

Item 1 Macon

# Milwaukee County Transit System

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

vital then. vital now.



September 8, 2014

James Macon  
President, ATU Local 998  
734 North 26<sup>th</sup> Street  
Milwaukee, WI 53233

Dear James,

This communication is in response to the letters you have submitted to the Company on various issues. In your letters you raise concerns related to mechanical problems with buses and fare boxes. With respect to the fare boxes, MTS has been in ongoing communications with the Union with respect to the fare box project, sharing both the time line for each phase and the unanticipated setbacks we have experienced. MTS continues to take affirmative steps to ensure the fare box project will be successful. Regarding the concerns raised about mechanical problems on the bus, when MTS took delivery of the 5400's there were issues related to the brake interlock system as well as the kneeling feature. Those problems have since been resolved by the manufacturer, New Flyer.

The Union has also raised concerns about transit security, specifically that the current security contractor should be permitted the option to use tasers. We believe our buses are safe and 99.8% of rides are incident free. As you know MTS takes the following security measures to ensure bus operators and passengers are safe:

- All buses are equipped with on-board cameras and a silent alarm (direct contact to the Dispatch office and activation of on-board microphone)
- Dispatchers have transit security on speed dial.
- G4S personnel carry pepper spray and use it sparingly – only when dealing with elevated situations off the bus (this occurs on average twice a year).

If ATU has information, including reports and statistical analysis from comparable transit systems where the use of tasers have been effective in deterring and reducing on-board bus security incidents, MTS is willing to review such information. MTS continues to be committed to working with ATU on exploring reasonable and cost-effective solutions to improving security on transit buses.

Finally, the Union has requested that the Company create a maintenance training program in order to create an advancement option for cleaner-tankers who may want to become bus mechanics. While MTS believes this subject would be best discussed at the bargaining table, we are open to discussing mechanic training program models in advance of the upcoming labor negotiations. If ATU has information on mechanic training program models that are successful at other transit properties, please provide me with the training program details, including structure and curriculum.

Sincerely,

Chariteisha Carson-Clark  
Chief Civil Rights & Labor Officer



# 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 5, 2017

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

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

Item 1  
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Item 1  
Macon

GWEN MOORE  
4TH DISTRICT, WISCONSIN

COMMITTEE ON  
FINANCIAL SERVICES  
MONETARY POLICY AND TRADE, BANKING MEMBER  
FINANCIAL INSTITUTIONS AND CONSUMER CREDIT  
OVERSIGHT AND INVESTIGATION

DEMOCRATIC STEERING AND  
POLICY COMMITTEE

CONGRESSIONAL BLACK CAUCUS WHIP



WASHINGTON OFFICE:  
2252 RAYBURN HOUSE OFFICE BUILDING  
WASHINGTON, DC 20515  
(202) 225-4572

DISTRICT OFFICE:  
316 N. MILWAUKEE ST, SUITE 406  
MILWAUKEE, WI 53202  
(414) 297-1140  
FAX: (414) 297-1086

Congress of the United States  
House of Representatives  
October 5, 2017

K. Jane Williams  
Acting Administrator  
Office of the Administrator  
Federal Transit Administration  
1200 New Jersey Avenue, SE  
Washington, DC 20590

Dear Acting Administrator Williams,

I write to urge you to move swiftly to begin the rulemaking process on a proposal to protect transit operators from assault, as required by the Fixing America's Surface Transportation (FAST) Act, Public Law 114-94.

The threat faced by bus and transit operators every day is real. The recent assault by a passenger using a jar of urine against a bus operator in Washington DC is only the latest in a string of violent attacks directed towards drivers. Last year, a driver for the Milwaukee County Transit System related her trauma from seeing the police shoot a passenger who had assaulted her as well as officers who came to her aid.<sup>1</sup> Sadly, such incidents are no exception. These attacks not only threaten the health and well-being of these public servants, but it also directly affects the safety and security of their passengers.

In response to rising concerns about the safety of transit operators, Congress included a requirement in the FAST ACT (sec. 3022) that the U.S. Department of Transportation propose a rule to protect public transportation operators from assault within 90 days of completing a review of public transportation safety standards. It is my understanding that the safety standards review was released in January 2017.

Despite a host of events in the last year to gather information from the public and stakeholders on the problem of assault and violence against bus and transit operators, the Federal Transit Administration (FTA) has yet to start the rulemaking process. Continued delay is not necessary or helpful.

