



AMALGAMATED TRANSIT UNION

LOCAL 998 • AFFILIATED WITH AFL-CIO
734 North 26th Street Milwaukee, WI 53233 (414) 342-4300 Fax: (414) 342-1998

Item 6 Macon

April 12, 2018

County Board of Supervisors
Milwaukee County Courthouse
901 North 9th Street, Room 201
Milwaukee, WI 53233

JAMES MACON
President

MICHAEL BAUTCH
Vice President

JOHN GROH
Financial Secretary
Treasurer

CASSANDRA COBB
Recording Secretary

Dear County Board of Supervisor:

Recently, an audit report has been issued to Milwaukee County Transit System, concerning discrimination and promotions at MCTS. It is my understanding that an assistant has been requested by the current Auditor of MCTS, to assist with the audit report, who is expected to be paid a six-figure yearly salary. This is ludicrous! The current Auditor, who reports to the Director of Milwaukee County Transit System, earns a \$95,000 yearly salary. This also does not make sense.

It is my understanding the auditing was to be done by the county. What is the purpose of the auditor reporting to the Director of Milwaukee County Transit System, where the problem lies? It appears to be a conflict of interest. As a union representative, who represents many county employees, a constituent of Milwaukee County and a tax payer, I am concerned about the conflict of interest of how the auditing is being handled.

I am requesting a documented report given to the Milwaukee County Board of Supervisors, covering the findings on every issue in the audit. I believe the public should have knowledge of the audit, because it is their tax dollars being spent on the audit, and they have rights to the audit report, through the Open Records Request.

Have MCTS explain to the County Board about the close of Fiebrantz Station and the plans after the closing of the station. Also have the Company explain in detail, the layout of how drivers will be moved and how service will be done on the road. I am requesting the County Board to have MCTS explain how the process will be completed, because they refuse to inform the Union.

I am requesting an audit to be done on MCTS's finances, due to their history of their hiring and promoting managers, while everything else is being cut on bus routes. This is a request also for an audit to be done on the closing of Fiebrantz Station.

Sincerely,

James Macon, President
Amalgamated Transit Union, Local 998



AMALGAMATED-TRANSIT UNION

LOCAL 998 • AFFILIATED WITH AFL-CIO

734 North 26th Street Milwaukee, WI 53233 (414) 342-4300 Fax: (414) 342-1998

April 12, 2018

Sylvana Radmer
Chief Human Resources Officer
Milwaukee County Transit System
1942 North 17th Street
Milwaukee, WI 53205

Reference: Open Records Request

Dear Sylvana:

- How Many temporary employees are employed at Milwaukee County Transit System?
- How much are they paid per hour?

This information is needed as soon as possible.

Sincerely,

James Macon
President
Amalgamated Transit Union, Local 998

JM:vc:opeiu9aficio

Cc: Milwaukee County Board of Supervisors
County Executive Chris Abele

JAMES MACON
President

MICHAEL BAUTCH
Vice President

JOHN GROH
Financial Secretary
Treasurer

CASSANDRA COBB
Recording Secretary



AMALGAMATED-TRANSIT UNION

LOCAL 998 • AFFILIATED WITH AFL-CIO

734 North 26th Street Milwaukee, WI 53233 (414) 342-4300 Fax: (414) 342-1998

April 11, 2018

Sylvana Radmer
Chief Human Resources Officer
Milwaukee County Transit System
1942 North 17th Street
Milwaukee, WI 53205

JAMES MACON
President

MICHAEL BAUTCH
Vice President

JOHN GROH
Financial Secretary-
Treasurer

CASSANDRA COBB
Recording Secretary

Reference: Open Records Request

Dear Sylvana:

Several months ago, I made two attempts to receive information referencing 'Open Records Request'. Today, April 11, 2018, I have not received the information requested, regarding future managerial positions at Milwaukee County Transit System.

September 11, 2017, an 'Open Records Request' was sent to you, concerning the number of created managerial positions and those that include additional duties. I also requested the total number of replacement positions at Milwaukee County Transit System.

December 20, 2017, a follow-up request was sent to you for the aforementioned 'Open Records Request'.

I am also attempting another request for the up-to-date payments of managerial salaries, including their pension and pension credit, and how it has been set-up from day one. Also, include future managerial positions and salaries.

I urge you to respond to my requests as soon as possible.

