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## CEO UpDate

### New Labor Contracts, Employee Pay Raises and a New Board Chair

By CEO ROGER SNOBLE



CEO Roger Snoble

We're certainly starting off FY 2007 on a high note. Contracts with our three major unions were settled amicably before their expiration date. That means no protracted negotiations, no strikes. New contracts mean a wage increase for union employees, and I'll be recommending a similar pay raise for non-contract employees. We're also welcoming a new, energetic Board chair who wants to move the agency forward during her term of office.

I want to begin by congratulating our negotiating teams on their great success in implementing the interest-based negotiation process. And I want to thank the leaders of the three unions – James Williams of UTU, Neil Silver of ATU and Olivia Nelson-Richard of TCU. Throughout the negotiations, they were real partners with our team in meeting the challenges facing the agency.

I also have to thank Mayor Villaraigosa who, as our Board chairman, made it clear to everyone that the negotiations should be settled by the negotiating teams before the contracts expired. His message resonated with all parties.

During bargaining, we looked hard at ways to save money and do things differently. Many of those things are now included in the contracts, which the Board is expected to ratify at its July meeting. The new agreements should show our union employees that we value their contributions and their hard work.

All Metro employees work very hard and contribute to the success of the agency. With that in mind, I will recommend to the Board a 3 percent pay raise for non-contract employees to take effect, retroactively, July 1. It's the same raise our union employees will get this year and, even though the FY 2007 budget includes a 2 percent raise, I believe it's the fair thing to do.

### Our new Board chair

Supervisor Gloria Molina presides over her first Board meeting this month. I look forward to working with her and to having her attention on a number of critical issues.

She's told me she's excited about leading Metro and dealing with the many challenges facing the agency.

Supervisor Molina wants to make sure we have a strong set of priorities for the work ahead of us, and a clear vision of where the agency is going. She also wants to develop a strong consensus on the Board about our priorities. I think we're in for an exciting year under her leadership.

Finally, a word about the new security measures here at Gateway. Later this month, new turnstiles will go up on the third floor to control access to the main tower. Security gates have been built in the parking structure and the north entrance will be closed to traffic.

All this means that we'll have to make some changes that may be a little irritating at first. But we need to be mindful that these measures are for our safety and are designed to prevent any harm from coming to us. I think we'll all get used to the new security features pretty quickly and they'll become just a matter of our daily routine.

July 14, 2006

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