanical problems during rollout.

Restoring rail service

Sweep trains made repeated runs, Wednesday morning, to bust a heavier-than-expected rust coating off lengthy stretches of light-rail track. Trains also were running the Metro Red Line tunnels to test electronic controls. By 11:30 a.m., trains were running at top speed on all three rail lines.



Mayor Richard Riordan greets first passengers on Line 81.

Photo courtesy of Frank Mateljan, Mayor's Office

IN TODAY'S VIEWPOINT:  
Tom Conner's ['Welcome Back' letter](#) to transit staff.

IN TODAY'S REPORT:  
[Favorable Vote](#) Reflects Operators' Desire to Return to Work

IN BULLETIN BOARD: Crews Fight [Rust and Dust](#) to Revive Rail Lines

**Working at top speed to safety-check train controls and wayside signal systems, Rail Operations personnel were expected to have restored about 20 percent of service by 4 p.m., Wednesday, on all three Metro Rail lines.**

**Ralph de la Cruz, deputy executive officer, Rail Operations, said he expects to increase Metro Rail service to about 75 percent by the Thursday morning roll-out.**

**"This is a complicated piece of machinery that's been out of service for a month," said de la Cruz, during a cell phone call from somewhere trackside. "We're overcoming the glitches. There are no show stoppers."**

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At right, Division 8 Operator Duane Bitner prepares his bus to resume service on the Line 150 owls. Division 3 operators Laura Davila and Tony Cortez, above, and Guadalupe Vela, below, are happy to return to work.



## Favorable Vote Reflects Operators' Desire to Return to Work

(Oct. 18) Some Metro Bus operators were said to be so anxious to return to work, they went to the LA Convention Center Tuesday evening, dropped their ballots into the box, then headed for their divisions.

And the vote - 92 percent in favor of a new three-year contract, according to a UTU spokesman - reflected the operators' enthusiasm for getting back to work after a 32-day strike, the third longest in MTA history.

"We had operators sitting in their buses at 7:30 this evening waiting for the word to roll," said Tom Jasmin, Bus Operations superintendent. At 8:55 p.m., he gave the order sending buses out for overnight "owl service."

### "Welcome Back" trip

Division 3 Operator Betty James, who hosted Mayor Richard Riordan and MTA Transit Operations chief Tom Conner on an early-morning "welcome back" trip before continuing in service to Eagle Rock Plaza, was overjoyed to be back on the job.



Division 3 operator Betty James hosted Mayor Riordan's early morning ride.

"I was so happy to see everyone at Division 3...my friends, all my managers and bosses," she said. "My passengers were happy, too. They thanked me one-by-one as they got off the bus."

Earlier in the day, the MTA Board voted unanimously to approve the labor agreement. The long-awaited end to negotiations was announced during a 7 a.m. news conference. The Reverend Jesse Jackson - who mediated the final round of talks - was surrounded by Board members and negotiators for the MTA and UTU.

"It is extremely good news that our employees approved the fair deal we reached with the UTU leadership earlier today, and I thank our employees for their support," said CEO Julian Burke. "This agreement will go a long way toward ensuring the long-term financial viability of the MTA."

### **Closer to being competitive**

"By the end of this three-year agreement, combined with future administrative cost-cutting measures being implemented by management," he continued, "this agency will be much closer toward being competitive with other local transportation providers."

The new three-year contract between the MTA and UTU includes these terms:

- An increase in base wages over three years, including quarterly wage adjustments;
- A 1% increase in take-home pay resulting from increased MTA pension contributions;
- Maintenance of health and welfare benefits, with increased MTA contributions, if necessary;
- A reduction in the MTA's earlier request for an increase in part-time operators, but which results in an increase of 50% more part-time positions over three years; and
- Slight modifications in scheduling rules that allow the MTA to make necessary savings in order to meet future service expansion goals.

Contract negotiations with the ATU and TCU are continuing.

'Welcome back' trip

Division 3 Operator Betty James, who hosted Mayor Richard Riordan and MTA Transit Operations chief Tom Conner on an early-morning "welcome back" trip before continuing in service to Eagle Rock Plaza,

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## Crews Fight Rust and Dust to Revive Rail Lines

By BILL HEARD, Editor

(Oct. 18) Bustin' the rust and a cloud of dust. That's what greeted MTA Rail

Operations staffers, Wednesday morning, when they launched into a massive effort to revive the two light-rail lines and the subway. The MTA expected to have about 20 percent of service running on all three rail lines by 4 p.m., with 75 percent operating on Thursday.

