

[Home](#)[CEO Hotline](#)[Viewpoint](#)[Classified Ads](#)[Archives](#)[Metro.net](#) (web)

## Resources

- ▶ [Safety](#)
- ▶ [Pressroom](#) (web)
- ▶ [Ask the CEO](#)
- ▶ [CEO Forum](#)
- ▶ [Employee Recognition](#)
- ▶ [Employee Activities](#)
- ▶ [Metro Projects](#)
- ▶ [Facts at a Glance](#) (web)
- ▶ [Archives](#)
- ▶ [Events Calendar](#)
- ▶ [Research Center/Library](#)
- ▶ [Metro Classifieds](#)
- ▶ [Bazaar](#)

## Metro Info

- ▶ [30/10 Initiative](#)
- ▶ [Policies](#)
- ▶ [Training](#)
- ▶ [Help Desk](#)
- ▶ [Intranet Policy](#)

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Employees pack the Board Room to hear CEO address budget concerns and the reorganization underway.

## CEO Leahy Details Upcoming Changes for Metro at All Hands Meeting

By Laura Kloth  
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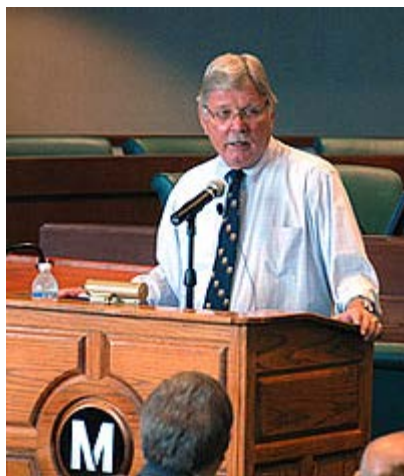
(April 6, 2010) Positive that Metro would weather the toughest financial storm it has faced in 80 years, CEO Art Leahy outlined some important changes for the agency when he met with employees during the All Hands meeting April 5.

"There are a few good signs," said Leahy, drawing attention to a slight increase in new jobs for the state, and the inching up of home sales. "Maybe we've bottomed out. That would be a wonderful thing. Meanwhile, we've got a problem right now, that if we don't deal with it, we'll worsen the problem later on."

Leahy answered a handful of questions posed to him by some 80 employees who used the newly created "Ask the CEO" forum on the *MyMetro.net* home page, and who filled out cards made available before the meeting.

Many of the questions pointed to the reduction-in-force (RIF) of some 250 full-time employees required by Metro to reduce a \$180 million deficit.

The CEO noted that his staff had already



CEO Leahy: "A few good signs"

identified some 150 positions, some which would be voluntary severance or retirements, and some that would "unfortunately" be involuntary.

One employee asked if anyone with less than two years at the agency would be laid off automatically, and Leahy directly answered, "No."

Another employee wondered why only non-contract employees were being included in the RIF, and Leahy said the reduction had to comply with union agreements, and noted that if one full-time contract employee was laid off, all part-timers would have to go first and that "would create a huge problem with scheduling and service."

Some of the changes already enacted to streamline the agency creating a single transportation, maintenance and operations department. With those changes, "we now conform to the worldwide model of transportation," Leahy said.

While some service cuts were made in December with more expected in June, Leahy said he would make "extraordinary efforts" to maintain and improve Metro bus and rail to provide better service for the agency's patrons.



CEO Leahy: "We now conform to the worldwide model of transportation."

"I'm going to do my very best on behalf of the agency, my coworkers, and

our passengers to do this as well as possible given the situation that we face," he said.

Another employee asked why Leahy had made so many temporary appointments, in particular the COO and chief planning positions.

"I'm not going to rush to make a permanent appointment especially at the higher level. I want to make sure we have an operations manager, and a chief planner who are able to do what this agency needs, and that may take a little time," Leahy said indicating that recruitment efforts are continuing.

A pair of employees asked questions addressing some problems with Metro's equipment maintenance schedule, and Leahy strongly agreed, indicating that maintenance would become a higher priority. "Deferring maintenance is wrong because it compounds and makes the situation worse later on," he said.

Some questions pointed to employee work schedules with Leahy responding that he couldn't support a 4/10 schedule because most employees had to be present every day to perform their job.

However, he said he could support a 9/80 hour work schedule if employees understood that they would have to be present "if necessary" on days they were normally not scheduled to work.

On the lighter side, Leahy chuckled when one employee asked if he had felt the recent earthquake, and he answered, yes, he was happy that it was a quake and that he wasn't feeling the ill effects of a stroke.