

**Metro Paratransit Directly Operated Service
Phase Out Plan**

Justification

For the last 10 years or so, Metro has received fewer and fewer dollars for capital funding. In just the last several years, the Madison Metropolitan Planning Organization has helped Metro access Surface Transportation funds to make up for declining federal transit aid so as to maintain our vehicle acquisition program of replacing 15 buses per year. During the budget process for 2018, the City of Madison increased the amount of local funding for bus purchases by \$3million. For the next 5 years, the City will contribute \$27 million more in capital support to Metro that in previous budgets and plans. Even with this considerable increase in funding, it is not enough to stretch capital dollars to fund paratransit buses.

Compounding the federal funding issue, starting in 2018, Metro will no longer receive federal Medicaid funding passed through from Dane County for paratransit service. Typically, Metro receives \$3.9 million in this type of funding which helps support higher levels of service than required by the Americans with Disabilities Act. During the budget process, Metro was directed to use tools vetted by a public ad hoc committee on the issue to absorb the impact of the funding loss. Even with full use of the vetted tools, Metro forecasted a \$1.2 million deficit in paratransit operations. That \$1.2 million dollar deficit was resolved in the budget process by the elimination of directly operated paratransit service. Paratransit services contracted by the City will continue.

Metro currently has 17 paratransit buses, all well-past their useful lives. Metro will use the following criteria for determining the order that vehicles are removed from service: Safety, capacity demands, budget pressure, and cost of repairs. For this purpose, Metro will keep three (3) more paratransit vehicles than the number of operators for a reliable spare ratio.

With our loss of Federal funding due to the upcoming implementation of Family Care, Article 1.5 of the CBA gives the Parties the right to implement new methods or modes of Para Transit Service.

1.5 Methods or Modes of Operation. The Union recognizes the right of the City to implement new methods or modes of operation and that funding may be diverted to fund these new methods or modes of transportation. Therefore, in consideration of the Union's recognition, the City agrees any change in the method or modes of operation with respect to public transportation, and its operations shall be protected and concerted activity under this Contract and 49 USC, Section 5333(b), as amended, and/or superseded. Furthermore, such work shall be preserved for the benefit of bargaining unit personnel who shall be properly trained to operate any equipment and/or service resulting from the new methods or modes of operation. **The parties further agree to negotiate upon**

demand with respect to the change in the methods or modes of operation as it relates to the transportation of the general public to cause this contract to conform to the change in the methods or modes of operation. This Section shall also apply in the event that there is a change in the designated recipient status of the City of Madison for Federal and/or State transit funding.

Bargaining Impact

As a result of Metro’s change in operation of the paratransit unit, the City fully intends to bargain the impact of those changes with The Union.

Proposed Seniority

Metro is sufficiently short staffed to immediately absorb the operators from the paratransit unit into the fixed route unit without any layoffs. The paratransit operators will be laid off from the para transit seniority classification as buses are retired, the layoff process is the established agreed upon method for reassigning the employees. As such, Metro anticipates that the majority of operators will join the fixed route operation. Regardless of the unit the displaced operator joins, their Seniority within their new unit would be based upon their Transit Division Seniority due to being laid off for lack of work in the paratransit seniority classification.

The City needs to implement an integrated seniority list for fixed route and to model this list for any displacements in other units. See attached Integrated Seniority List to be presented to the Union. Operators from both units are listed in the order of their company seniority.

Operators also have options under the CBA to use their ability to transfer on a trial basis to the shop or office if they so choose as per Article 29.7.

Process

Notification Per Article 34.3, the city shall provide and post notice to employees and the Union at least 30 days in advance of the date on which it is anticipated that the reduction in paratransit will occur. The notice shall state the date on which the reduction will occur and the reason for the reduction. The collective bargaining agreement dictates that within 10 days of the notice, the Labor – Management committee shall convene for the purpose of facilitating an orderly and accurate bumping procedure.

Layoff

In accordance with the CBA, Paratransit operators with the least Transit Division Seniority in the affected job classification shall be displaced first. Such displaced employee(s) may on the basis of seniority and provided the displaced employee is qualified for and has the ability to do the work, displace the most junior employee in any job classification. Training or retraining will be made available.

Metro will train the operators in fixed route operations prior to beginning actual work in the unit. Training time may be a few as two (2) weeks and as much as eight (8) weeks depending on operator comfort level with training tasks.

Picking Metro intends to plan the notice date to appropriately anticipate the timing of a pick that will ensure each operator has an opportunity to pick a regular run as opposed to being placed on the extra board until the next scheduled pick.

Timeline

As the City has not yet provided notice in accordance with Article 34.3, the Pick to be posted February 12, 2018 will not be timely for operators to receive training in time to begin fixed-route operations by March 4th.

The next Pick is schedule to be posted April 23, 2018 and commence May 13, 2018.

The following Pick will be posted August 6 and commence August 26th. The City intends to displace operators form paratransit either in two groups over the April and August Picks, or all at one Pick. This has yet to be determined. In either case, all displacements will be complete by the August Pick.