



AMALGAMATED TRANSIT UNION

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

A Macon

September 21, 2017

Supervisor Michael Mayo
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 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).



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Dear County Supervisor Mayo

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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?

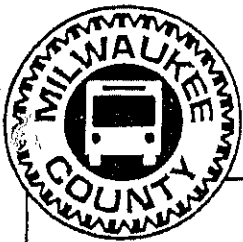
There have been other unresolved issues such as Workers' Compensation that has been discussed in the past, but was not mentioned in the meeting with you (9-13-17). Why? Many claims have been denied. We believe Workers' Compensation should be a safety issue, because the workers are not being treated fairly. 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:opei9aficio

Enclosures:



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

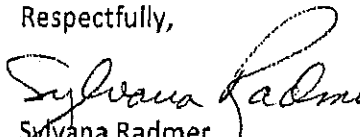
2. Current salaries and position of "ALL" personnel in management, including new hires at Milwaukee County Transit Systems.

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

MCTS - As of July 2016

JOB_TITLE	# of Staff	Hourly Wage
ASSISTANT CASHIER	1	26.72
ASST DIRECTOR OF MAINTENANCE	1	36.74
ASST DIRECTOR TRANSPORTATION	1	38.93
BUYER	1	25.76
CASHIER	1	29.44
CHIEF ADMINISTRATIVE OFFICER	1	55.42
CHIEF FINANCIAL OFFICER	1	50.07
CHIEF MKTG & COMM OFFICER	1	43.26
CHIEF OPERATING OFFICER	1	53.62
COMMUNICATIONS EXEC/PERF ANLST	1	26.48
COMMUNICATIONS MANAGER	1	26.49
COMMUNITY RELATIONS LIAISON	1	28.44
COMPLIANCE AUDITOR/ASSESSOR	1	26.00
CONTROLLER	1	38.88
COORD OF STATION OPERATIONS	1	34.51
COORD OF STREET OPERATIONS	1	35.25
COORDINATOR OF EMPLOYMENT	1	26.27
CUSTOMER SERVICE MANAGER	1	36.02
DIRECTOR MATERIALS MANAGEMENT	1	40.83
DIRECTOR OF HUMAN RESOURCES	1	46.18
DIRECTOR OF INFO TECHNOLOGY	1	49.20
DIRECTOR OF MAINTENANCE	1	47.15
DIRECTOR OF TRANSPORTATION	1	44.05
DIRECTOR PARATRANSIT SERVICES	1	39.97
DIRECTOR SCHEDULE & PLANNING	1	40.67
DISPATCHER	5	33.56
DIVISION MANAGER	3	36.44
ELIGIBILITY ASSESSOR	2	22.37
ESTIMATOR/SHOP SUPERVISOR	1	29.70
EXECUTIVE OFFICE MANAGER	1	27.75
FARE REVENUE SYSTEM MANAGER	1	35.48
FLEET PROJECT COORDINATOR	1	29.94
GARAGE MANAGER	3	33.70
GARAGE SHIFT SUPERVISOR	7	29.71
GRAPHIC ARTIST & COORDINATOR	1	24.23
HUMAN RESOURCES COORDINATOR	1	22.51
HUMAN RESOURCES SPECIALIST	1	24.89
MAINTENANCE COORDINATOR	1	26.41
MANAGER BUILDING AND GROUNDS	1	30.41
MANAGER OF EMPLOYEE BENEFITS	1	38.93
MANAGER OF IT OPERATIONS	1	39.75
MANAGER OF PLANNING	1	30.46
MANAGER OF SCHEDULE	1	30.34
MANAGER OF SHOP OPERATIONS	1	37.50
MANAGER OF STORES	1	27.97
MANAGER OF SYSTEMS DEVELOPMENT	1	37.02
MANAGER OF TRAINING & SAFETY	1	35.90
MARKETING ASSOCIATE	1	22.37
MGR OF ADMINISTRATIVE SERVICES	1	32.55
MGR OF BUSINESS & INST. SALES	1	26.70