"The rust was thicker than we anticipated on the Metro Green Line," says Ralph de la Cruz, deputy executive officer, Rail Operations. He dispatched "sweep trains" to run the tracks several times to break up the red deposits.

Because of the rust buildup during the past 33 days, sensors in the tracks were barely able to detect the presence of the sweep trains, a hazard that crews had to correct before the trains could operate safely in passenger service. Without active sensors, the train control and protection systems would be unable to determine speeds or assure safe operation.

Crews encountered similar, but not as thick, rust conditions on the Metro Blue Line. It was heaviest on a stretch of track just north of the Artesia station. Again, the problem was ensuring that the train protection system was working properly and controlling speeds, but by 11:30 a.m., Wednesday, trains were running at track speed on all three rail lines.

### Overgrown tree branches

Trees also posed a problem. During the month-long hiatus, trees in some yards along the Metro Blue Line had overgrown the tracks and were brushing against the sweep trains. Trimming crews were sent out to cut back the branches.

Meanwhile, Sheriff's deputies on bicycles and motorcycles cruised the line flagging down traffic at intersections while MTA crews inspected crossing gates and electronic circuits. The officers also reminded neighbors, some of whom have been jaywalking across the tracks, that rail service would resume soon.

The first trains dispatched through the Metro Red Line tunnels made the passage in a cloud of dust, although the sweep trains turned up no electronic circuit problems such as those on the light-rail lines.

A couple of elevators were out of service at the Universal City station. If they can't be repaired in time, the MTA will have to provide a bus bridge between the North Hollywood station and Hollywood/Highland in order to comply with ADA rules.

"This is a complicated piece of machinery that's been out of service for a month," de la Cruz said. "We're overcoming the glitches. There are no show stoppers."

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**TO:** Transit Operations Staff

**FROM:** Thomas K. Conner  
Executive Officer, Transit Operations



I want to welcome all of our employees back to work! This has been a difficult time for all MTA employees and for the public who depend on the vital services we provide. I know that you have many thoughts and feelings about the past few weeks, but I want you to know one thing for certain—**we are glad to have you back to work!**

Despite the difficulty of the contract negotiations, the fact remains that the past two years have seen tremendous improvement and expansion of the MTA operated bus and rail system. Our bus system, the third largest in the nation, made substantial improvements these past two years due in large part to the dedicated efforts of all of you. Over 1100 new, compressed natural gas buses have arrived at the MTA since 1996, with 500 more scheduled to go into service this year. MTA now operates the largest fleet of clean fuel buses in the country. In June we started the Metro Rapid Bus service in two transit corridors and your enthusiasm and support have made this project a resounding success. This innovative project is demonstrating new ways to manage and operate express buses that will serve as a model for future service delivery across the country.

Our rail system has also continued to evolve over the past two years. The Red Line was extended to Hollywood and then to North Hollywood with ridership nearly doubling. Patronage on the Blue and Green Lines rose to record levels and we celebrated the 10<sup>th</sup> anniversary of the return of intercity rail service to Los Angeles County with the rollout of a beautiful replica of the old Red Cars, crafted by our rail maintenance staff. All of this rail expansion was accomplished while maintaining a very high level of on-time performance and passenger safety.

Your hard work each day has significantly raised the quality of our transit service. Our on-time pullouts from the bus division yards are at record levels and our lost service hours are at an all time low. Mean miles between mechanical failures are steadily increasing and we have met and exceeded our goals in many areas of maintenance performance. The cleanliness ratings of our bus and rail fleet have improved every quarter since we reinstituted inspections 18 months ago and you

have passed every CHP inspection with flying colors. Our bus operating cost has gone down, crime on our transit system is extremely low, and most importantly, customer complaints reached record low levels in 2000. There are, of course, areas that still need improvement, such as on-street, on-time performance and faster removal of graffiti, but I am confident that, working together, we can reach all of our goals this year.

In November 1999, at Division 1 we commemorated the 100<sup>th</sup> anniversary of the MTA and its predecessor agency, the Los Angeles Railway. We have a rich history of meeting the transit needs of the people of Los Angeles County and you can be especially proud of what

you have accomplished these past two years. Today we are operating more bus and rail service than ever before and ridership is growing.

And yes, more service means more jobs.

**Let's keep the momentum going!**

There is much to look forward to in the coming year...more new buses and rail cars, extension of the Blue Line platforms, expansion of Rapid Bus, expansion of service on the Harbor Freeway Transitway, progress on a variety of bus and rail upgrades and continued improvements in our service performance. As bus and rail operators, mechanics, service attendants, clerks, customer service agents, technical staff and supervisors, you are the ones who will continue to make this all happen for the people of Los Angeles County.

