

Future Search Conference
What is the Future of Bargaining Unit Seniority?
At Utah Transit Authority??
Day 3

Confirm the common future desired by all conference participants decide on self-managing roles for your group.

- On two flip chart pages prepare two lists, one entitled "Values and important principles" and the other entitled "Projects and creative ideas".
 - o Make a list of Values and important principles that we share as Employees at Utah Transit Authority.
 - o Make a list of projects and creative ideas examples of ways to accomplish projects and creative ideas. (Example: make recommendation to Oversight Committee related to Bargaining Unit Seniority).

If you disagree on a Project and Creative idea, examples of ways to accomplish projects and creative ideas (Example: make recommendation to Oversight Committee related to bargaining Unit Seniority).

- o If you disagree on a Project and Creative idea, put it on a third list entitled Unresolved Differences.
- o Join another group and compare your common ground list and merge into one list. Again, if you disagree about a project and creative idea, put it in the Unresolved Differences list. Compile all potential projects. You may eliminate duplications if time permits. Projects are proposals that do not require agreement.
- o Write each project and creative idea on a large Post-It and put on the common ground Wall. Begin to cluster projects and creative ideas into categories that are similar or overlapping. Also, write each Unresolved Difference on a Post-It and post on the Unresolved Differences Wall (these do not need to be categorized).

There was a wonderful group dialog about these issues resulting in the following outcome:

- **Values and Principles**
 - o Retirement options
 - o Farness and balance
 - o Listen and respect all
 - o Customer service within and without
 - o Seniority
 - o Training incentives
 - o Job security
 - o Recognition
 - o Understanding
- **Projects and Creative ideas**
 - o Look at operations and maintenance seniority systems separately

- Incentive pay for undesirable shifts (company wide)
- Training in all areas
- Research "like" properties
- **Unresolved Differences**
 - Recognizing different skills of different crafts
 - Early out with benefits
 - Seniority roster
 - 1 year freeze on moves
 - Across the board ideas
 - Apprenticeship
 - Intention roster for transfers
 - 3 year vesting
 - No loss of present benefits
 - Vested system
 - Seniority
 - Separation
 - Business Unit seniority
 - Rotating/roster
 - Status quo
 - Craft seniority/job reclassification
 - Vesting
 - Craft seniority
 - Implementation of opportunities

Final Reports on Action Planning:

Topic: Business Unit Seniority

Convener:	Tal Brooks	
Participants:	Annie Andrews	Tim Koontz
	Joe (Rail Parts)	Art Bowen
	Fernando Zarante	Jeff Lamora
	Harold Seely	David Heier
	Robin Bedard	Gaynard Griffiths
	James Johnson	

Discussion Highlights:

PROS:

- Self sufficiency
- Protection of seniority
- Quality of life
- Protect integrity of BU
- Promotes responsible decision making

CONS:

- * Initially limits movement
- * Moving BU to BU will initially cause loss of seniority
- * Causes conflict with BU's

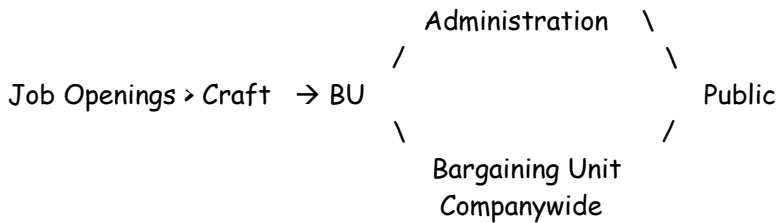
Resources Available:

- UTA/ATU support for change
- Understanding by peers

Resources Needed:

- * UTA/ATU support for change
- * Understanding by peers

All employees company have "X" amount of time to decide on BU placement. After time frame BU seniority kicks in, i.e., where you are is your commitment



Topic: Recognizing Different Skills/Different Crafts

Convener: Dallon Ward
 Participants: Randy Kummer
 Robin Bedard
 (Later joined by the "Craft Seniority Group", didn't get names)

Discussion Highlights:

- Company and Union has already acknowledged these differences as manifested by different 5 lists in operations, maintenance and parts
- Bidding on open position on versus open bid of all shifts
- Individual proficiency in a new craft starts out near "o", and that seems to be the reason for starting "at the bottom".
- Reality is that after a few years - say 3 - 5?? - this person is over the "learning curve", and is almost as proficient, if not more, than others that have there much longer.

Suggestion:

Introduce a "Transition Period" that would apply any time a person moves from one craft to another. During this transition period - proposed 5 years, one would start out being able to use none of their seniority form their previous craft. After one year - 20%, two years - 40%, four years - 80%, etc. This would create balance and equality by making up for the "Learning Curve", yet giving the person full value of their seniority - not "losing" or "freezing" it.

This period would only apply to bidding on shifts/days off, and not vacations, etc. All other existing requirements still apply.

Topic: Status Quo

Convener:	Ben Adams	Steve Williamson
Participants:	Rabert Baty	John Webster
	Mark Petto	Bob Tyree
	Todd Hamilton	Kathy Miller

Jennie Hannebaum
Harold Moore
Wayne Sterling
John Golding
Nick B.
Paul Simmons
Steven B. Kalt
Janet Ledbetter
Jim Algier
Russell Batey

Bonnie Cordner
Jimmy Mask
Ernest Garcia
Andrew K.
Jim Wiggins
Norm B.
Ben A.
Roger McIff
Rod Dunn

Discussion Highlights:

- Seniority system works now
- Even regular bus operators get "bumped" three times a year (anyone can be bumped)
- Keeps it simple
- Changes are okay if no harm to current system
- Cost effective
- Remain open minded
- Seniority is a value that is earned fairly by everyone
- If it isn't broke don't fix it
- Seniority is great when you have it and sucks when you don't.

Topic: Training in all areas

Convener: Michelle Wallace
Participants: David Heier
Jeff Lamora

Jennie Hannebaum
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