

SORTA EMPLOYEE RELATIONS COMMITTEE MEETING

TUESDAY, OCTOBER 12TH, 2021 - 10:00 A.M.
SORTA/METRO AT HUNTINGTON CENTER
23RD FLOOR CONFERENCE ROOM,
525 VINE STREET CINCINNATI, OHIO 45202

General Items:

Call to order

Pledge of Allegiance

1. Approval of Employee Relations Committee Meeting Minutes: July 13th, 2021

Briefing Items

2. Quarterly Employee Relations Update: Q3 (*Adriene Hairston*)

Action Items

Other Items:

Adjournment

The next regular meeting of the Employee Relations Committee has not been scheduled.

The SORTA Board of Trustees may go into Executive "Closed" Session under the Ohio Open Meetings Act:

Section 121.22(G)(1) To consider appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee...;
Section 121.22(G)(2) To consider the purchase of property for public purposes...; Section 121.22(G)(3) Conferences with an attorney for the public body concerning disputes involving the public body that are the subject of pending or imminent court action; Section 121.22(G)(4) Preparing for, conducting, or reviewing negotiations or bargaining sessions with public employees...; Section 121.22(G)(5) Matters required to be kept confidential by federal law or regulations or state statutes; Section 121.22(G)(6) Details relative to the security arrangements and emergency response protocols for a public body or a public office; Section 121.22(G)(8) To consider confidential information related to the marketing plans, specific business strategy, production techniques, trade secrets...

EMPLOYEE RELATIONS COMMITTEE
TUESDAY, JULY 13TH, 2021 – 11:10 A.M.
SORTA/METRO AT HUNTINGTON CENTER
23RD FLOOR CONFERENCE ROOM
525 VINE STREET, CINCINNATI, OHIO 45202

COMMITTEE/BOARD MEMBERS ASSIGNED: Gwen Robinson (*Chair*), Pete McLinden (*Vice Chair*), Alyson Beridon, Maurice Brown, Blake Ethridge and Larry Thompson

COMMITTEE/BOARD MEMBERS PRESENT: Gwen Robinson and Kreg Keesee

COMMITTEE MEMBERS ABSENT: Pete McLinden, Alyson Beridon, Maurice Brown, Blake Ethridge and Larry Thompson

STAFF MEMBERS PRESENT: Darryl Haley, Donna Adkins, Pat Giblin, Adriene Hairston, Darryl Haley, Jennifer Jackson, Brandy Jones, Caprice Jones, Maria Jones, Natalie Krusling, Jeff Mundstock , Shannel Satterfield and Khaled Shammout

OTHERS PRESENT:

1. **Call to Order**

Ms. Robinson called the meeting to order.

2. **Pledge of Allegiance**

The Pledge of Allegiance was recited.

3. **Employee Relation Update**

Committee Chair, Gwen Robinson requested staff present this information to the full SORTA Board at the July 20th, 2021 Board meeting due to timing and equipment difficulties.

The Committee agreed to move this item to the full Board.

4. **Adjournment**

The meeting adjourned at 11:45 A.M.



EMPLOYEE RELATIONS COMMITTEE:

Bus Operations Update

October 11, 2021



Recruiting Campaign

RECRUITING STRATEGY AND PRGRAMS

- Radio (Radio One, La Mega, Hubbard, Cumulus)
- Print (City Beat, Cincinnati Herald, LaVanguardia)
- Social Media, Website postings, Display Ads
- Internal & External Ads, including on-board audio
- Virtual and in person Career Fairs
- Community Partnerships
- “Metro is Hiring” Yard Signs
- Increase New Hire bonus to \$1,000
- Increase Operator Referral Bonus to \$1,000 (March June)

Recruiting Campaign, con't

RECRUITING STRATEGY AND CAMPAIGN

- Increase Training wage to \$16 hour
- 2 additional temp resources to assist with the recruiting process

- **Increase training wage from \$16 - \$18**
- **CLP Class now in house**
- **Increase new hire bonus to \$2,000 (through 1st year)**
- **Addition of another Recruiter (Bi-lingual)**

Operator Recruitment

APPLICATIONS

Attempted to contact every potential candidate, via email and or phone:

✿ 2018-2020 – 2,500 Applicants

✿ 2021 – 595 Applicants

Scheduled Interviews – 421 (309F/112P)

Completed Interviews – 251 (192F/59P)

Offers Extended – 161 (123F/38P)

HIRES – 96 (86F/10P)

Operator Headcount

Current Operator Headcount

January 2021 487

September 2021 472

HIRES – 96 Hires YTD

36 – Additions to Headcount YTD

23 – Currently in training

37 - Separations

2021 Operator Hires

2021 Hires	Hired	Lost	Retained	Attrition
Q1	17	7	10	41%
Q2	38	18	21	47%
Q3	35	11	25	31%
Q4	6	1	5	16%
Total	96	37	59	39%

Significant increase in number of Operator hires since
Implementing the in house CLP (May 2021).