New rules cannot prevent every assault. However, they can help create national standards that transit agencies can use to create a safe environment for the men and women who are responsible for the transportation of tens of millions of Americans each day. The FTA has rightly acknowledged in the past that "any form of violence against transit workers poses a serious

<sup>1</sup> <http://www.tmj4.com/news/local-news/milwaukee-county-bus-driver-describes-police-shooting>, July 18, 2016.

TAMMY BALDWIN  
WISCONSIN

United States Senate  
WASHINGTON, DC 20510-4906

COMMITTEES:  
APPROPRIATIONS  
COMMERCE  
HEALTH, EDUCATION,  
LABOR, AND PENSIONS

July 18, 2017

Mr. James Macon  
President  
Amalgamated Transit Union (ATU)  
Local 998  
734 North 26th Street  
Milwaukee, Wisconsin 53233

Dear Mr. Macon:

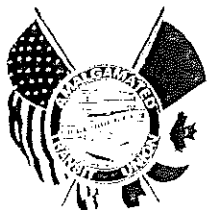
Thank you for contacting me about the importance of public transportation. I appreciate you sharing with me the concerns of the Amalgamated Transit Union Local 998.

Public transportation is one of the most vital components of a 21<sup>st</sup> century infrastructure network. I have always been a strong partner in advancing Wisconsin's transportation projects that connect people to jobs. Efficient and affordable public transportation will positively benefit our society, environment and economy.

President Trump has called for a \$1 trillion investment to rebuild our nation's crumbling infrastructure. I stand ready to work with members of both parties and the President on this bold plan if it includes real investments in modernizing roads, bridges, railways, waterways, airports, and public transportation networks. With all that Wisconsin stands to gain from a bold infrastructure package, we need a plan that will solve infrastructure challenges across Wisconsin and grows our economy; not a plan that lines the pockets of investors on Wall Street.

Unfortunately, President Trump's fiscal year 2018 budget proposal fails to make good on his promise to invest in transportation infrastructure. The budget eliminates the Transportation Investment Generating Economic Recovery (TIGER) grant program and a substantial limitation of which projects can receive federal funding through the Federal Transit Administration's Capital Investment Program. It is important to note that this budget is only a proposal for Congress to consider. As a member of the Senate Appropriations Committee, I will continue to fight for transit funding that connects people to jobs.

You may also be interested to know that I joined Senate Democrats in putting forward an infrastructure proposal that includes a significant investment in public transportation. I believe these investments are critical to ensure that public transit users can travel safely to their jobs, schools and throughout communities.



# AMALGAMATED TRANSIT UNION

LOCAL 998 • AFFILIATED WITH AFL-CIO

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

January 18, 2019

THE LONG RANGE GOALS OF THE AMALGAMATED TRANSIT UNION, LOCAL 998, THAT PROTECT THE OPERATORS OF PUBLIC MASS TRANSIT VEHICLES AND THEIR PASSENGERS, AND THE FINANCIAL SUSTAINABILITY OF PUBLIC TRANSPORTATION IN THE STATE OF WISCONSIN.

JAMES MACON  
President

MICHAEL BAUTCH  
Vice President

JOHN GROH  
Financial Secretary  
Treasurer

CASSANDRA COBB  
Recording Secretary

Assist in the drafting, lobbying and passage of legislation that would prohibit any person from carrying a loaded firearm on any public transportation conveyance (vehicle) in the State of Wisconsin. This could be included in Wisconsin State Statute 941.235, Carrying firearm in public building. All exclusions mentioned in Wisconsin State Statute 941.23, all sub-sections, would apply. This would be considered a Class A misdemeanor or Class I felony.

Assist in the drafting, lobbying and passage of legislation that would prohibit any person from throwing or expelling bodily fluids at any public transportation operator or official, operating or staffing any public transportation vehicle, in the State of Wisconsin. Public transportation operators or officials could be included in Wisconsin State Statute 941.375, Throwing or discharging bodily fluids at public safety workers. This would be considered a Class I Felony and could also be used in conjunction with Wisconsin State Statute 940.20 (6), (a), (b), sub.1,2 and 3, Battery to Public Transit Vehicle Operator, Driver, or Passenger (also a Class I Felony).

Assist in the drafting, lobbying and passage of legislation that would enable regions around the state to form Regional Transit Authorities. We believe this type of legislation could assist communities through the combining of certain resources to achieve not only multi-modal transportation choices, but routing that spans several parts of individual regions at affordable prices.

Assist in the drafting, lobbying and passage of legislation that would create a dedicated funding source for state-wide public transportation. Although ATU998, the state's largest union representing transit operators and mechanics in the southeastern area of the state is based in Milwaukee, we recognize the importance of proper funding for every public transportation system in the state. In the past eight years and under a different administration, public transportation has seen a decrease in assistance from the state that has caused many public transit systems to raise fares, cut routes, and operate vehicles well past their FTA useful life span.