MGR OF SAFETY, SECURITY & RISK	1	37.54
OFFICE MANAGER	1	22.63
P/T MOBILITY COORDINATOR	1	37.27
P/T TRAVEL TRAINER	1	19.29
PRESIDENT AND MANAGING DIRECTR	1	59.55
PROJECT COORDINATOR	1	19.29
PURCHASING AGENT	2	27.76
ROUTE SUPERVISOR	14	31.37
ROUTE SUPERVISOR/RELIEF DISPAT	3	32.72
SAFETY & TRAINING INSTRUCTOR	2	29.65
SECRETARY	1	21.60
SENIOR HR GENERALIST	1	32.57
SENIOR INVESTIGATOR/ADJUSTOR	2	28.61
SENIOR SYSTEMS ADMINISTRATOR	1	30.75
SHOP SUPERVISOR	1	30.22
STATION SUPERVISOR	5	33.77
SUPERVISOR DISPATCH OPERATIONS	1	35.03
SUPERVISOR OF ACCOUNTING	1	31.48
SUPERVISOR OF PAYROLL	1	33.41
SUPERVISOR OF SCHEDULE	1	30.90
SUPPLY CREW SUPERVISOR	1	25.86
SYSTEMS ADMINISTRATOR	2	27.47
SYSTEMS ANALYST	1	34.63
TALENT ACQUISITION & DEV MGR	1	34.96
TRAINING SUPERVISOR	3	32.92
TRANSIT PLANNER I	1	20.11
TRANSIT PLANNER II	1	21.98
TRANSPORTATION ANALYST	1	21.93
TREASURY SPECIALIST	1	29.41

NR Listing - As of August 2017

Position title	# of staff	Hourly Rate*
ASSISTANT CASHIER	1	\$ 27.12
ASST DIRECTOR OF MAINTENANCE	1	\$ 37.29
DEPUTY DIRECTOR	1	\$ 61.54
CHIEF FINANCIAL OFFICER	1	\$ 51.02
CHIEF HUMAN RESOURCES OFFICER	1	\$ 47.05
CHIEF MKTG & COMM OFFICER	1	\$ 44.08
CHIEF OPERATING OFFICER	1	\$ 50.48
CHIEF ADMINISTRATIVE OFFICER	1	\$ 56.73
COMMUNICATIONS EXEC/PERF ANLST	1	\$ 26.88
COMMUNICATIONS MANAGER	1	\$ 26.89
COMMUNITY RELATIONS LIAISON	1	\$ 28.87
COMPLIANCE AUDITOR/ASSESSOR	1	\$ 26.39
CONTRACT COMPLIANCE MANAGER	1	\$ 38.46
CONTROLLER	1	\$ 39.46
COORD OF STATION OPERATIONS	1	\$ 35.03
COORD OF STREET OPERATIONS	1	\$ 35.78
COORDINATOR OF EMPLOYMENT	1	\$ 26.66
CUSTOMER SERVICE MANAGER	1	\$ 36.56
CUSTOMER SERVICE SUPERVISOR	1	\$ 25.84
DIRECTOR MATERIALS MANAGEMENT	1	\$ 43.27
DIRECTOR OF INFO TECHNOLOGY	1	\$ 48.08
DIRECTOR OF LABOR RELATIONS	1	\$ 44.88
DIRECTOR PARATRANSIT SERVICES	1	\$ 43.27
DIRECTOR SAFETY SECURITY RISK	1	\$ 40.87
DIRECTOR SCHEDULE & PLANNING	1	\$ 43.27
DISPATCHER	5	\$ 34.06
DIVISION MANAGER	3	\$ 36.88
ELIGIBILITY ASSESSOR	2	\$ 22.71
EMPLOYMENT SUPERVISOR	1	\$ 26.52
ESTIMATOR/SHOP SUPERVISOR	1	\$ 30.15
EXECUTIVE OFFICE MANAGER	1	\$ 28.17
FARE REVENUE SYSTEM MANAGER	1	\$ 36.01
FARE REVENUE SYSTEM SPECIALIST	1	\$ 29.88
FLEET PROJECT COORDINATOR	1	\$ 30.39
GARAGE MANAGER	2	\$ 33.57
GARAGE SHIFT SUPERVISOR	8	\$ 29.66
GRAPHIC ARTIST & COORDINATOR	1	\$ 24.59
HUMAN RESOURCES COORDINATOR	1	\$ 22.85
HUMAN RESOURCES GENERALIST	1	\$ 25.26
INTERIM DIR OF MAINTENANCE	1	\$ 37.24
INTERIM DIR OF TRANSPORTATION	1	\$ 41.64
INTERIM GARAGE MANAGER	1	\$ 40.87
MAINTENANCE COORDINATOR	1	\$ 26.81
MANAGER BUILDING AND GROUNDS	1	\$ 30.87
MANAGER OF EMPLOYEE BENEFITS	1	\$ 39.51
MANAGER OF PLANNING	1	\$ 30.92
MANAGER OF SCHEDULE	1	\$ 30.80
MANAGER OF SHOP OPERATIONS	1	\$ 38.06
MANAGER OF STORES	1	\$ 28.39