**Welcome back!**

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**MUGGED**-Transit Chief Tom Conner, center, presents LAPD Sgt. John Vanelli, left, and LASD Capt. Marc Klugman with tokens of appreciation.

## **MTA's Emergency Ops Center Calls it a 'Wrap'**

(Oct. 19) Every morning during the transit strike a handpicked group of employees from many departments within the MTA gathered in the Emergency Operations Center to take the daily pulse of the work stoppage.

On Thursday morning, following the end of the agency's third longest strike, they assembled for the final time - at least the final time for this particular crisis.

"This has been a wild year for all of us," said MTA Security Chief Paul Lennon. "Starting with Y2K, then the opening of the North Hollywood subway line, then the Democratic National Convention and now the strike. Three of these major incidents have focused on the MTA."



EOC team met daily.

Everyone pulled together  
Addressing a roomful of EOC staffers, Chief Operating Officer Allan Lipsky noted that "everyone pulled together and became a unified team." He also credited MTA Board members who "wanted the unions to be partners with us, but understood the long-term interests of this agency and acted with great vision."

Transit Operations Chief Tom Conner, who chaired the EOC, expressed his personal appreciation to everyone who served on the team. "We seem to have excitement brewing just about every month around here," he said, adding that this year's crises have helped prepare the MTA's emergency organization to handle a regional disaster.

Conner had particular praise for the MTA's Systems Safety and Security Department and its law enforcement partners.

**"People have said this was one of the safest and most peaceful labor events," he said. "It's because of the teamwork we had and because of the individual work by the LAPD and Sheriff's Department."**

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LA's is on the move again as Metro Buses and Metro Rail begin operations.

PHOTOS BY BILL HEARD

## **Transit Operations Scores Big on Thursday Rollouts**

(Oct. 19) The Thursday morning Metro Bus rollout hit 93 percent. Metro Rail scored 100 percent on both light-rail lines and two-thirds of Metro Red Line trains were in service. Not bad for the first full day of transit operations after a 32-day hiatus.

"Ninety-three percent is a good indication our people are picking up the ball and going forward with it," said Dan Ibarra, deputy executive officer, Bus Operations. "The division managers and staff did an outstanding job getting everyone back to work."

The bus and rail systems actually started their come-back on Wednesday. Sixty-seven percent of buses made the morning rollout, escalating to 75 percent that afternoon. Metro Rail service started up in the afternoon.

### **More than enough service**

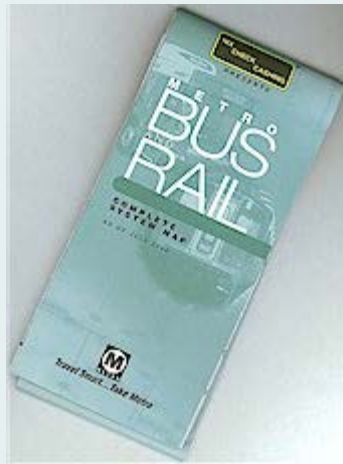
"We had a lot of capacity on the Metro Red Line this morning," said Ralph de la Cruz, deputy executive officer, Rail Operations. "We ran six-car trains and that was more than enough to service our passengers."

A DWP power failure on the Metro Blue Line between Washington Station and 7th and Metro disrupted service for an hour and a half beginning at 6:05 a.m., Thursday. A bus bridge and two 15-passenger vans commandeered by Rail Operations kept passengers moving.

In the most unfortunate incident of the day, Division 10 Operator Ramon Alvarenga, who was making his Line 60 run in Huntington Park, was assaulted by a passenger. Alvarenga suffered injuries to his nose and shoulder. The passenger was arrested by Sheriff's deputies and charged with felony battery.

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## Nix Check Cashing Outlets to Distribute MTA's Newest Transit Map



(Oct. 20) The MTA's newest systemwide Metro Bus and Rail map, sponsored by Nix Check Cashing, is now available to the public free-of-charge at over 50 Nix Check Cashing outlets, which also sell Metro passes and tokens.

Produced by MTA's Marketing Department, the map details public transit services in a 1,433-square-mile region and is considered to be one of the most comprehensive, easy-to-follow transit service maps of its kind.

The maps will also be available at six MTA Customer Service Centers starting Nov. 17.

Measuring 4 by 9 inches when folded, the transit maps depict all MTA Metro Bus lines, MTA Metro Rail lines and stations as well as municipal bus lines, Metrolink routes and stations. The maps also reference numerous Los Angeles County highways and freeways.

The initial run of 25,000 maps was printed by Nix Check Cashing; an updated re-print is planned for January. By mid-November, the map also will be featured online at [www.mta.net](http://www.mta.net), which already carries a customized trip planner.