OVER



Item 1 Macon

# 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.

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***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

Milwaukee County Transit System

# SPECIAL BULLETIN

For Transportation Department Employees

No. 15-536

Issued: October 22, 2015

## FARE DISPUTES

### TO ALL OPERATORS:

When a question arises with a customer as to payment of a fare, the correct fare, or the validity of a pass, ticket or transfer, the Operator should inform the customer of the proper fare and request the fare only once, in a polite manner.

If the customer persists, the Operator should not further request the proper fare. Operators should not inconvenience other customers by delaying service due to a fare dispute unless it is unsafe to continue. For the safety of Operators and customers, Operators should not become verbally aggressive toward the customer. Operators should never attempt to detain a customer for any reason.

Operators should contact the Dispatcher using the Fare Dispute message when a customer boards with a blocked M•CARD or to request assistance with customers who repeatedly board without paying the proper fare. Operators should also file an Operator Security Report if additional assistance by Transit Security is needed.

If you have any questions, please contact your Station Supervisor or Division Manager.



Emmett Nash II  
Director of Transportation



# AMALGAMATED-TRANSIT UNION

LOCAL 998 • AFFILIATED WITH AFL-CIO

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

Item 1 Mac on

January 5, 2017

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

JAMES MACON  
President

MICHAEL BAUTCH  
Vice President

JOHN GROH  
Financial Secretary  
Treasurer

CASSANDRA COBB  
Recording Secretary

Dear Sylvana:

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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:opeiu9afcio

Cc: Attorney Barbara Quindel  
Milwaukee County Board Supervisor Michael Mayo

## MCTS Operator Security Review

### Passenger Interaction Program (PIP) Basics

- Bus Operators Represent MCTS and are seen as the authority figure.
- Do you train or punish your passengers for not doing what you expect?
- What is your stress level?
- What is your passenger's stress level?
- What is the situation?
- How you talk to the passenger will either escalate or de-escalate the situation.

### Immediate Risk Analysis - EVALUATE

- Does situation put riders or you at risk?
- Can you avoid confrontation?
- What is worst-case scenario? Weapons?
- If you take action, what are the risks – what are the benefits?

### What are your options – There are consequences to the choices you make

- Ignore
- Warn passenger – what's your style?
- Give them a positive option – *"If you turn down your radio, then I won't have to call security and everyone can get to where they are going..."*
- Write report
- 4-way flashers
- Security
- Dispatch

### In a volatile situation

- Don't take it personally
- Let the person vent and try to empathize with their stresses
- Stop and think before you say something you cannot take back
- Apologize for Peace
- Allow the person to leave – You cannot hold anyone on the bus
- Do not leave your seat
- Keep your cool and breathe! What you want to do may be different from what you should do!

**Police issue on the bus** – Keep the doors closed and follow direction of law enforcement.  
Always report it to the dispatcher

### G4S Secure Solutions Inc.– Contracted Transit Security Team

Security officers are called "CPO" (Custom Protection Officer)

- Ride in 2's – front and back of the bus
- Information they need
- Authority in all security issues

### Operator Security Report

Used for regular problem issues where you would like transit security assistance.

### Security Bulletins

Security bulletins are periodically posted – Usually RED in Color and on security bulletin board.

## Concealed Carry Facts for MCTS Employees

On November 1, 2011, the state of Wisconsin the concealed weapon law. It is now legal in Wisconsin to OPEN carry and CONCEALED carry a hand gun on an MCTS bus without interference.

Here are some frequently asked questions about the law:

### **Who is qualified to get a license?**

Those persons over 21, without a felony conviction, and who are not otherwise prohibited by rule of the courts can carry a concealed weapon. The state requires proof of 4 hours of training before obtaining a license.

### **What does this mean?**

The license is for a "weapon" to be carried concealed on a license-holder's person. Wisconsin State Statute § 941.295 (1c)(a) defines "weapon" as a handgun, an electric weapon (like a Taser), or a knife (other than a switchblade), or a club. Carrying concealed on your "person" means that the weapon is being carried somewhere on a person's body and hidden completely from view.

### **What are the requirements to carry concealed weapons (CCW)?**

A person who is carrying a concealed weapon must have a valid Wisconsin CCW license and a valid state photo ID with them at all times.

*ONLY LAW ENFORCEMENT CAN ASK A PERSON TO SEE HIS OR HER LICENSE!*

### **Where does the law prohibit people from carrying?**

- Any portion of a building that is a police station, sheriff's office, state patrol station, or the office of a special agent of DOJ
- Any portion of a building that is a prison, jail, house of correction, or correctional facility
- Any secured unit or secured portion of a mental health institution
- Any portion of a building that is a municipal, county, state, or federal courthouse
- A place beyond a security checkpoint in an airport
- In a school or on a school playground

### **Can people carry a weapon on a bus?**

**Yes.** Law prohibits us from denying access to persons with weapons.

### **Can people who are licensed carry a weapon into a MCTS Building?**

**NO.** Milwaukee County is passing an ordinance that prohibits persons from carrying a concealed weapon in buildings that are posted. All MCTS buildings will prohibit weapons

### **Can employees who have a CCW license carry a weapon while working?**

**NO.** MCTS work rules prohibit employees and contractors from being in possession of a weapon (concealed or not) while on duty.

### **Does the new law affect open carry?**

The new law specifies that "qualified" persons may "open" carry without a license and will not be charged with a disorderly conduct citation.

### **Can a person be drunk or drink alcohol and carry a weapon?**

**NO.** A person cannot be under the influence of an intoxicant or controlled substance while carrying a weapon (concealed or not)

## What do I do if I see a person with a weapon in an MCTS building?

1. Assess the behavior of the person who is armed: Are they calm and in control, or based on their behavior, do they seem unstable?
2. If the person is calm and seems law abiding, carefully approach the person and inform the person of the firearms restriction in our facility.

*If an employee does not feel comfortable speaking with an armed person, contact dispatch to have the Security Manager or Route Supervisor assist.*

- a. Give that person the option of securing their weapon in their vehicle (if possible) or visiting on another day when they do not have a weapon with them.
  - b. If the person does not comply or becomes belligerent, walk away and call Dispatch immediately to have the police dispatched to speak with that person.
3. If the person is creating a disturbance, appears to be under the influence, is acting in a nervous or threatening manner, or is touching or revealing the weapon to other persons, either activate your silent alarm if applicable, or immediately get to a safe location away from the armed person and contact dispatch. (414)937-3277

A person may be subject to a **Class B forfeiture** if he or she carries a firearm on the property after being notified not to remain on the property or remain with a specific type of firearm. We have the obligation to notify that person that weapons are prohibited in MCTS buildings before we contact law enforcement.

**ONLY LAW ENFORCEMENT OFFICERS CAN ASK A PERSON TO SEE A LICENSE.**

# Legal Issues for bus operators

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## General Comments:

- Times are difficult and more and more people are using the bus, thereby exposing drivers to more and more people under stress. When people are the most unruly – St. Patrick's Day or New Year's Eve – we encourage them to ride the bus!

## Challenges

- There are 4 legs of the justice system, and all have to be working together to ensure the outcome is satisfying to the victim.
  1. Law enforcement
  2. District Attorney's Office
  3. Judges
  4. The Correctional system

The police have to charge the offender correctly if the DA is even going to see the case. The DA can work hard to gather evidence to suggest maximum penalties, but it is ultimately the judge and prison system that determine how long someone stays in jail, prison or the house of correction.

## Battery: Felony or Misdemeanor?

- Bus operators are important to the community and therefore, they, like public school teachers, police officers and firefighters, are a protected class. If there is a battery committed on a bus to a driver or passenger – instead of being a misdemeanor, the act *could* be charged as a felony. Operators tend to underplay the severity of incidents – so report all incidents.
- **Battery Definition:** (SS 940.20) Person(s) intentionally causes physical pain or bodily harm to another without consent. (The penalty for battery increases with the amount of bodily harm caused.)
- The Operator who was involved must be the complainant in case of battery. If unwilling to press charges, no one else can charge on his or her behalf.
- Battery to a public transit operator or passenger is a class I felony with a maximum penalty of 2 years in prison and/or up to a \$10,000 fine

## Disorderly conduct (DC) 947.01

- A person who recklessly, knowingly, or intentionally:
  - (1) engages in fighting or in tumultuous conduct;
  - (2) Makes unreasonable noise and continues to do so after being asked to stop; or
  - (3) Disrupts a lawful assembly of persons;
- According to Wisconsin's disorderly conduct statute, the types of behavior that can be considered to be disorderly include: abusive, violent, indecent, **profane**, boisterous, or unreasonably loud behavior, which includes drunk and disorderly. Whether conduct qualifies as disorderly is at the police officer's discretion.