2021 Separations

Total number of separations includes Operators and Trainees (both Operator trainees and CLP trainees). Trainees are not included in the Operator headcount until after they complete training and pass their “Trial Trip.”

2021 Separations – 87 YTD

45 = Voluntary (V)

42 = Involuntary (IV)

50 – Operators (36F/7P)

27 – OPs Trainees (21F/5P)

10 - CLP Trainees (4F/2P)



Operator Separations

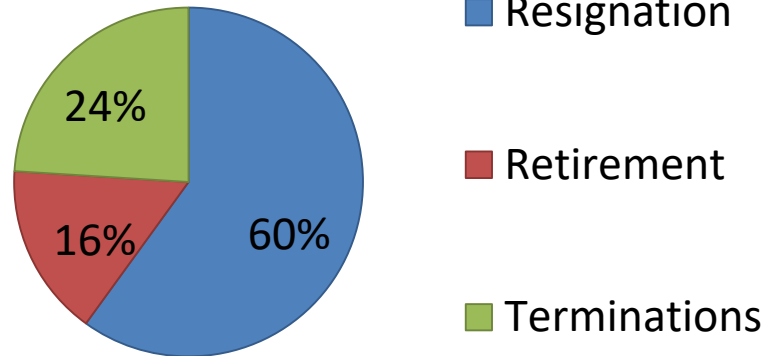
50 – Operator Separations (57%)

30 – Resignations (V)

8 – Retirements (V)

12 – Terminations (IV)

Separation Causes



Health - 6

Hours - 7

New position - 4

New business – 2

Unknown – 5

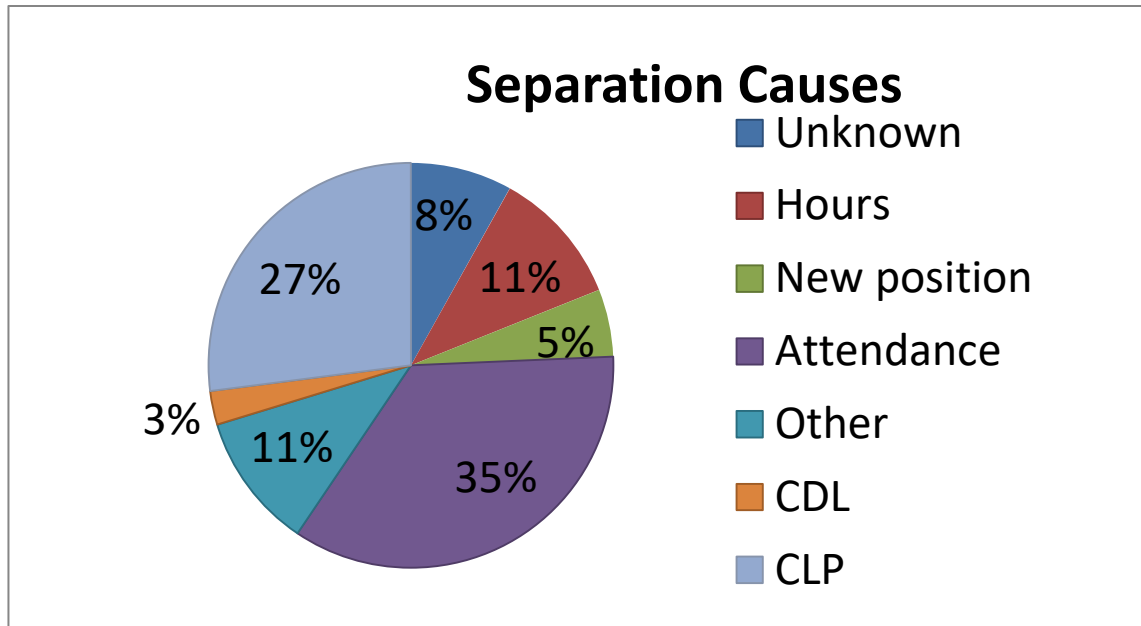
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Trainee Separations