Sincerely,

James Macon
President
Amalgamated Transit Union, Local 998

JM:vc:opeiu9aflicio

Cc: Milwaukee County Board of Supervisors
County Executive Chris Abele



AMALGAMATED TRANSIT UNION

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734 North 26th Street Milwaukee, WI 53233 (414) 342-4300 Fax: (414) 342-1998

Item 6

Macon

August 27, 2018

Milwaukee County Board of Supervisors
Milwaukee County Courthouse
901 North 9th Street, Room 201
Milwaukee, WI 53233

JAMES MACON
President

MICHAEL BAUTCH
Vice President

JOHN GROH
Financial Secretary-
Treasurer

CASSANDRA COBB
Recording Secretary

Reference: Results of Open Records Request for 2013 Discrimination
Audit Report

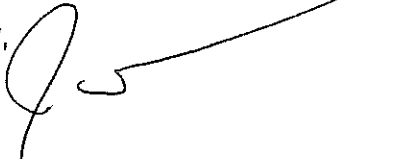
Dear County Board Supervisor:

There was a discrimination audit report against Milwaukee County Transit System. Nathaniel Holton was hired to conduct the audit. There seems to be a conflict of interest of having a Milwaukee County Transit System employee (Nathaniel Holton) conduct his employer's discrimination audit report. The Discrimination Audit Report request came from the Milwaukee County Board of Supervisors, to have Nathaniel Holton conduct the audit and report his findings to the Milwaukee County Board Director, where most of the complaints have come from.

I have enclosed information pertaining to Milwaukee County Transit System's employment shortfall of hiring women and minorities. I have yet to see Nathaniel Holton's Discrimination Audit Report regarding this matter. As far as I am aware, nothing has changed since his initial hire with Milwaukee County Transit System, as Director of Diversity and Inclusion.

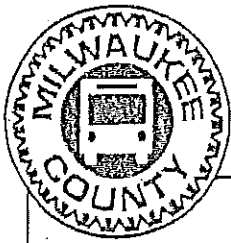
In closing, Mr. Holton has been involved with our contract negotiations. Why? What does this have to do with his position to conduct a discrimination audit report? When will he produce the results of the long over-due audit, that has been requested of him since his hire? Who is responsible to bring this matter to a resolve? When can we expect an answer to the above-referenced matter?

Your immediate response is deeply appreciated.

Sincerely,


James Macon, President
Amalgamated Transit Union, Local 998

Enclosures: (3) (Letter from Sylvana Radmer dated 8/28/17; MCTS Shortfalls of Employing Women and Minorities; Equal Employment Opportunity Requirements; and Letter to Supervisor Michael Mayo, dated 9/21/18)



Milwaukee County Transit System

1942 NORTH 17TH STREET • MILWAUKEE, WISCONSIN • 53205-1697 • (414) 344-4550
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

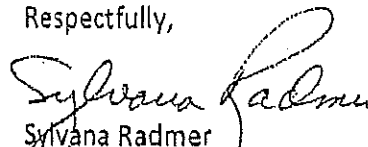
2. Current salaries and position of "ALL" personnel in management, including new hires at Milwaukee County Transit Systems.

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,

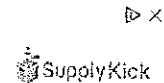

Sylvana Radmer
Chief Human Resources Officer

cc: Dan Boehm

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Milwaukee County Transit System falls short in employing women, minorities, new audit says

Don Behm, Milwaukee Journal Sentinel Published 4:29 p.m. CT July 4, 2017 | Updated 4:29 p.m. CT July 4, 2017



(Photo: Rick Wood, Milwaukee Journal Sentinel)

The Milwaukee County Transit System needs to improve workforce diversity and take steps to ensure equal pay for minorities and women, county auditors say in a new report.

The number of women and minorities employed in several job categories is less than their availability in the local labor market for such jobs, according to auditors in the Comptroller's Office. This measure of workforce diversity — described as underutilization — is included in Federal Transit Administration guidelines for transit agencies.

While hiring of women and minorities as bus drivers and laborers met those guidelines in each of the six years reviewed by auditors, 2010 to 2015, the company fell short of the guidelines in hiring women as managers, supervisors, clerks and mechanics, [the audit found](http://graphics.jsonline.com/jsi_news/documents/audit_mctsdiversity.pdf) (http://graphics.jsonline.com/jsi_news/documents/audit_mctsdiversity.pdf).

