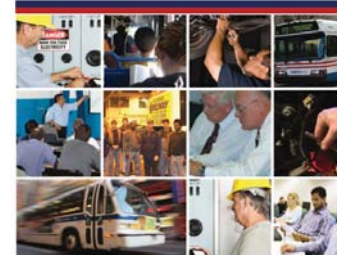




## **Transit Partnership Pays: How Working Together Benefits Everyone**

TRANSIT PARTNERSHIP PAYS  
WORKING TOGETHER - EVERYBODY WINS  
TRANSPORTATION LEARNING CENTER



Center research shows that labor-management transit partnerships result in a high return on investment, increased mean distance between failures, strong preventive maintenance programs and fewer bus defects. *Transit Partnership Pays* draws examples from the Keystone Transit Career Ladder Partnership and the Project Empire partnership in Upstate New York. The stories at these transit agencies provide powerful examples of how joint training benefits labor, management and the public.

## **2008 Annual Report Available**



The Center had a busy year in 2008. Read all about it in the Center's *2008 Annual Report*. Highlights include progress in expanding partnerships, upgrading communications, producing cutting-edge research and developing standards for transit training.

## **Weekly Update**

TRANSPORTATION LEARNING CENTER

Sign up for the Center's Weekly Update and receive information about topics ranging from building transportation infrastructure to the green jobs movement. Receiving our Weekly Update is also a great way to stay informed on what the Center is working on now. If you already receive our weekly update refer us to a friend or colleague.

To sign up email [info@transportcenter.org](mailto:info@transportcenter.org). Click here to sign up for the Weekly Update or here to tell-a-friend.

## **The Transit Training Network**

The Center officially launched the Transit Training Network, a dynamic website designed to enhance the transit industry and Center's training partnership work. Members of the industry-wide standards committees have access to the website. Through the site, committee members can register for meetings, review meeting notes, analyze draft standards and discuss the standards development.

## **Coming Soon: Profiling Successful Partnerships**

The Center is currently working on a new publication that highlights successful labor-management partnerships in transit. Look for the Partnership Profile publication to be produced during the Summer of 2009.

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## PRESIDENT WARREN S. GEORGE ATU INTERNATIONAL UNION

Warren George, President of the Amalgamated Transit Union International, has been at the helm of the Center's Board of Directors for six years. As the leader of the largest transit union in North America, President George's unwavering support of improving transit training partnerships has been critical to the Center's success. George brings his leadership skills to the Center's Board of Directors where he serves as the Board Chair.

In 2003, George became the president of ATU International. As a former bus mechanic, he has a strong interest in training, and he sees the need for good training as an issue that serves the interests of both labor and management. Good training gives workers a chance to improve their wages and skills. Proper training can also save transit agencies a lot of money. "You could get rich from the waste bin in most transit garages," George often jokes. He is referring to a widespread practice sometimes called "rip and replace." Mechanics are instructed to switch out parts until the problem is fixed. This practice leads to junking a lot of good components. A Transit Cooperative Research Program (TCRP) study confirms his insight. One large transit agency sent supposedly faulty alternators back to the manufacturer. Ninety percent of those alternators contained no defect.

Support from ATU International has helped local partnership development around the country. President George has also shown particular leadership around the issues of national standards for training and certification of skills. In 2007, he proposed to TCRP that a labor-management team develop a system of training and certification for rail car mechanics. "We can sit back and let certification happen to us, or we can act to shape what the system will be. For any good unionist, that choice should be clear, says President George.

The Center looks forward to the support of President George and all of its partners as the transit industry moves closer toward developing a national system of transit training. Read more about ATU at [www.atu.org](http://www.atu.org).

## TRANSIT PARTNERSHIPS IN ACTION

**Upstate New York:** Project Empire secured another year of funding to continue their partnership work. Project Empire includes the Central New York Regional Transportation Authority (CENTRO) and Amalgamated Transit Union Local 580 as well as the Capitol District Transportation Authority (CDTA) and Amalgamated Transit Union Local 1321. For more information on this partnership read the Center's publication *Smart Investment Partnership: New York State's Transit Workforce Prove its Worth*.

**San Mateo County, California:** San Mateo County Transit District and ATU Local 1574 completed a skills gap analysis with help from the Center and EDSI.

**Pennsylvania:** The Keystone Development Partnership (KDP) consists of training partnerships in Philadelphia (Septa and Transport Workers Union Local 234), Pittsburgh (Port Authority and Amalgamated Transit Union 85) and smaller transit properties throughout the state. KDP's recent successes include in-sourcing bus GPS maintenance and training over 900 students from July 2008 to February 2009.

**Atlanta, Georgia:** The Metropolitan Atlanta Rapid Transit Authority (MARTA) and ATU Local 732 completed a skills gap analysis for 300 rail mechanics. They are currently prioritizing training needs and reviewing maintenance metrics to measure the effects of training.

## DOL ISSUES NEW APPRENTICESHIP REGULATIONS

Last fall, the Department of Labor revised the federal regulations for the National Apprenticeship Act. These changes took effect on December 29, 2008 but state apprenticeship agencies have two additional years from that date to implement the changes. The following new regulations substantially change the process of moving from apprentice to journey worker. Specific revisions include:



- Adds two methods – a competency-based and a competency/time-based hybrid approach to the traditional, time-based method for an apprentice to obtain journey worker status
- Inclusion of technology-based learning and distance learning
- Provision for reciprocal approval across states
- Implementation of performance standards including completion rates, quality assurance assessments and Equal Employment Opportunity Compliance reviews

## DEVELOPING NATIONAL TRAINING STANDARDS

Through a partnership-based approach, labor and management stakeholders in the transit industry have been developing training standards in the maintenance occupations of bus mechanic, rail vehicles technician, signals technician, traction power technician and elevator/escalator maintenance. The Center and its industry partners have submitted a national framework for transit maintenance apprenticeship to the US Department of Labor.

Developing training standards is a joint undertaking at every step beginning with developing a comprehensive task list of what a technician must know to perform the job, determining training subjects and learning objectives and a recommended order of instruction. Out of this process, the national training standards for transit technical occupations are emerging. The Center is working with transit agencies, local unions, national unions and the American Public Transportation Association to roll out the proposed training standards.



Using resources provided by the Transit Cooperative Research Program, the Center has developed a system to facilitate the assessment of training courseware for consistency with the training standards. These methods will enable the sharing of quality courseware among training programs and the development of new courseware to provide training consistent with the national standards.