



[Metro.net](#) (web)

Resources

▶ [Safety](#)

▶ [Pressroom](#) (web)

▶ [CEO Hotline](#)

▶ [Metro Projects](#)

▶ [Facts at a Glance](#)  
(web)

▶ [Archives](#)

▶ [Events Calendar](#)

▶ [Research Center/  
Library](#)

▶ [Metro Cafe](#) (pdf)

▶ [Metro Classifieds](#)

▶ [Retirement  
Round-up](#)

Metro Info

▶ [Strategic Plan](#) (pdf)

▶ [Org Chart](#) (pdf)

▶ [Policies](#)

▶ [Training](#)

▶ [Help Desk](#)

▶ [Intranet Policy](#)

Need e-Help?

Call the Help Desk  
at 2-4357

[E-Mail Webmaster](#)

See also>

[Draft FY 2005 Budget Includes Pay Hike, 224 Fewer Positions](#)

[Q & A: CEO Roger Snoble Looks at FY 2004, 2005](#)

Severance Pay, Benefits, Outplacement Services to Help Ease RIF

- [Up to six months' severance pay](#)
- [Some to get 2 + 2 or new CalPERS option](#)
- [Outplacement seminars, computer use](#)

By BILL HEARD, Editor

(April 22, 2004) A severance package with up to six months of pay and benefits, a series of outplacement seminars and temporary office services for job hunters are planned to help ease the separation for employees caught up in MTA's FY 2005 reduction in force.

"We're affecting a lot of people's lives and families," says Chief of Staff Maria Guerra. "We're going to try to do this...with as much compassion as we can."

The basic severance package is two weeks of salary following an employee's layoff date. But, the package also provides for six weeks of pay if the employee has worked less than three years, and up to 24 weeks of pay if the employee has worked six or more years at the agency.

Completed Years of Service	Supplemental Pay
Less than 3	6 weeks
3 but less than 4	11 weeks
4 but less than 5	15 weeks
5 but less than 6	19 weeks
6 or more	24 weeks

Employees who are at least age 50 and are vested in the LACMTA Non-Contract Employee's Retirement Income Plan may choose, instead of the severance pay package, an option giving them two years of age and two years' service credit toward retirement.

New CalPERS option

And for the first time, MTA will offer affected employees an option to accept two years' additional service credit toward retirement under the CalPERS plan. The option, which replaces severance pay, is open to those who have at least five years' CalPERS service credit and who have completed six or more years of service with MTA/PTSC.

Employees who choose to retire when their severance packages expire will receive all retirement benefits for which they are eligible.

The updated [Human Resources reduction in force policy, 3-14](#), outlines the benefits provided employees from the effective date of the layoff until their final separation date.

These include group life and medical/dental insurance, pension plan and the 457 and 401(k) plans, the flexible spending plan for medical expenses, and continued use of the transportation pass for the employee and his or her dependents.

### **Outplacement services**

Beginning with an orientation session, May 10, MTA will offer a series of 13 outplacement workshops for employees affected by the layoff.

Topics for the workshops, which will continue sometimes twice daily through May 25, include career transition, self-assessment, job search planning, job applications and resumes, interviewing and self-marketing, and what to look for in a job offer.

Providing information at the workshops, which will be held in the University Conference Room on the fourth floor at MTA Headquarters, will be representatives from the City of Los Angeles, the state Employment Development Department, U.S. Department of Labor Pension & Welfare Benefits Administration and a number of job placement professionals.

### **Office services**

For former employees who need a place to work during their job search, the Organizational Development & Training Department's Learning Resource Center and computer training room will be open from 9 a.m. to 4 p.m., weekdays, for Internet job searches and updating employee resumes.

Former employees may apply through the normal job selection process for any vacant jobs at the agency, but don't have automatic rights for re-employment in those jobs.

The revised reduction in force policy notes that an employee rehired within a year won't lose earned benefits, but TOWP won't accrue during the time the employee was laid off. Any severance pay the employee has remaining when re-hired would be terminated.