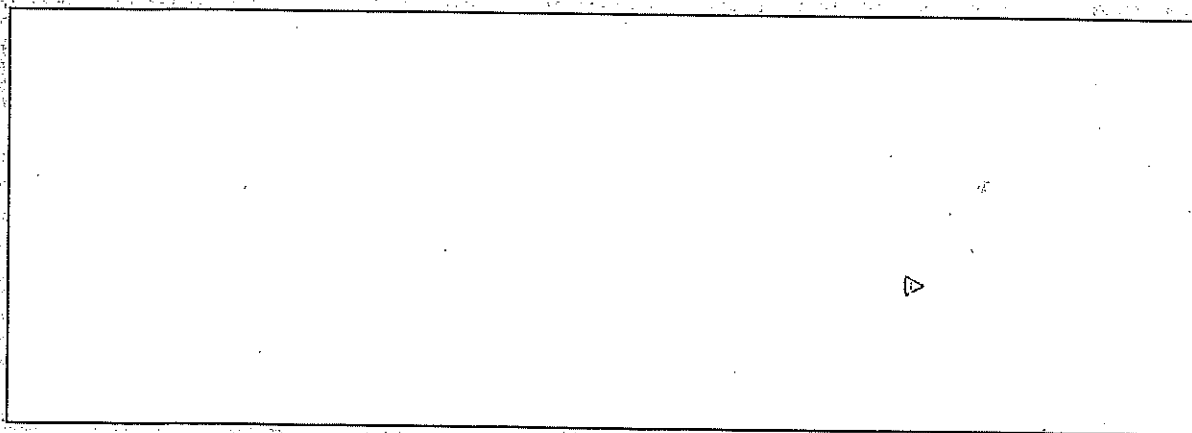
Minority hiring for jobs as technicians and mechanics fell short of guidelines in some years.

RELATED: [No more free rides on Milwaukee County buses \(/story/news/local/milwaukee/2017/04/26/no-more-free-rides-milwaukee-county-buses/100880670/\)](#)

RELATED: [Report: Transit innovations needed to connect Milwaukee area workers to jobs \(/story/news/local/milwaukee/2017/03/26/report-transit-innovations-needed-connect-milwaukee-area-workers-jobs/99575350/\)](#)

"Improving diversity is something that MCTS is eager to tackle," MCTS Managing Director Dan Boehm and County Transportation Director Brian Dranzik said in a statement responding to the report.

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Although they did not disagree with any of the report's findings, Boehm and Dranzik reminded auditors that the Federal Transit System reviews MCTS every three years for equal employment opportunity compliance.

"MCTS has routinely been recognized by FTA as not having any negative EEO findings," they said in the statement.

The County Board in 2015 asked the Comptroller's Office to audit the company's hiring practices, diversity and turnover for a six-year period, 2010-2015.

At this time, MCTS has 1,075 employees, according to the audit report. The total includes three groups: 85 transit managers and supervisors; 82 office

Federal Transit Administration Issues Guidance to Public Transportation Agencies on Implementing Equal Employment Opportunity Requirements

WASHINGTON – The U.S. Department of Transportation’s Federal Transit Administration (FTA) today published revised guidance to transit agencies on how to comply with federal Equal Employment Opportunity (EEO) guidelines. FTA produced the circular to ensure that transit agency leadership understands and follows EEO requirements to prohibit discrimination in the workplace and stays in sync with changes that have occurred as federal laws impact civil rights.

“A transit workforce that feels protected and valued is the best workforce to provide safe and reliable transit service to millions of riders,” said U.S. Transportation Secretary Anthony Foxx. “The Obama Administration is committed to ensuring that public transit and other workers are protected from discrimination as they perform their jobs or apply for promotions, and that the agencies they work for embrace a spirit of diversity and inclusion.”

EEO requirements protect against discrimination on the basis of race, color, religion, national origin, sex, age, genetic information, disability, or veteran status. In the agency’s first revision of EEO guidance since 1988, the revised circular highlights changes in U.S. laws and Department regulations, such as incorporating protections for lesbian, gay, bisexual and transgender individuals.

“FTA supports equal access to employment opportunities for everyone working in the public transportation industry,” said FTA Acting Administrator Carolyn Flowers. “As FTA continues to provide assistance to local public transportation systems in communities nationwide, this new guidance will help transit agencies continue to protect the rights of their staff.”