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## **Ceremony to Mark Opening of New Affordable Housing Complex Built next to MTA Subway Station**

- **Phase 2 Planned**



Transportation Planner Kevin Michel turned plans into reality for development of unique housing complex adjacent to Hollywood/Western Metro Rail Station.

By GARY WOSK

(Oct. 24) The MTA will participate in a ceremony Thursday at 11 a.m. marking the grand opening of Carlton Court Apartments, a 61-unit affordable housing complex in Hollywood partially built on a parcel of land provided by the MTA.

The housing complex is the first phase of a potentially larger joint development located adjacent to the MTA's Hollywood/Western Metro Red Line Station.

Kevin Michel, MTA Transportation Planning Manager, will join Los Angeles Councilmember Jackie Goldberg at the podium to dedicate the housing

complex. Also included in the ceremony will be representatives from developer McCormack Baron & Associates; Hollywood Community Housing Corp.; City of Los Angeles Housing Department; Community Redevelopment Agency; Sun America Affordable Housing Partners Inc.; Hollywood Chamber of Commerce.

"The MTA pursued this development because it will create a transit oriented project adjacent to the portal, address the housing and child care needs of the residents, will result in increased patronage for the Red Line, and will provide the MTA with a competitive financial return," Michel said.

If the developer is awarded necessary tax credits from the state and extends its current agreement with the MTA, Phase 2 of the Hollywood/Western project could break ground in late 2001 on MTA property even closer to the subway entrance, Michel said.

Phase 2 would feature an additional 60 units of affordable housing, a child care center, and a neighborhood store, he said.

If Phase 2 is built, the MTA would generate revenue from a one-time up front lease payment and a percentage of net commercial sales and apartment rents. If Phase 2 does not materialize, the developer will reimburse the MTA for the Phase 1 land contribution.

The recently completed Phase 1 was built on the former site of an apartment building that fell into disrepair and was further damaged by the earthquake.

"The rest of the neighborhood had faced similar challenges, and the MTA worked in partnership with the Council Office, the CRA, the Hollywood Community Housing Corp., and the developer to revitalize the corner," Michel said.

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The message is clear: Just don't do it. Billboard was designed by Stace Aspey of MTA Graphics Services.



## Billboard Campaign Targets Illegal Left Turns

by GAYLE ANDERSON

(Oct. 25) Four new billboards going up at three busy train crossings along Washington Blvd. just may be the ounce of prevention worth several pounds of cure.

The Illegal Left Turn Billboard advertising campaign conducted by the MTA Office of Systems, Safety and Security along Washington Boulevard consists of a train safety image and message to remind motorists about the danger of making illegal left turns.

"The message is designed to directly address the specific problem of preventable accidents at train crossings. We are reminding people to obey basic traffic laws and, basically, save their lives," said Greg Berumen, project manager in Marketing who coordinated production of the billboards. The message appears in English on two of the billboards and in Spanish on the others.

According to the MTA Office of Systems, Safety and Security, nearly one-half of all Metro Blue Line incidents are caused by illegal left turns along the Washington Boulevard stretch of the Metro Blue Line.

"We plan on doing a survey to measure the effectiveness of the billboards, and eventually increase the number of billboards along the Metro Blue Line corridor, which heads south from Washington Blvd into Long Beach," said Rich Morallo, Public Affairs communication officer.

The billboards complement an ongoing train safety campaign conducted in schools and communities by MTA Public Affairs.

Designed by Stace Aspey of Graphics Services, the 12' by 25' billboards show a Blue Line train approaching a red arrow traffic signal with a stern warning printed across the base: Don't turn left on RED.

The billboards, which will be illuminated at night, will be installed Oct. 30 and remain at the three crossings through January.

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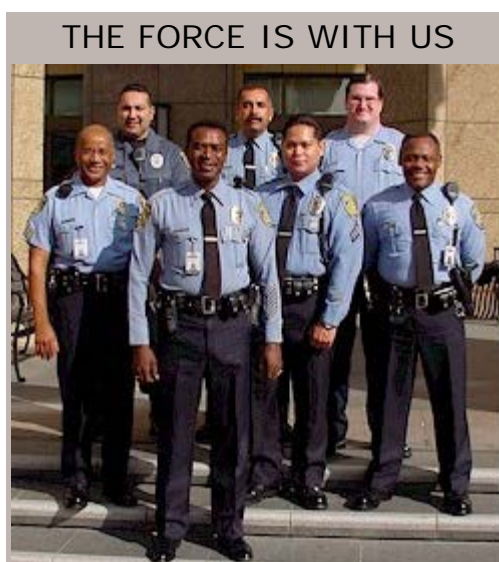
Transit Security Lt. James Henry at entrance where incident involving injured picketer began.

## MTA Board to Commend Transit Security Officer's Pursuit of Justice

By GAYLE ANDERSON, Associate Editor

(Oct. 25) Despite the 12-hour days that stretched into a full month, strike duty for MTA Transit Security Lt. James Henry had become almost routine until the day a motorist lost her cool and lurched into a picket line at Gateway Plaza, taking a strike captain for a short ride atop the hood of her careening vehicle. ([See metro.net report Oct. 16](#))

The MTA Board of Directors will officially commend Lt. Henry Thursday for actions that led to the arrest of the irate motorist on Oct. 16, but the veteran security officer says his kudos go directly to the entire security force. "I just happened to be in the right place at the right time and I was lucky to a part of that team."



TEAM ONE - Lt. James Henry, foreground, is flanked by Transit Security Officers, clockwise from left, Sgt. Herbert Vaughn, Rene

The incident report reads like a play-by-play account of a championship basketball game. Sr. Security Officer Luis Medrano was at the Vignes gate used for employee entrance to Gateway Headquarters when the motorist, already exhibiting signs of impatience with the picketers, first entered the building. Next up was Sr. Security Officer Rene Lopez at the scene of the exit, when the motorist jolted her car towards the picket line despite the warnings of Officer Lopez.

When the car crossed the picket line and headed for the freeway, Lt. Henry, who had been observing the scene from the sidelines in the Vignes turn

Lopez, Luis Medrano, Marv Jenkins, J French, and Rodel Pareja.



ON SITE-Sr. Security Officers Rene Lopez and Luis Medrano at the gate, above, and security officers Marv Jenkins, Rodel Pareja and J French at the controls.



lane, followed the motorist onto the freeway and proceeded to radio location and vehicle identification back to security officers Rodel Pareja, Marv Jenkins and J French in the Control Center. Information passed through the radio manned by Pareja to French to Jenkins, who relayed Henry's location to LAPD by telephone: "Lincoln 10 (Lt. Henry) is southbound on the 110."

The three dispatchers shot information from EOC and LAPD back to Lt. Henry on the freeway. French, a secondary dispatcher who had alerted EOC and transit staff, monitored the information making sure no details turned up missing later. "We're a lifeline to the officer that's on the road – we have to make sure that he's taken care of, follow him along his route and make sure we're continuing with his location and get LAPD there to back him," explained French.

Lt. Henry maintained the location of the vehicle through two short freeway rides and heavy traffic all the way to the finish line on a side street, where the motorist pulled over and awaited arrest by an LAPD motorcycle officer.

"Lt. Henry is a first-rate officer, and a prime representative of an incredible group," said Paul Lennon, safety and security chief. "We're very proud of our MTA security team."

The year 2000 has been a very busy, working year for the 108-member MTA security force, said Lt. Henry, who lists Y2K, Segment 3, the Democratic National Convention and the work stoppage among the challenges that converged to make the year 2000 the most action-packed era of his 30-year career.

The next challenge for Lt. Henry, at least in the immediate future, is likely to be a vacation on the slopes instead of a dogged pursuit on the freeway. It looks like things in Security may have calmed down just in time for ski season.

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## **MTA to Hold Additional Public Hearing on Proposed Metro Bus Service Modifications**

By RICK JAGER

(Oct. 26) The MTA Board will hold an additional public hearing at 10 a.m., Saturday, Nov. 18, to receive public comment on proposed route and schedule modifications to Metro Bus service along the Harbor Transitway, Wilshire-Whittier corridor, Ventura corridor and other service changes.

Two previous public hearings were conducted Oct. 7 and 14. However, due to the recent strike, the MTA Board approved an additional meeting to take place Nov. 18 to allow those unable to comment on the proposed changes an additional opportunity.

The Board will make a decision on the proposed service changes during its November meeting. If the changes are approved, in whole or in part, the new service and service modifications will be implemented by December, 2000, or later.

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## Board Seeks Ways to Cut Overhead

- **CEO Foresees No 'Massive Layoffs'**



CEO Julian Burke

(Oct. 26) Reflecting continuing concern about the \$438 million operating deficit expected over the next 10 years, the MTA Board moved, Thursday, to look for ways to further reduce costs.

CEO Julian Burke was directed to report to the Board in November concerning whether the agency's next triennial audit can include an emphasis on management and other administrative costs.

In response to discussions about eliminating management overhead, Burke noted that staff cutbacks of 200-plus positions made during his first year as CEO are saving more than \$15 million a year.

