

Women & Girls

GOVERNING COUNCIL

Breakout Session November 28, 2017 Meeting Minutes

Attendees:

Shameka L Bloxton, Section Leader
Yvette Z Rapose, Assistant Leader
Anais Arrenquin
Marisol Cabral
Denise Caceres
Antoinette M Estrada
Marie Franco
Pamela M Gutierrez-Blackwood
Imelda Hernandez
Cynthia B Lupian
Haylie Patterson
Maritza Romero
Rosalind R Tuckson

MEETING SUMMARY

1. Call to Order & Purpose of Internal Board

2. EMPLOYER

The Issue: Movement Between Unions

The Feedback:

- Need a presentation on how to help get operators out of the seat faster
- Bring the unions together so operators can cross over without losing a lot
 - Stressful
 - Verbal abuse
 - Scared of being a driver – causes them to resign
- **Change the guidelines to make it easier to cross over to the another union**
 - **Change the requirements for entry level positions, i.e. Service Attendant requires a mechanical background**
 - **Reevaluate the test**

- Offer help on how to pass the test
- **Need to understand what the opportunities are in all the unions**
- **Need to understand what will be lost if a jump is made –**
 - **pension credits, need to find out the reciprocity of each union**
 - **each unions' vesting years requirement**
- Ask Metro to mitigate the losses
 - Problem with promoting to a job you have your eye on is that it is seniority based; cannot jump over a standing member of that union
 - What you lose is where you stand in line; not your years of service with Metro
 - Put in a suggestion on how to bypass the loops; cannot violate the contract
 - **If you start with one union and jump to a different one, you start at the bottom of the pay – recommendation that if you have 3 years of experience (top of the pay scale), you should start at the new union at the top of the pay rate for that position**
 - Put other union members onto the top of the list when no one in the union where the job is listed wants the position; maybe a new classification or pool that is between “internal” and “external”. Currently, “external” includes other union members *as well as* the general public
 - Some recommendations for qualifications are impossible to meet, i.e. 1 year of experience within the last 3 years but they have 1 year of experience but 5 years ago makes them ineligible
 - If you're already a Metro employee, you should be given more credit
 - **Trying to get tuition reimbursement for trade tech colleges, i.e. fare techs, radio tech, computer tech**
 - Bring professionals into the building to teach employees
 - apprenticeship, cross union
- HR needs to look at the positions for entry level requirements and the minimum requirements to qualify for those positions
 - How can you get that experience to get that job?

Action Items

Next Meeting