

Labor - Management Partnerships: Collaboration for Quality of Service and Job Creation

Michael Jones, MBA, PHR
Sr. Manager, HR Operations (LRO)
Dallas Area Rapid Transit
Dallas, TX

Kenneth Day
President / Business Agent
ATU Local 1338
Dallas Area Rapid Transit
Dallas, TX



2012 RAIL CONFERENCE

Agency Challenges

- **Faced with FY12 20-year Financial Plan projection reductions, DART was challenged with reducing overall expenses by approximately \$30M**
 - **\$10M capital**
 - **\$10M incremental operating**
 - **\$10M service**

*Sales tax revenues FY00 - \$374M

*Sales tax revenues FY10P - \$373M

Building The Longest Light Rail System Expansion In North America

- **Green Line – Buckner Station to North Carrollton = 28 miles**
- **Orange line – Bachman Station to DFW Airport = 14.2 miles by 2012 / 2014**
- **Blue Line – Extension from Downtown Garland to Rowlett = 4.5 miles by December 2012**

Recap Challenges

- **Significant revenue projection adjustments in FY12 20-year Financial Plan**
- **Challenge of reducing costs while limiting impact on service**
- **Completing planned Light Rail expansion - commitments**

SMART Bus Service

- **Identified routes with potential to modify service, with little to no customer impact**
- **Deployment of a smaller vehicle to service important but lower volume routes**
- **Initial plan projected savings by outsourcing labor to private contractor**

Methodology

- **Reduce expense by approximately \$6M in fixed route service**
- **Continue to provide quality service to all customers within our system**
- **Purchase smaller vehicles and reduce the labor rate to operate routes with low ridership**

Labor (Meet & Confer) Discussions

ATU Local Perspective

- **During labor discussions, ATU Local 1338 Union President (Kenneth Day) approached DART on staffing strategy**
- **Proposed that DART keep this service and jobs in-house**
- **Willingness to work with the Agency on meeting the identified financial targets**

Labor (Meet & Confer) Discussions

DART Leadership Perspective

- **Initial position - in order to reach budget targets, labor would need to be outsourced to private contractor**
- **Leadership was intrigued about the possibility of keeping service in-house**
- **Still needed to realize financial targets**

Labor (Meet & Confer) Discussions

After discussions, tentative agreements were reached on:

- New Smart Bus Operator classification**
- Smart Bus Operator wage rates**
- Smart Bus Operator work rules**
- Smart Bus Hiring Procedures**
- Promotional opportunities into Bus & Rail Operations**

SMART Bus Classification

- **Established new classification of hourly employee – Smart Bus Operator**
- **Modified policy to acknowledge new classification**

SMART Bus Wage Rates

Wage Rate	SMART Bus	Bus Operator
Training	\$10.021	\$13.900
Step 1 (first 12 months)	\$11.678	\$16.039
Step 2 (after 12 months)	\$12.456	\$17.109
Step 3 (after 24 months)	\$13.235	\$18.178
Step 4 (after 36 months)	\$14.013	\$19.247
Step 5 (60 mths. / 48 mths)	\$15.570	\$20.316
Step 6 (after 60 months)	N/A	\$21.386

SMART Bus Work Rules

- **Rostering of all work assignments**
- **Overtime pay after 40 hours vs. daily**
- **Must remain in classification for 12 months**

SMART Bus Hiring

- **Employment opportunities exclusive to current Contract Operators**
- **Veolia Operators seniority order will transfer**
- **Veolia Operators to be slotted comparable to their wage rate**

Win-Win Approach

Leadership Perspective:

- **Reduces operating expenses while controlling quality of service**
- **Minimizing level of future service reductions**
- **Continuity of DART branded service**

Win-Win Approach

Labor Perspective

- **Provides ATU membership with continuing employment**
- **Influences management decisions for modifications of Agency operations**
- **Provides promotional opportunities for membership**

**Labor - Management Partnerships:
Collaboration for Quality of Service and Job
Creation**

Thank You

Labor Management Partnerships: Collaboration for Quality of Service and Job Creation

Michael Jones, MBA, PHR

Sr. Manager, HR Operations (LRO)

Dallas Area Rapid Transit

Dallas, TX

Kenneth Day

President / Business Agent

ATU Local 1338

Dallas Area Rapid Transit

Dallas, TX