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

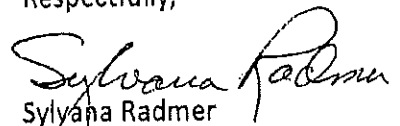
* Where multiple staff have the same title, the average wage is shown.

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



AMALGAMATED-TRANSIT UNION

LOCAL 998 • AFFILIATED WITH AFL-CIO

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

January 5, 2017

Sylvana Radmer
Director of Human Resources
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

Dear Sylvana:

It is the Union's understanding that our members, who are drivers of Milwaukee County Transit System, are experiencing unsafe situations on the bus that have not been disclosed to the Union by the Company. The Union expects to be informed by the Company, whenever a situation arises on the bus that involves our members'/bus operators' safety. We expect to be informed as soon as possible of "all" assaults and incidents against the M.C.T.S. bus operators, including the dates and times of each safety issue.

It is the Union's responsibility to represent our members, who experience unsafe situations on the bus, that could lead to the endangerment of M.C.T.S. bus operators, as well as the passengers. The security of a safe working environment should not be ignored.

Therefore, it is the Union's request that M.C.T.S. informs the Union of "all" assaults and incidents that occur on the bus. Your cooperation to this request is needed for the safety of the M.C.T.S. bus operators and passengers.

If you have any questions or concerns regarding this matter, please do not hesitate to contact me.

Sincerely,

James Macon, President
Amalgamated Transit Union, Local 998

JM:vc:opeiu9aficio

Cc: Attorney Barbara Quindel
Milwaukee County Board Supervisor Michael Mayo



AMALGAMATED TRANSIT UNION

LOCAL 998 • AFFILIATED WITH AEL-CIO

734 North 26th Street Milwaukee, WI 53233 (414) 342-4300 Fax: (414) 342-1996

August 24, 2016

Sylvana Radmer
Director of Human Resources
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

Dear Ms. Radmer:

Ms. Kim Richards has been scheduled to return to work by the Company's doctor. She is currently on medication that contains narcotic drugs. It has been determined that any narcotic drug found in a person's system can lead to termination of employment. It is also noted that Ms. Richards does not feel safe returning to her assigned driving duty at this time, due to her medical condition. Ms. Richards has expressed that she fears the possibility of endangering passengers lives as well as her own, if she is forced to drive the bus for M.C.T.S., due to the medication's side effect. If this should happen, it would be a tragedy to everyone involved in her forced-back to work status. Who would be responsible if an accident resulted involving Ms. Richards, who is currently taking narcotic medication, during her hours of driving a Milwaukee County Transit System's bus? What protection does Ms. Richards have, if a tragedy of this nature would actually happen?

Therefore, I request at this time, a light duty work assignment be given to Ms. Richards, in light of her current medication and health condition and the conflicting evaluation from the doctors' and psychiatrists' reports. Operating a bus in her condition, would only lead to the possibility of Ms. Richards endangering the lives of bus passengers and possibly others, as well as her own. I believe the county and Milwaukee County Transit System would be liable if this would happen.

Sincerely,

James Macon, President
Amalgamated Transit Union Local 998

JM:vc:opeiu9afclio

Cc: Dan Boehm
County Board Supervisor Michael Mayo
All County Board Supervisors



AMALGAMATED-TRANSIT UNION

LOCAL 998 • AFFILIATED WITH AFL-CIO

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

October 24, 2016

County Board Supervisor Michael Mayo
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

Dear County Board Supervisor Mayo:

This is a request to investigate all complaints regarding Family Medical Leave Act (FMLA) from Milwaukee County Transit System (MCTS). Over the past several years, complaints from ATU Local 998 have been brought to your attention, concerning FMLA and Workers' Compensation issues. These issues have been addressed to the Transportation Committee, but per MCTS, there were no issues with FMLA, which is not true. It is my understanding that MCTS will end the services of FMLA Source in January 2017. Many of the MCTS employees have been discharged, due to the manner of how the FMLA Source is being handled. Yet, we were fortunate to help some of the workers return to work, based on individual circumstances.

The current FMLA Source has failed, and now, MCTS wants to hire another FMLA company called "Care Works" in Ohio, which is farther away. Our Local suggests to have Family Medical Leave Act brought back in-house, where it would be more efficient for our members, without having to depend on outside sources to process paperwork through their delayed services. Having FMLA in-house would alleviate the waiting period and speed up the FMLA process in a timely fashion. This would be easily accomplished, because all necessary forms, employee records and other needed information are local.

Workers' Compensation is another issue of concern. Denials after denials have been the outcome of our drivers who have suffered injuries on the bus. One case involves a driver who witnessed the shooting of a passenger and was taken off the bus by the police. This individual was informed that she needs to come back to work and drive. The company is aware of the various medications the driver must take. She is no longer on Workers' Compensation because it was denied. Another case involves a driver who was hit by a car in between her split run, when she was on her way to another route. She was also denied Workers' Compensation. Another driver was denied Workers' Compensation after he/she was found at the Transit Center with a busted head injury and a busted lip. Another driver suffered a foot injury from a wheelchair that had rolled over her foot. She also was denied Workers' Compensation and was informed that she had to return to work wearing her boot brace.

There are many cases in lawsuits, and appeals are being made to the state against the denials of Workers' Compensation. The safety of our bus drivers and bus riders are important and need not be ignored any longer. I urge you to consider this matter as being crucially important. MCTS workers are being forced back to work, despite their medical condition given by their doctors. Who is responsible for these workers, if they should become injured, or cause injury to others, after they have been forced back to work, based on decisions made by Workers' Compensation?

Sincerely,

James Macon, President
Amalgamated Transit Union, Local 998

JM:vc:opeciu9afclcio

Cc: All Milwaukee County Board of Supervisors
County Executive Chris Abele



AMALGAMATED ~~TRANSIT~~ UNION

LOCAL 998 • AFFILIATED WITH AFL-CIO

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

December 19, 2016

To: All Milwaukee County Board of Supervisors

JAMES MACON
President

MICHAEL BAUTCH
Vice President

JOHN GROH
Financial Secretary
Treasurer

CASSANDRA COBB
Recording Secretary

Dear Milwaukee County Board of Supervisor:

Milwaukee County Transit System (MCTS) has consistently misled the County Board on several issues. Example: The County Transportation Board was informed by Dan Boehm (MCTS) that there were no problems with Family Medical Leave Act (FMLA), nor Workers' Compensation. This is not true. Milwaukee County Transit System recently dismissed FMLA Source (an out-source firm). It is my understanding that Careworks is the replacement.

It is also my understanding that MCTS is seeking other companies about outsourcing jobs. If this is true, are you aware of any cost-savings that will benefit MCTS?

As a taxpayer and resident of the City of Milwaukee and Milwaukee County, I don't understand why I am expected to pay \$50.00 for wheel tax.

I am sure the public would be interested in knowing about these issues and how they will be addressed.

Sincerely,

James Macon

James Macon, President
Amalgamated Transit Union, Local 998

JM:vc:opeiu9afcio

Cc: County Executive Chris Abele

File



AMALGAMATED-TRANSIT UNION

LOCAL 998 • AFFILIATED WITH AFL-CIO

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

JAMES MACON
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JOHN GROH
Financial Secretary-
Treasurer

CASSANDRA COBB
Recording Secretary

February 3, 2017

Silvana Radmer
Director of Human Resources
Milwaukee County Transit System
1942 North 17th Street
Milwaukee, WI 53205

Dear Ms. Radmer:

This is a second follow-up concerning your letter dated January 11, 2017, regarding clarification of our requests for information.

Go Passes: How are the proceeds used from the purchase of new, lost, stolen or damaged *Go Passes*? (Open Records).

Outsourcing of MCTS Functions: Prior to outsourcing Workers' Compensation and Family Medical Leave Act administration in the Fall of 2016, did MCTS do any analysis of the cost difference between outsourcing these functions and performing these functions in-house? If so, please provide our Local with copies of the analysis.

Contracting with First Transit and other paratransit companies: Has MCTS or the county done any analysis of the cost difference between contracting with these companies for paratransit services, as compared to MCTS performing this work? If so, please provide our Local with copies of the analysis.

If you have any questions or concerns regarding the information we are seeking, please do not hesitate to contact me.

Sincerely,

James Macon, President
Amalgamated Transit Union Local 998

JM:vc:opelu9afclio

Enclosure: (July 2016 Position/Wage List)



AMALGAMATED-TRANSIT UNION

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Recording Secretary

August 8, 2016

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

Dear Sylvana:

It is my understanding that many of our members have been denied "Sick Day" donations. According to the General Labor Agreement, Article XXII— SICK LEAVE, Section 22.06: *When mutually agreed upon by the Company and the Union, employees may donate in a calendar year up to three (3) of their accumulated sick days to another employee, who because of a grave and extended illness of at least thirty (30) working days, has exhausted all of their sick leave allowance.*

Based on the above agreement (...because of "grave" **and** "extended" illness...) most of our members have been granted "Sick Days" due to **EXTENDED ILLNESS**. The article does not limit the need for **GRAVE ILLNESS** only. Nevertheless, our members have been denied "Sick Days" based on **GRAVE ILLNESS "only,"** which the Union believes this to be in violation of the labor agreement.

Kimberly Richards was sent to MCTS's doctor, due to Workman's Compensation. As you are aware, Ms. Richards has authorized a release of her medical records from the company's doctor and any additional information related to the Brown Deer shooting (N. 60th Street) on July 7, 2016, which you should be in receipt of at this time. Please forward this request to ATU Local 998 as soon as possible. (Refer to August 3, 2016 letter addressed to you, regarding this matter).

On August 2, 2016, I requested information pertaining to the company's "Bus Change" policy, regarding repulsive odors in buses that bus operators and passengers have been exposed to. I want to know if these buses are taken out of service. As of this date, no response has been brought to my attention on this issue.

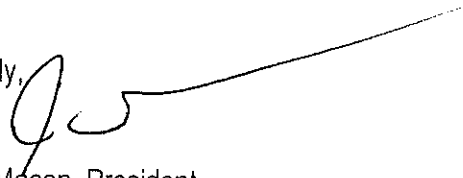
ATU Local 998's "Fare Collection" grievance has been recently denied by you, due to untimeliness, caused by the company not responding to a request needed by our local involving the Fare Collection.

Michael Bautch and I have made many attempts to meet with you on many grievances in a timely manner, but your delay in responding to our requests have resulted in untimely grievances that could have been put on hold for further discussions between the local and company.

Anthony Jamal's grievance has not been setup with a grievance number by the company. It is my understanding, you stated that it would only take one day to setup grievance numbers. What is the status on this?

Your prompt response regarding the above issues is needed at this time.

Sincerely,

A handwritten signature in black ink, appearing to be 'JM', with a long horizontal line extending to the right.

James Macon, President
Amalgamated Transit Union, Local 998

Cc: County Supervisor Michael Mayo
Dan Bohem, (MCTS)

JM:vc:opeciu9-aflcio

February 15, 2017

James Macon
President ATU (Local 998)
734 North 26th Street
Milwaukee, WI 53233

Dear Mr. Macon,

This letter is intended to respond to several letters you have sent MCTS in January and early February. Although we have had several conversations regarding the issues, I will respond to them in writing, referencing your written requests. I have also attached all your letters thus far, including a written response from MCTS on 1/11/17.

In the future I request that you wait at least 10 business days before sending additional letters, repeating your requests.

1. Request that the Union be informed of "all" assaults and incidents that occur on the bus. (January 5, 2017).
Answer: If an incident occurs on the bus that involves an operator, it is the operator's choice whether to involve the Union. The Union is welcome and has attended our monthly security meetings, and can request and view reports of incidents with proper notice.
2. Request to place employees denied Worker's Compensation in available positions. (January 20, 2017).
Answer: In accordance with the Americans with Disabilities Act, employees who have been identified as having permanent work restrictions are given the opportunity to request reasonable accommodations and/or are considered for placement in other positions which meet their restrictions.
3. Request for Marsha Pharr to be allowed "Sick Day" donations. (January 20, 2017).
Answer: As we have discussed on many occasions, any request for Sick Day donations must be accompanied by a doctor's report, identifying how the situation is a grave and long-term condition. This is in accordance with the Collective Bargaining Agreement, Section 22.06 which states "When mutually agreed upon by the Company and the Union, employees may donate in a calendar year up to three (3) of their accumulated sick days to another employee who, because of a grave and extended illness of at least thirty (30) working days, has exhausted all of their sick leave allowance."
4. Request for updated list of management salaries. (January 24, 2017).
Answer: This was provided to you on 1/24/17.



AMALGAMATED TRANSIT UNION

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

January 5, 2017

Sylvana Radmer
Director of Human Resources
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

Dear Sylvana:

It is the Union's understanding that our members, who are drivers of Milwaukee County Transit System, are experiencing unsafe situations on the bus that have not been disclosed to the Union by the Company. The Union expects to be informed by the Company, whenever a situation arises on the bus that involves our members'/bus operators' safety. We expect to be informed as soon as possible of "all" assaults and incidents against the M.C.T.S. bus operators, including the dates and times of each safety issue.

It is the Union's responsibility to represent our members, who experience unsafe situations on the bus, that could lead to the endangerment of M.C.T.S. bus operators, as well as the passengers. The security of a safe working environment should not be ignored.

Therefore, it is the Union's request that M.C.T.S. informs the Union of "all" assaults and incidents that occur on the bus. Your cooperation to this request is needed for the safety of the M.C.T.S. bus operators and passengers.

If you have any questions or concerns regarding this matter, please do not hesitate to contact me.

Sincerely,

James Macon, President
Amalgamated Transit Union, Local 998

JM:vc:opeiu9affcio

Cc: Attorney Barbara Quindel
Milwaukee County Board Supervisor Michael Mayo



AMALGAMATED TRANSIT UNION

LOCAL 998 • AFFILIATED WITH AFL-CIO

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

JAMES MACON
President

MICHAEL BAUTCH
Vice President

JOHN GROH
Financial Secretary-
Treasurer

CASSANDRA COBB
Recording Secretary

January 20, 2017

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

Dear Sylvana:

Many of the MCTS workers/ATU members have been denied for Workers' Compensation. Unfortunately, they are unable to perform their essential duties of their current position. ATU Local 998 request that the company make every effort to place these employees in an available position for which the employee is qualified to do.

ATU Local 998 would like to reestablish the PEL List (Preferred Eligibility List) to be available for employees who are on Workers' Compensation and for future employees to be available for the same. We believe there are positions to be available that are listed in the contract and are not being filled.

In the past, Human Resources Department, would advise PEL employees as to what the available positions are, as they become available for posting and would mail copies to the PEL employees, so that they can bid on all jobs that they may be qualified to perform.

In closing, ATU Local 998 request that a posting be made available by the Company for "Sick Day" donations for Marsha Pharr, Badge 310.

Your prompt response to the above matter is deeply appreciated. Thank you.

Sincerely,

James Macon, President
Amalgamated Transit Union, Local 998

JM:vc:opeiu9aficio

Cc: Michael Bautch
Mick Jarvis
County Supervisor Michael Mayo



AMALGAMATED TRANSIT UNION

LOCAL 998 • AFFILIATED WITH AFL-CIO

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

January 24, 2017

Silvana Radmer
Director of Human Resources
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

Dear Ms. Radmer:

This is a follow-up of your letter dated January 11, 2017 regarding clarification of our requests for information.

Management Salaries: I have enclosed a list of positions and wage rates we received in July 2016. Please update the enclosed list with current rates of pay, including any positions added since then, including persons in these positions.

Outsourcing of MCTS Functions: Prior to outsourcing Workers' Compensation and Family Medical Leave Act administration in the Fall of 2016, did MCTS do any analysis of the cost difference between outsourcing these functions and performing these functions in-house? If so, please provide our Local with copies of the analysis.

Contracting with First Transit and other paratransit companies: Has MCTS or the county done any analysis of the cost difference between contracting with these companies for paratransit services, as compared to MCTS performing this work? If so, please provide our Local with copies of the analysis.

If you have any questions or concerns regarding the information we are seeking, please do not hesitate to contact me.

Sincerely,

James Macon, President
Amalgamated Transit Union Local 998

JM:vc:opeiu9aficio

Enclosure: (July 2016 Position/Wage List)



AMALGAMATED-TRANSIT UNION

LOCAL 998 • AFFILIATED WITH AFL-CIO

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

JAMES MACON
President

MICHAEL BAUTCH
Vice President

JOHN GROH
Financial Secretary
Treasurer

CASSANDRA COBB
Recording Secretary

February 3, 2017

Silvana Radmer
Director of Human Resources
Milwaukee County Transit System
1942 North 17th Street
Milwaukee, WI 53205

Dear Ms. Radmer:

This is a second follow-up concerning your letter dated January 11, 2017, regarding clarification of our requests for information.

Go Passes: How are the proceeds used from the purchase of new, lost, stolen or damaged *Go Passes*? (Open Records).

Outsourcing of MCTS Functions: Prior to outsourcing Workers' Compensation and Family Medical Leave Act administration in the Fall of 2016, did MCTS do any analysis of the cost difference between outsourcing these functions and performing these functions in-house? If so, please provide our Local with copies of the analysis.

Contracting with First Transit and other paratransit companies: Has MCTS or the county done any analysis of the cost difference between contracting with these companies for paratransit services, as compared to MCTS performing this work? If so, please provide our Local with copies of the analysis.

If you have any questions or concerns regarding the information we are seeking, please do not hesitate to contact me.

Sincerely,

James Macon, President
Amalgamated Transit Union Local 998

JM:vc:opeiu9aficio

Enclosure: (July 2016 Position/Wage List)



AMALGAMATED-TRANSIT UNION

LOCAL 998 • AFFILIATED WITH AFL-CIO
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

JAMES MACON
President
MICHAEL BAUTCH
Vice President
JOHN GROH
Financial Secretary-
Treasurer
CASSANDRA COBB
Recording Secretary

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).



AMALGAMATED TRANSIT UNION

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

September 23, 2014

Michael Mayo
Milwaukee County Supervisor
901 North 9th Street, Rm. #201
Milwaukee, WI 53233

JAMES MACON
President
RICK BASSLER
Vice President
JOHN GROH
Financial Secretary-
Treasurer
CASSANDRA COBB
Recording Secretary

Dear Supervisor Mayo:

At this time, our local is aware of the county board's search for a solution in bringing our workers in-house. As stated previously, it is our desire that Milwaukee Transit Services remain the overseer of the company (Milwaukee County Transit System). We are very interested in your attempt to restructure the top two executives as county employees. It is the local's understanding that there will be no transitions of the employees. Other alternatives that were presented to us regarding the RFP, would not benefit the need to serve the riding public.

I am asking the county board to consider allowing the Sheriff to manage the security firm (G4S) for Milwaukee County Transit System. Our security suffers the need of accountability for the safety of our drivers and passengers. We believe working with the Sheriff and deputies would help make a difference in providing the safety needed for the protection of our drivers and passengers.

In the past, a solution had been presented to the board in reference to my above request, but at that time, a former county supervisor stated that it could not be done, due to MCTS overseeing the security, during the contract. I believe with the combined effort of the Sheriff, deputies, and the security firm (G4S), we can accomplish our goals, with the needed security for the protection of our drivers and passengers.

As you are aware, due to the Concealed Carry of Firearm law, many of our passengers are carrying weapons on the bus. Even though there may be passengers who are licensed to carry a concealed firearm, there are others who are unlicensed to do so. I have asked that our security be allowed to carry Tasers for their safety when confronted by a life-threatening situation or when needed. The security officers have backgrounds in the Military Law Enforcement and other security backgrounds. They are capable and trained to carry Tasers.

Dan Boehm and I are working on other issues of concern. Yet, questions remain concerning the justification of recent promotions.

In closing, thank you for your support. As in the past, we will definitely support you in the near future.

Sincerely,

James Macon, President
Amalgamated Transit Union Local 998

JM: VC: opeiu9alcio

Cc: Rick Bassler
Milwaukee County Supervisors
Brian Dranzik
Dan Boehm

PS. I am looking for a maintenance person who would be highly qualified to work in the main office of MCTS, as an over-seer of maintenance issues.

Michael Bautch

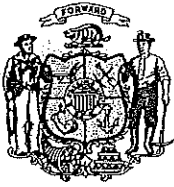
From: Julie Schneider <JSchneider@mcts.org>
Sent: Wednesday, September 16, 2015 7:51 AM
To: Brendan Conway; Dan Boehm; Emmett Nash; Mark Stein; Sandra Kellner
Cc: president@atu.998; Vice President ATU
Subject: Shooting at bus

Here is the police summary from yesterday's incident where 12/207 bus 5210 was shot at 5:33 p.m.