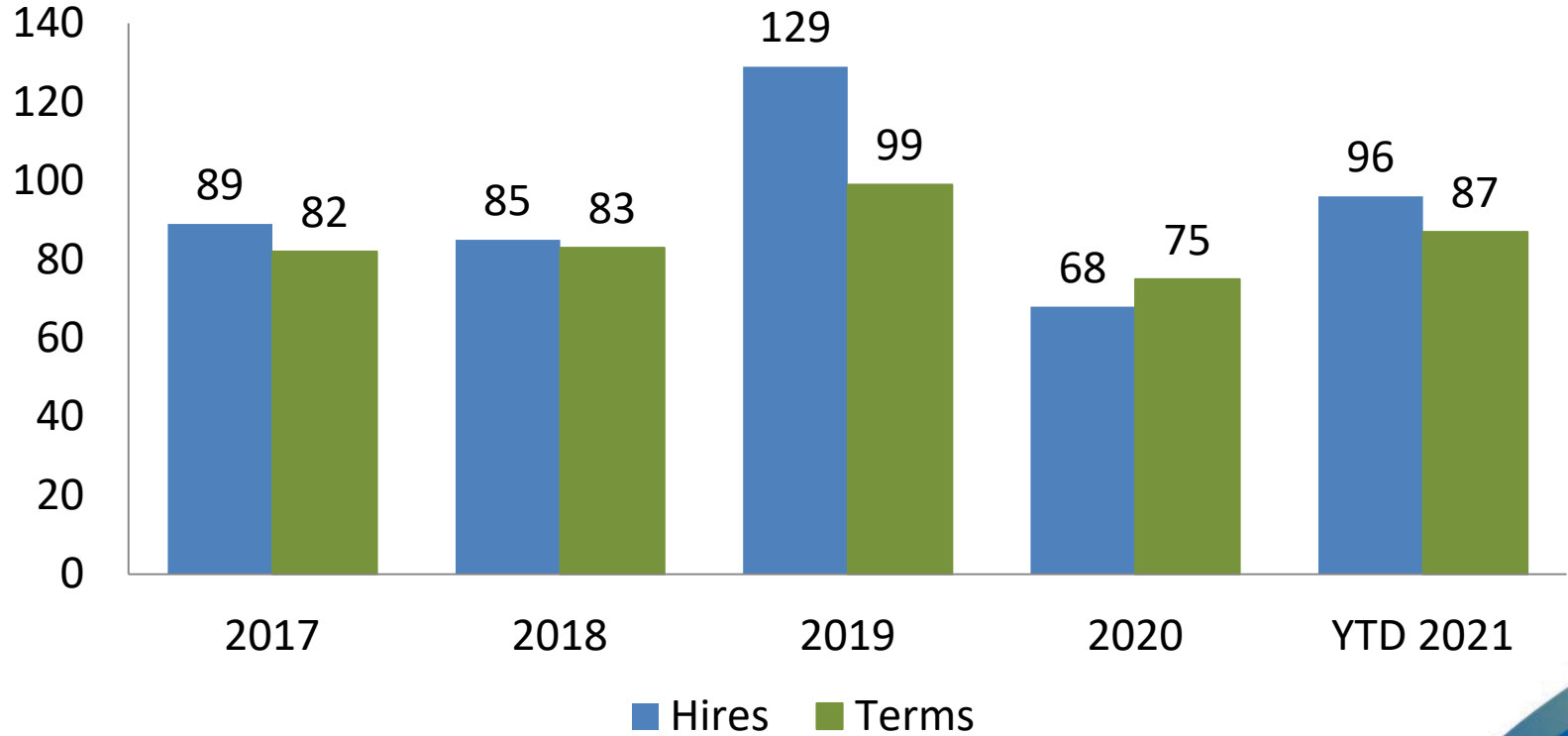
37 Trainee Separations (43%)

8 – Resignations (V)

29 – Terminations (IV)



Recruiting Trends



Family Medical Leave

- Metro partners with a 3rd party provider who manages the day to day FMLA claims and paperwork.
- Provider partners/reports directly to HR Leave specialist on approved or denied FMLA Claims
- Leave Specialist partners with Operations managers for notification of approved or denied leaves.