### **No 'massive layoffs'**

Burke went to some lengths during the discussion to assure the MTA staff that the audit "will not lead to massive layoffs." In fact, he expressed concern that some areas of the administration currently are understaffed.

In other business, the Board approved a proposal for a joint development of a 3.5-acre retail and office complex adjacent to the Metro Red Line's Westlake/MacArthur Park station.

The proposed Westlake/MacArthur Park development would include 43,000 square feet for restaurants and retail kiosks and a 52,000 square foot market. A 350-student charter middle school could be included in the development.

Directors also approved a motion aimed at increasing the number of bicycle lockers and bicycle racks at the North Hollywood subway station. The motion calls for a staff recommendation on the feasibility of increasing the number of lockers and racks at other transit stations. The staff is to provide a report in November.

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(Oct. 26) Following five days of free fares that welcomed riders back as buses and trains returned to service, the MTA is moving quickly to resume and expand marketing programs that were interrupted by the strike.

"We have to return the public's focus to the enormous progress we've made in improving and expanding our service, and to the many benefits of riding our system," said Warren Morse, deputy executive officer for Marketing and Customer Relations.

For starters, MTA is launching a new wave of advertising that continues the theme "It's Getting Better on the Bus." This time, new messages stress the fact that MTA has the "Nation's Largest Clean Air Fleet," offers "More Service Than Ever Before" and is buying "500 New Buses This Year Alone."

Starting November 1, the campaign will convey these messages through newspaper ads, ads on buses and on-board brochures. In January, an array of billboards will be posted to supplement the effort.

#### **Campaign brought message home**

When the first stage of "It's Getting Better On The Bus" concluded last spring, 86% of riders surveyed who saw the advertising and agreed things were better credited the campaign with helping them notice the improvements.

In a related effort, new materials are being released to encourage riders to take advantage of lower fares and extended service that take effect, Sunday, Oct. 29, on Harbor Transitway express buses.

Two billboards along the Harbor Freeway will announce the lower fares, while print ads and on-board brochures will provide details of the new service. In addition, a special mailer, complete with a map of all Harbor Transitway express bus service, will be delivered, Nov. 14, to 233,000 households in the service area.

Meanwhile, 10-second radio spots promoting Metro Rail service will begin airing, Oct. 30, for two weeks on 13 local stations. The spots, which will come at the end of traffic reports, remind listeners they can avoid traffic snarls by using Metro Rail. Last June, ridership on the Metro Red Line jumped 85% when service was extended to North Hollywood.

"All in all, we think these efforts will help to recapture and build on the considerable momentum we've had over the past year, both in raising awareness of MTA's extensive, on-going improvements and in achieving ridership gains, " Morse said.

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## **President Signs Bill with \$60 Million in Transportation Funds for MTA**

(Oct. 26) President Clinton has signed HR-4475 - the Transportation Appropriations Bill - a measure that includes \$60 million in federal funding for the MTA.

The bill will provide \$50 million in the FY 2001 federal budget for completion of the Metro Red Line's North Hollywood extension, \$4.5 million for purchase of new buses, \$3.5 million for the "welfare to work" transportation program and \$2 million for continued studies of the Eastside and Mid-City transportation corridors.

It also allocates \$2 million to the Municipal Transit Operators Coalition for bus purchases and \$1 million in Federal Highway Aid (Maglev) for SCAG.

HR-4475 also includes the following funding for regional transit agencies:

- Commerce, \$1 million - Bus and Bus Related Facilities
- Compton, \$250,000 - Bus and Bus Related Facilities
- Culver City, \$750,000 - Bus and Bus Related Facilities
- El Segundo, \$2.1 million - FHA funding for Douglass Street project
- Foothill Transit, \$2.5 million - Bus and Bus Related Facilities
- Inglewood, \$600,000 - Bus and Bus Related Facilities
- Monrovia, \$580,000 - Bus and Bus Related Facilities
- Norwalk/Santa Fe Springs, \$500,000 - research funding
- Playa Vista, \$3 million - Bus and Bus Related Facilities (Shuttles)
- Santa Clarita, \$2 million - Bus and Bus Related Facilities

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**THE BUS STOPS HERE** - Northbound Pacific Coast Highway Station is one of two new bus stations opening Sunday along the Harbor Transitway. PHOTO BY JOSÉ UBALDO

## Expanded Harbor Transitway Express Service Begins Oct. 29

(Oct. 27, 2000) The MTA will launch an expanded express bus service on Sunday, Oct. 29, that will dramatically increase passenger service and establish the Harbor Transitway as a major public transit corridor.

