Committee for Staff Representation (CSR)
Memorandum

TO: Chair Cortese DATE: May 25, 2016

FR: CSR

RE: MTC Commission Meeting - ABAG/MTC Merger Study – Option #7 Public Comment from CSR

Good morning Chair and Commissioners,

My name is Michael Brinton, I am the Chair of the MTC Committee for Staff Representation or CSR. CSR is the current Exclusively Recognized Employee Organization representing approximately 150 staff members at MTC. Since 1972, CSR has successfully maintained a healthy and mutually beneficial relationship with MTC management in matters such as wages, hours, and other terms and conditions of employment relating to employer-employee relations.

In regards to the ABAG/MTC staff consolidation, we ask that the following considerations be taken into account in the decision making process.

1. CSR and MTC staff are concerned with the potential negative impact on MTC's financial health and future MOU negotiations for existing MTC staff. Any attempt to offset added burdens resulting from the staff consolidation against MTC staff pay and benefits is not equitable as it simply redistributes existing ABAG financial difficulties to existing MTC employees.

2. CSR and MTC staff are opposed to any deviation to the terms outlined in MTC Resolution 743 regarding any petitions or votes on representation. Additionally, we are not open to any renegotiation of our current MOU, currently set to expire in June 2018.

3. CSR and MTC Staff assume that proper assignment of work duties, position and grade will be completed prior to any staff consolidation. Additionally, work assignments for both ABAG and MTC staff should be evaluated to ensure that work duties correspond with title and grade in accordance with MTC's recognized salary and classification schedule. This will ensure equitable pay and work duties between MTC and ABAG staff.

4. Agencies must address and prepare for integration hardships including morale, work ethic concerns, job security, and the need to support additional support services.

Whichever Option you select today, our interest is that impacts to MTC staff are minimized. As the Exclusively Recognized Employee Organization at MTC, we would like to participate in the study, and execution of the staff consolidation. Although our primary goal is to represent the best interests of MTC staff, we would like to collaborate with the commissioners, board members, management at both agencies and ABAG staff to make this transition as successful and beneficial to both MTC and ABAG staff as possible.

Sincerely,

Michael Brinton, Chair: MTC - Committee for Staff Representation

J:\SECTION\ALLSTAFF\CSR\2016\ABAG . MTC Merger Study\5.25.16 MTC Commission Meeting - CSR Public Comment.docx