2157 N 12- Tuesday, September 15th- 6 PM- Bus related- The suspect was driving S/B and Victim #1 was driving N/B. The victim claimed that the suspect fired at the victim's car striking it in the hood for no reason. A separate incident was later filed: A bus (Victim #2) was hit in the cross fire. The driver of a gold auto was firing at a black auto, and the driver of the black auto fired back at the gold auto.

Possible video at 2157 N 12- Leon Williamson's Funeral Home. Sixteen casings recovered; one- 9mm and fifteen- .40 cal. PO DAVIS investigated.

Julie Schneider, CPP
Manager of Security and Street Operations Milwaukee County Transit System
1942 N. 17th St.
Milwaukee, WI 53205
jschneider@mcts.org
(414) 937-3228
www.ridemcts.com



State of Wisconsin
2015 - 2016 LEGISLATURE

LRB-3212/P1

PJH:ahe

PRELIMINARY DRAFT - NOT READY FOR INTRODUCTION

1 **AN ACT** *to amend* 175.60 (2g) (a); and *to create* 175.60 (16) (a) 9. and 941.22 of
2 the statutes; **relating to:** possessing a weapon on a motor bus used for public
3 transit and providing a criminal penalty.

Analysis by the Legislative Reference Bureau

This bill makes it a Class I felony to possess, with certain exceptions, a weapon on a motor bus that is used for public transit. Under current law, a person may generally carry a weapon that is not concealed. A person who has a license to carry a concealed weapon may generally possess the concealed weapon into any area, but may not possess a concealed weapon in certain excluded areas, including in law enforcement or court buildings, in correctional facilities, in certain mental health institutions, beyond security checkpoints in airports, on school grounds and premises, in taverns if the person is consuming alcohol, at special events where organizers don't allow it, or in businesses or on private property where the owner prohibits or limits concealed weapons.

Under this bill, only a person who is a current or former law enforcement officer or a game warden may possess a weapon on a bus that is used for public transit, regardless of whether the person has a license to carry a concealed weapon. A person who does so is subject to a fine up to \$10,000, imprisonment for up to three years and six months, or both.

STATE CAPITOL
PO BOX 7882
MADISON, WI 53707-7882



608-266-8535
TOLL FREE: 800-249-8173
FAX: 608-282-3543

Wisconsin State Senate
Senator Tim Carpenter
Third District

October 8, 2015

Michael Bautch
3825 W Forest Home Ave
Milwaukee, WI 53215-3535

Dear Michael,

I hope you are doing well!

I know things have been busy, but I just wanted to touch bases with you to see if you had any thoughts on the enclosed preliminary bill to prohibit weapons on public buses.

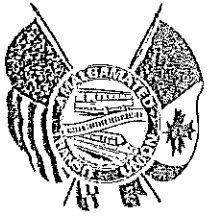
Can you give me a call when you have a chance to review it? I would very much appreciate to hear your thoughts before I put it into a final version.

I look forward to hearing from you in the future about any issues that concern you.

Best wishes,

A handwritten signature in cursive script that reads 'Tim'.

Tim Carpenter
State Senator



AMALGAMATED TRANSIT UNION

LOCAL 998 • AFFILIATED WITH AEL-CIO

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

4
MACON

JAMES MACON
President

MICHAEL BAUTCH
Vice President

JOHN GROH
Financial Secretary
Treasurer

CASSANDRA COBB
Recording Secretary

April 9, 2019

Dear County Board Supervisor:

As you are award, information has been forwarded to you concerning the management under the leadership of Dan Boehm. ATU Local 998 made it perfectly clear that we do not support having a private company operating Milwaukee County Transit System.

Unfortunately, the management under Dan Boehm has not been honest about the on-going problems being resolved, such as the fare boxes that still remain inoperable; on-going problems with Family Medical Leave Act (FMLA), and Workers' Compensation cases, which have lawsuit complaints against the state. There are also discrimination complaints that need to be investigated; an incomplete audit report and service cuts are also in question.

The morale of our members is very low, as a result of the ongoing problems. Workers are constantly being terminated or resigning their employment. As a reminder, do not forget about the late Donte Hamilton's brother who was discriminated against being hired by MCTS...and the list goes on.

In closing, MCTS's Pension Board did not agree to change the contribution amount.

There was a work stoppage in 2015. There is a possibility that it could happen in the near future.

Sincerely,

James Macon, President
Amalgamated Transit Union, Local 998