The circular spells out new reporting requirements – agencies with more than 100 employees now need to submit EEO programs to FTA every four years rather than every three. Agencies with 50-99 transit employees are required to prepare and maintain the major elements of an EEO Program to provide to FTA upon request.

The EEO circular is written in an organized, easy-to-read format and includes examples of best practices as well as sample EEO statements and forms. Recipients of federal transit funding annually sign agreements with FTA affirming that they comply with federal law, including EEO requirements. FTA assesses EEO compliance by monitoring grant recipients’ self-certifications,

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as well conducting complaint investigations and site visits as part of the FTA's Triennial Review process and Office of Civil Rights specialized reviews.

FTA developed the EEO circular in three chapters. The circular went through a 90-day comment period through the Federal Register.

###

FTA 38-16

Updated: Friday, September 30, 2016

Contact

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AMALGAMATED-TRANSIT UNION

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734 North 26th Street Milwaukee, WI 53233 (414) 342-4300 Fax: (414) 342-1998

September 21, 2017

Supervisor Michael Mayo
Milwaukee County Courthouse
901 North 9th Street, Room 201
Milwaukee, WI 53233

Dear County Supervisor Mayo

During the Transportation meeting (9-13-17), you commented about the problems with MCTS having not started with Dan Boehm. Yet, they continue to increase during his management. It is my understanding that Dan Boehm has employed an EEOC Director to report any unresolved problems to him. My question is, prior to the new EEOC Director coming on board, who handled the ongoing problems? Why haven't improvements been made to resolve these ongoing issues at MCTS? As usual, nothing has changed. The company seems to have become corrupt because of its management.

Take a look at the promotions since the current management has been in place. Several unqualified company workers gained positions that they know very little about. Pay raises have increased; new job titles and new job positions have developed and obviously approved by the head of the company (MCTS). – But, what about the four Black women who were unjustly fired? These women were educated and qualified company workers, who were treated unfairly and terminated by the head of the company. Prior to the termination of the four women, two other Black women were escorted out (terminated) of the company under the administration of Dan Boehm. Obviously, all six of these women had two things in common, their gender and ethnicity. This situation could be perceived as job discrimination by the head of the company (MCTS). I do not want to make this a racial issue, but these are the facts that occurred, concerning the six Black women.

Members of Local 35 and ATU Local 998 have applied for job positions, but were not given a fair chance for hire and eventually moved on elsewhere for work.

The brother of the brutal killing of Donte Hamilton, applied for a bus driver's position at Milwaukee County Transit System. It is my understanding, he was denied the position. Apparently, his kinship to his deceased brother hindered him from an opportunity to become a bus operator. This could be perceived as job discrimination by the head of the company (MCTS).

JAMES MACON
President

MICHAEL BAUTCH
Vice President

JOHN GROH
Financial Secretary-
Treasurer

CASSANDRA COBB
Recording Secretary

Enclosed are pay rates of NRS. Look at the parody of creating job positions and adding more responsibilities to that position, in order to give certain individuals increased pay. I would like to know how many people are qualified for their job positions. How many jobs have been given to company workers, who are not qualified? It is also my understanding that tests were changed to allow some company workers to qualify for job positions, as well as tests given to others, so they do not qualify for job positions. I request to have the county investigate this situation. This could be perceived as job discrimination, and also dishonesty.

Therefore, as you can see from the above issues, it appears the head of Milwaukee County Transit System has not been accountable to the problems that have existed and exist today. Nevertheless, he has hired an EEOC Director to report any existing problems. What about the unresolved issues stated above? Who will be accountable to find a resolution?

There have been other unresolved issues such as Workers' Compensation that has been discussed in the past, but was not mentioned in the meeting with you (9-13-17). Why? Many claims have been denied. We believe Workers' Compensation should be a safety issue, because the workers are not being treated fairly. They are forced back to work under unsafe working conditions that are not conducive to their health and safety, while being on Workers' Compensation. Some of these workers have been threatened at gun point, spat on, which is not part of their job description. Nevertheless, they are expected to perform their duties as though they were never traumatized. This is simply unfair to the workers. Who will be accountable to this ongoing issue? Will it be the head of Milwaukee County Transit System or his hired EEOC Director? Keep in mind, I am requesting a thorough investigation of the operation of Milwaukee County Transit System, as mentioned above, as well as possible job discrimination against people of color, as mentioned in this letter.

Sincerely,

James Macon
President
Amalgamated Transit Union Local, 998

JM:vc:opeiu9aficio

Enclosures: