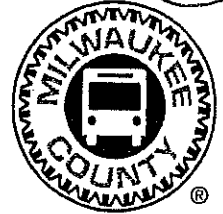


Milwaukee County Transit System

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vital then. vital now.



5

Macon

May 2, 2019

VIA E-MAIL

James Macon
ATU
president@atu998.org

RE: Open Records Request

Dear Mr. Macon:

We are in receipt of your correspondence dated April 22, 2019 containing the open records request to the Milwaukee County Transit System ("MCTS").

You requested the following:

I would like a breakdown of the number of employees in the New Members' Class from January 2018 to present.

Please list the number of employees in each class. How many are currently employed by MCTS. How many are no longer employed by MCTS and the reason why.

The below chart identifies aggregate data on the number of Operators who were hired or rehired between January 1, 2018 and April 22, 2019. It also identifies the number of Operators hired during that same time period who are no longer employed by MCTS because of No Show, Discharge, or Resignation.

Hire Month	Count - New Hire	Count - Re-Hire	Total Hired	No Show	Discharge	Resign	Total No Longer Employed
Jan-18	18	0	18	0	2	2	4
Apr-18	19	1	20	1	3	2	6
May-18	20	0	20	0	2	1	3
Jul-18	19	1	20	1	2	2	5

Aug-18	17	2	19	0	2	3	5
Oct-18	20	0	20	0	0	5	5
Nov-18	13	0	13	0	2	1	3
Jan-19	23	1	24	3	1	0	4
Feb-19	18	4	22	0	2	0	2
Apr-19	17	3	20	1	1	0	2

We believe this is a complete response to your request. However, to the extent you consider anything in this communication to be a denial of your request, please be advised you have the right to review of any denial by mandamus under Wis. Stat. § 19.37(1), or upon application to the attorney general. Wis. Stat. §§ 19.35(4)(b).

Regards,



Nate Holton
Director of Diversity and Inclusion

James Macon

From: Nathaniel Holton <nholton@mcts.org>
Sent: Thursday, May 2, 2019 1:44 PM
To: Thomas Stawicki; ATU998-President
Subject: RE: OPEN RECORDS REQUEST

During the five year period requested, there were 286 employees who resigned, and 163 employees who were discharged.

Nate Holton, JD, MPA
Director of Diversity and Inclusion
414-937-3212

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Milwaukee, WI 53205
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May 6, 2019

VIA E-MAIL

James Macon
ATU
president@atu998.org

RE: Open Records Request

Dear Mr. Macon:

We are in receipt of your correspondence received on April 29, 2019 containing the open records request to the Milwaukee County Transit System ("MCTS").

You requested the following:

How many Workers' Compensation cases have been filed since the outsource?

How many Workers' Compensation cases have been denied?

What was the cost-savings on the outsourcing of Workers' Compensation cases?

The below chart identifies the number of Workers' Compensation cases that have been accepted and denied since 2009. The outsource began in 2016. As you can see, the outsource has led to an overall increase in the acceptance rate of Workers' Compensation claims.

Year	Claim Accepted	Claim Denied	Total	% Denied
2009	160	25	185	14%
2010	185	76	261	29%
2011	153	67	220	30%
2012	120	37	157	24%
2013	136	22	158	14%
2014	140	30	170	18%
2015	90	23	113	20%

2016	160	26	186	14%
2017	126	22	148	15%
2018	87	21	108	19%

On your last question, we do not have any records that answer the question of what any potential cost-savings has been on the outsourcing of Workers' Compensation cases.

We believe this is a complete response to your request. However, to the extent you consider anything in this communication to be a denial of your request, please be advised you have the right to review of any denial by mandamus under Wis. Stat. § 19.37(1), or upon application to the attorney general. Wis. Stat. §§ 19.35(4)(b).

Regards,



Nate Holton
Director of Diversity and Inclusion

Milwaukee County Transit System

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May 6, 2019

VIA E-MAIL

James Macon
ATU
president@atu998.org

RE: Open Records Request

Dear Mr. Macon:

We are in receipt of your correspondence received on May 6, 2019 containing the open records request to the Milwaukee County Transit System ("MCTS").

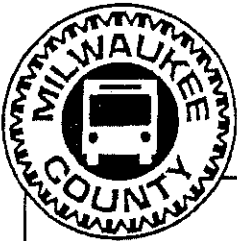
You requested the following items, from 1995 to present:

- How many workers have been hired?*
- How many non-represented workers have been hired?*
- How many executive workers have been hired?*

Accessible records only go back to October 2003. During the time period starting in October 2003 to May 2, 2019 (the date typed on your correspondence), the answers to your questions are as follows:

- How many workers have been hired? 1,654*
- How many non-represented workers have been hired? 104*
- How many executive workers have been hired? 11*

We believe this is a complete response to your request. However, to the extent you consider anything in this communication to be a denial of your request, please be advised you have the right to review of any denial by mandamus under Wis. Stat. § 19.37(1), or upon application to the attorney general. Wis. Stat. §§ 19.35(4)(b).



Milwaukee County Transit System

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8/28/17

Mr. James Macon
President
Amalgamated Transit Union Local 998
734 North 26th Street
Milwaukee, WI 53233

Dear James,

I am responding to your letter dated 8/14/17 Open Records Request. Below is the Company's response:

1. A total count of union-represented employees who have resigned or were terminated from the company.

	Resigned	Discharged	Total
2015	46	20	66
2016	53	33	86
2017	25	22	47

Through 8/28/17

2. Current salaries and position of "ALL" personnel in management, including new hires at Milwaukee County Transit Systems.

This list is attached.

3. What is the forecast for future hiring in management at Milwaukee County Transit System?

We plan to fill any vacancies that occur. We have no other documents that pertain to this request.

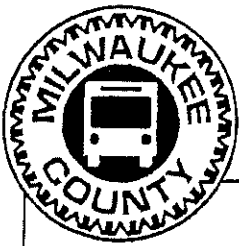
Respectfully,

Sylvana Radmer
Chief Human Resources Officer

cc: Dan Boehm

MANAGER OF SYSTEMS DEVELOPMENT	1	\$	37.58
MANAGER OF TRAINING & SAFETY	1	\$	36.44
MARKETING ASSOCIATE	1	\$	22.71
MGR OF ADMINISTRATIVE SERVICES	1	\$	33.04
MGR OF BUSINESS & INST. SALES	1	\$	27.10
MOBILITY COORDINATOR	1	\$	25.17
P/T MOBILITY COORDINATOR	1	\$	37.83
P/T TRAVEL TRAINER	1	\$	19.58
PRESIDENT AND MANAGING DIRECTR	1	\$	62.98
PURCHASING AGENT	3	\$	27.50
ROUTE SUPERVISOR	14	\$	31.84
ROUTE SUPERVISOR/RELIEF DISPAT	3	\$	33.21
SAFETY & TRAINING INSTRUCTOR	2	\$	30.10
SECRETARY	1	\$	21.92
SENIOR HR GENERALIST	1	\$	33.06
SENIOR INVESTIGATOR/ADJUSTOR	1	\$	28.73
SENIOR SYSTEMS ADMINISTRATOR	1	\$	31.21
SHOP SUPERVISOR	1	\$	29.63
STATION SUPERVISOR	5	\$	34.05
SUPERVISOR DISPATCH OPERATIONS	1	\$	35.56
SUPERVISOR OF ACCOUNTING	1	\$	31.95
SUPERVISOR OF PAYROLL	1	\$	33.91
SUPERVISOR OF SCHEDULE	1	\$	31.36
SUPPLY CREW SUPERVISOR	1	\$	26.25
SYSTEMS ADMINISTRATOR	2	\$	27.88
SYSTEMS ANALYST	1	\$	35.15
TRAINING SUPERVISOR	3	\$	33.41
TRANSIT PLANNER II	2	\$	21.98
TRANSPORTATION SPECIALIST	1	\$	32.95
TREASURY SPECIALIST	1	\$	29.85
WARRANTY SPECIALIST	1	\$	30.67

* Where multiple staff have the same title, the average wage is shown.