FMLA Request

	Employees with FMLA	Continuous	Intermittent	Multiple		Unique FMLA Cases
2019	267	57	161	49		388
2020	328	122	83	120		538
2021	254	66	134	54		586

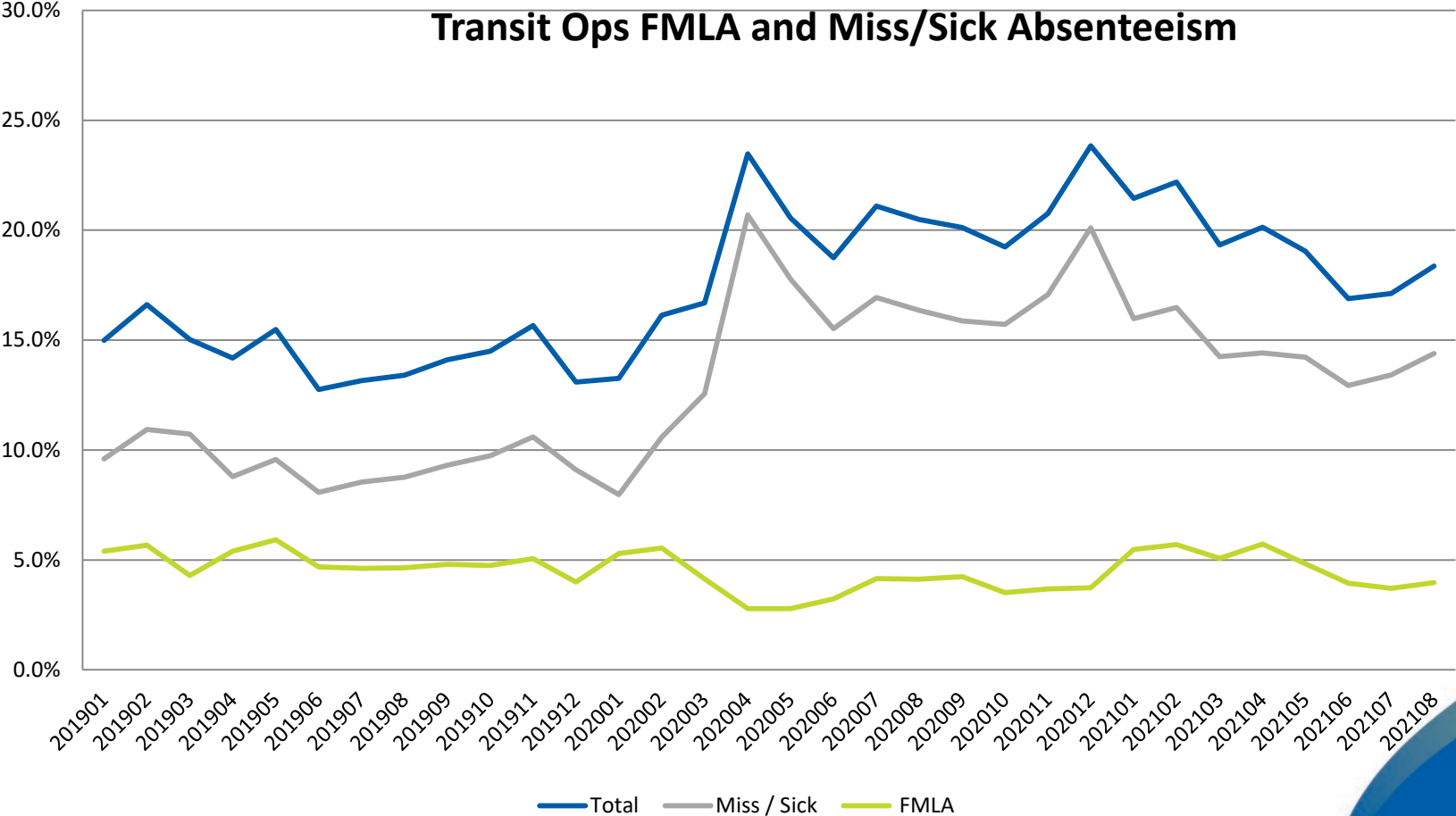
Approximately 80% of all FMLA claims are attributed to Operators



Current Sick Request

- Currently 700+ Sick request YTD
- Currently there are 60+ open sick claims
- Currently 25 employees on long term sick (>6mos)

Transit Ops FMLA and Miss/Sick Absenteeism



Questions