The new express operation is expected to increase passenger service by more than 18,000 hours annually— a major expansion that's in keeping with the extension of Metro Rail service to North Hollywood and the start of two Metro Rapid bus lines earlier this year.

The Harbor Transitway has always been considered an important linkage for the region, said operations planner Rod Goldman. "The new express service will give South Bay commuters a direct link to street service of local transit operators and the Metro Green Line," he said.

### Two new stations

Caltrans constructed the Harbor Transitway and built eight bus stations in preparation for the expanded service. The express service will inaugurate the two new Pacific Coast Highway and Carson Street bus stations on Sunday.

The Harbor Transitway was completed in August, 1996. It runs along the median of the Harbor Freeway between Artesia Boulevard in Gardena north to Adams Boulevard in Los Angeles.

Additional ways to improve service for the Transitway stations are currently being examined, said Goldman, including discussions underway to coordinate regional service among local transit agencies. Harbor Transitway commuters are also served by Gardena and Torrance Transit and LADOT.

### Getting the word out

Meanwhile, MTA is getting the word out to commuters. Two billboards along the Harbor Freeway will tout the lower fares, while print ads and on-board brochures will provide details of the new service, said Warren



Morse, deputy executive officer for Marketing and Customer Relations. In addition, a special mailer complete with a map of all Harbor Transitway express bus service will be delivered to 233,000 households in the service area on Nov. 14.

Thanks to a convergence of five MTA bus lines - 444, 445, 446, 447 and 550 - at the Harbor/105 Freeway station, service will be available on an average of every eight minutes for passengers commuting to and from downtown LA.

Metro Express Line 445 will operate every 30 minutes during peak hours and hourly during off-peak hours and weekends. The expanded service will run from 5 a.m. until 10 p.m., seven days a week.

Cash fares on all Transitway bus lines will be reduced to \$1.35 – no freeway zone charges will be in effect.

The MTA currently serves about 2,500 daily Transitway riders. For Metro Green Line passengers, expanded bus service will make the Transitway a viable alternative to the crowded Metro Blue Line.

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## **New MTA-UTU Contract Covers Wages, Working Hours, Part-Timers**

(Oct. 27) The MTA's new labor agreement with the UTU gives "top rate" Metro Bus operators, who had been earning \$20.72 an hour, a 44-cent raise retroactive to July 1, 2000. The contract provides operators a total \$1.32 wage hike over three years, raising their hourly wage to \$22.04 on July 1, 2002. [Read complete summary of MTA/UTU Contract](#)

Other UTU-represented employees gained pro-rata wage increases of 2.1 percent retroactive to July 1, with a 2.05 percent increase on July 1, 2001, and a 2 percent increase on July 1, 2002. The union also accepted a 5-cent quarterly wage hike, beginning July 1, 2001, in lieu of a COLA (cost of living adjustment).

The wage rate for BDOF operators - the system under which new operators are first hired - was set at \$10.30 per hour, effective July 1, 2000, but will rise to \$10.93 per hour on July 1, 2002. The contract permits to hire up to 155 BDOF operators, but all current BDOF operators will be promoted immediately to part-time status.

The MTA can employ a total of 980 part-time operators, who will be permitted to work a maximum 36 hours per week, with a systemwide average of 34 hours per week.

### **Four-day, 10-hour week**

The new contract permits the MTA to schedule four-day, 10-hour work weeks for up to 100 operators, systemwide, beginning with the December shake-up. The schedule will give these operators three consecutive days off - either Friday, Saturday or Sunday, or Saturday, Sunday and Monday.

The contract calls for the MTA to pay one percent of the employee contribution to the UTU pension plan. The operators' benefits will be increased by one percent a year for each full year an operator works past 23 years.

Among other contract provisions, the MTA and UTU will jointly implement a workers' compensation campaign which will include training, an ombudsman program and a physician network.

The MTA will increase the bus operators' annual \$200 uniform allowance by \$25 each year to a total of \$250. The MTA also will be permitted to appoint one trustee to the board of directors of the UTU-MTA Health and Welfare Trust Fund.

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## CEO Approves 2.7% Retro Pay Hike

- **Details Under Review**

By BILL HEARD, Editor

(Oct. 30) Although the details of when and how are still being worked out, CEO Julian Burke announced to the senior staff, Monday morning, that non-contract employees will receive a 2.7 percent raise, retroactive to July 1, 2000.

"We had to delay the pay raise in order to complete our first labor negotiations, but we didn't want to hold it up any longer," Burke said. "I want to thank everyone for their patience. It's a well-deserved pay raise."