Milwaukee County Transit System

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8/28/17

Mr. James Macon
President
Amalgamated Transit Union Local 998
734 North 26th Street
Milwaukee, WI 53233

Dear James,

I am responding to your letter dated 8/15/17 in which you list a number of issues that you would like addressed. You advised us that you will not meet with MCTS officials until the issues have been addressed to your satisfaction.

I will review each of the items by way of this letter, however I would like to remind you that we have discussed each of your concerns on multiple occasions without reaching agreement. Since you haven't explained what each of the terms that you list actually mean, I will respond based on our previous conversations.

1. **Grievance Procedures:** The Collective Bargaining Agreement identifies 3 steps for grievances to be heard. I understand the Union has requested the Interim Director of Transportation hear grievances. We have identified the Director of Labor Relations as the individual who will hear step 2 or step 3 grievances. MCTS is following the grievances process, allowing 3 separate meetings to hear and resolve Union concerns. We have been doing this in a timely manner and have resolved almost 80 grievances this year. We believe the process is working as it should. The CBA does not provide the Union with authority to designate any specific individual from the Company who will meet with them. Therefore, we don't believe any changes to this process are needed.
2. **Wellness Checks:** The Union has indicated that Operators are being disciplined when Route Supervisors board a bus with the intent of offering assistance. If, during the process that a Route Supervisor boards a bus, regardless of the original reason, and he/she see that Operator violating rules, they have a responsibility to ensure the safety of operators and our passengers.

We understand there are complaints from Operators who say ID badges hanging around their necks can become tangled in the steering wheel. Until the Company can determine a workable solution, no Operator will be disciplined for not wearing their ID Badge around their neck. The Company requested the Union provide us with specifics of any other complaints, however we have received none.

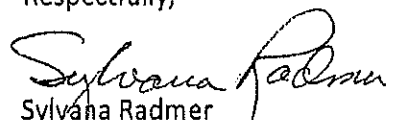
We also understand that the Union would rather have the Route Supervisors stand in the street/traffic and talk to the operator through the driver's window. Unfortunately, we are not

able to comply with this request as it is unsafe for Route Supervisors to stand in the street to address the operator. An agreement was made years ago to do this; however, motorists drove more responsibly then. Actually, in speaking to those who were around when that agreement was made, the agreement was; "if it is safe, the route Supervisor can address the operator from the street through the driver's window."

3. **G-35:** The Company has engaged in numerous conversations, meetings and phone calls with many people regarding a problem that we believe no longer exists. The Union's solution has been to violate the CBA by eliminating G-35 employees completely, requiring premature salary increases, instead of following the salary increase schedule negotiated and delineated in the contract. We do not have other options regarding this issue.
4. **Dispatchers:** We believe this issue to be about allegations that dispatchers have behaved unprofessionally. If the Company receives specific details of any complaints, the situation will be addressed. Even with these assurances, the Union has not provided the Company with any details.
5. **Security Issues:** We understand the Union wants law enforcement officers to monitor busses instead of the security staff. This is not a feasible option for MCTS and resources devoted to this conversation would not be meaningful.
6. **Notifying the Union of issues pertaining to our Union members:** MCTS' practice is that if an incident occurs in which we are required to transport an employee for medical care, we will ask if they would like us to contact the Union, family member, etc. on their behalf. We believe our responsibility is to follow the wishes of the employee in emergency situations.

In summary, the Company has met with the Union about all of these issues and other issues as they come up. If the assumptions made in responding to your letter are not accurate, I invite you to provide us with more of a description of your concerns. I would also like to note that the Company has been responsive in returning all calls usually within the same day, and on many occasions; has even agreed to meet when members of the Union have walked in without any advance notice. The Company has more than met its obligation to attempt to meet, listen, understand concerns and attempt to resolve differences. We have resolved many issues, and will continue to do so when it is possible.

Respectfully,


Sylvana Radmer
Chief Human Resources Officer

cc: Supervisor Michael Mayo
Dan Boehm