## What happens after perpetrator is charged criminally?

1. Operator will receive a call from an Asst. DA within 48 hours.
2. Within 10 days of charge, the operator will need to attend a preliminary hearing where he/she takes the stand and says what happens. This hearing will be very brief and led by the DA. These hearings are usually waived by the defendant.
3. A "no contact" order with the operator is issued after the preliminary hearing.
4. DA will first review if perpetrator has drug/alcohol addiction problem or history of mental illness before felony charges are issued. The goal is not to criminalize these problems.
5. If there is no addiction or mental illness, the DA will recommend incarceration.

## Stress Management

### Effects of Stress

#### The type of stress matters

Stress can affect you both instantly (acute stress) and over time (chronic stress).

**Acute** (*short-term*) stress is the body's instant response to any situation that seems demanding or dangerous. Your stress level depends on how intense the stress is, how long it lasts, and how you cope with the situation.

Most of the time, your body recovers quickly from acute stress. But stress can cause problems if it happens too often or if your body doesn't have a chance to recover. In people with heart problems, acute stress can trigger an abnormal heartbeat (arrhythmia) or even a heart attack.

**Chronic** (*long-term*) stress is caused by stressful situations or events that last over a long period of time. This could include having a difficult job or dealing with a chronic disease. If you already have a health problem, stress can make it worse.

Stress causes changes in your body. It also affects your emotions.

#### How stress affects the body

Common symptoms of acute stress include:

- A fast heartbeat.
- A headache.
- A stiff neck and/or tight shoulders.
- Back pain.
- Fast breathing.
- Sweating, and sweaty palms.
- An upset stomach or nausea

#### Over time, chronic stress can affect your body:

##### Immune system

Constant stress can make you more likely to get sick more often. And if you have a chronic illness such as diabetes, heart disease or even skin disorders, stress can make your symptoms worse.

##### Heart.

Stress is linked to high blood pressure, abnormal heartbeat (arrhythmia), blood clots, and hardening of the arteries (atherosclerosis). It's also linked to coronary artery disease, heart attack, and heart failure.

**Muscles.** Constant tension from stress can lead to neck, shoulder, and low back pain. Stress may make rheumatoid arthritis worse.



## Stress Management

### Reducing the Effects of Stress

What can you do to avoid stress?

- *Not come in to work...*
- *Not pick up problem passengers*
- *Ignore everyone*

*Are these feasible?*

If stress is unavoidable, what can you do?

- **Don't try to control the uncontrollable.** Many things in life are beyond our control— particularly the behavior of other people. Rather than stressing out over them, focus on the things you can control such as the way you choose to react to problems.
- **Reframe the problem** - Try to view stressful situations from a more positive perspective. Rather than fuming about a traffic jam, look at it as an opportunity to pause and regroup
- **Look at the big picture** - Take perspective of the stressful situation. Ask yourself how important it will be in the long run. Will it matter in a month? A year? Is it really worth getting upset over? If the answer is no, focus your time and energy elsewhere.
- **Adjust your standards** - Perfectionism is a major source of avoidable stress. Stop setting yourself up for failure by demanding perfection. Set reasonable standards for yourself and others, and learn to be okay with the way things are.
- **Focus on the positive** - When focusing on the behavior of a few, take a moment to reflect on all the good passengers you encounter and remember that they are the majority. In your down time, reflect on things you appreciate about the job and the things that you are really great at. Try to keep things in perspective.



Milwaukee County Transit System

# SPECIAL BULLETIN

For All MCTS Employees

**DRAFT!!!** Issued: September 18, 2013

## ACTIVE SHOOTER INFORMATION

An active shooter is an individual actively engaged in killing or attempting to kill people in a confined and populated area, typically through the use of firearms.

How to respond when an active shooter is in your vicinity

1. Evacuate
  - a. Have an escape route and plan in mind
  - b. Leave your belongings behind
  - c. Keep your hands visible to law enforcement
2. Hide out
  - a. Hide in an area out of the shooter's view
  - b. Block entry to your hiding place and lock the doors
  - c. Silence your cell phone or other personal electronics
3. Take action
  - a. As a last resort and only when your life is in imminent danger
  - b. Attempt to incapacitate the shooter
  - c. Act with physical aggression or throw things at the shooter

CALL DISPATCH OR 911 WHEN IT IS SAFE TO DO SO

When law enforcement arrives:

- Remain calm and follow instructions
- Put down any items in your hands (i.e., bags, jackets, phones, etc.)
- Raise hands and spread fingers
- Keep hands visible at all times
- Avoid quick movements toward officers
- Avoid pointing, screaming or yelling
- Do not stop to ask officers for help or direction when evacuating - they will be focused on stopping the shooter.

For More information Watch the short video called Run, Hide, Fight created by the Houston Police Department on YouTube.