Within a day or so, the CEO is expected to approve particulars of the pay hike, including whether retroactive checks will be issued or whether the back pay will be added to regular paychecks.

In an interview with *MTA Report*, Burke also elaborated on assurances he gave non-contract employees during the October Board meeting that a management audit "will not lead to massive layoffs."

Burke said that, although the agency must seek ways to reduce the agency's \$438 million operating deficit, he doesn't believe it will be necessary to set up a "process" for staff layoffs. He indicated that any cutbacks in staffing could be handled by attrition or by not filling vacant staff positions.

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## Clean-Air Credits from CNG Buses Generate Millions for MTA Coffers

By BILL HEARD, Editor  
(Oct. 30) The MTA has clean air for sale. In fact, this year the agency expects to make almost \$3 million from the sale of clean-air credits earned by its low-emission CNG buses to companies that generate pollutants.

Because the MTA's compressed natural gas buses emit only half the smog-producing nitrogen oxides (NOx) permitted by law, the agency's growing fleet of CNG coaches creates "emission reduction credits" (ERCs) that can be sold to others through a market overseen by the Air Quality Management District.

"This is a beneficial by-product of our investment in alternative-fuel vehicles," says Douglas Kim, Countywide Planning's air quality program manager and the person responsible for negotiating ERC sales for the MTA. "Forecasts show we can expect to generate \$3 million to \$5 million annually from the sale of ERC's earned by our CNG buses."

### Checks totaling \$2.26 million

To date, the MTA has received checks totaling some \$2.26 million from the sale of ERCs this year and, over the next few weeks, will receive checks for at least an additional \$522,000.

Once valued at only 50 cents per pound of nitrogen oxide, the market skyrocketed to \$6.35 per pound in August, then to \$17 in October. "In seven weeks, we were able to nearly triple the market value of our credits," says Kim.

This year, the MTA had more than 100 tons of nitrogen oxide ERCs to sell, with more on the way. Kim says the agency can expect to sell an average of 300 tons per year for at least the next two years.

"That's a huge, huge number for a market that's thirsty for these credits," says Richard Bachman, a Purchasing contract manager and a member of the ERC team. Bachman notes that the MTA is one of the region's biggest sources of clean-air credits. "Every time we buy a new CNG bus, the potential for generating more revenue increases."

Other members of the agency's ERC team are Tej Kharbanda of Procurement, a property sales coordinator, and George Karbowski, an Equipment Engineering supervisor who is responsible for gathering the data needed to determine the number of credits the MTA has for sale.

### Manufacturers need credits

The primary customers for the MTA's clean-air credits are manufacturing plants and other stationary sources of pollution like power plants. Although many such plants have made major advancements in reducing pollution levels in recent years, they still



**AIR CHECKS** - Douglas Kim of Countywide Planning (left) and Richard Bachman of Purchasing with reproductions of checks the MTA has received from the sale of clean-air credits.

need to buy ERCs in order to meet strict new clean-air regulations.

The MTA is in a good position to sell ERCs, Kim explains, because its credits are earned from mobile sources - the CNG buses. And, since the agency has no stationary sources of pollution, it isn't necessary to use its bus-generated credits to offset them.

The MTA actually has sold ERCs since 1995, although only two sales had been made prior to 2000. During that period, demand for ERCs was marginal because potential buyers believed they could use new technology to reduce pollution produced by their plants.

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**Carolyn Flowers**

## **Carolyn Flowers Named Deputy Executive Officer, Finance**

(Oct. 30, 2000) Carolyn Flowers, a veteran of 24 years in financial management positions in industry and government, has been named deputy executive officer, Finance, in the MTA's Office of Management and Budget (OMB).

In her new position as head of an 18-member department, Flowers will be responsible for the annual capital and operating budgets, mid-year budget updates and quarterly budget reviews, five-year financial forecasts and the capital improvement program.

Prior to her appointment, Oct. 26, Flowers served as OMB budget director. During 1998 and most of 1999, she was head of the budget department for the City of Beverly Hills. She joined the MTA in January, 1993, as an administrative analyst in the Equal Opportunity/Contract Compliance department, then worked as a chief administrative analyst in Bus Operations and Procurement.

After completing an MBA in finance and marketing at UCLA, Flowers was a financial analyst and budget officer for more than five years at Rockwell International Automotive Operations. She worked for Wang Laboratories for more than 10 years in financial management positions and as district sales administration manager for computer hardware and software.

Flowers earned a BA in history and political science from UCLA and an MBA from UCLA's Anderson School of Business. She is a member of the National Forum of Black Public Administrators and the Women's Transportation Conference. A native of Los Angeles, she still makes her home in the city.

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