



**“FIXING”
TRANSIT (RTD)**

**ATU Local 1001
Perspective**

TRANSIT'S PRIMARY NEEDS ARE:

LABOR *and* FUNDING

- Governance structure,
- Planning of service delivery,
- Mechanism of service delivery,

Will only work with Labor and funding

LABOR:

Frontline transit jobs are, by their nature, *challenging*.

Labor is an attraction *and a retention* issue because safety—the schedule—customer service—and a lot of common but unpredictable daily events, require employees to have a specific set of skills and a certain temperament.

As part of its “2021-2026 STRATEGIC PLAN” RTD recognized this and set a strategic priority of attracting and retaining “Highly Skilled and Engaged Workers”, but the Union has seen no change in RTD’s recruiting methods to attract such workers.



Employee Ownership

RTD seeks to attract and retain a highly skilled and engaged workforce.

This **RETENTION issue is not entirely the result of the Transit Jobs themselves.**

Currently, RTD is burdened by the “non-transportation needs^{*}” of citizens whose needs are not being met by the municipalities RTD serves. The burden of these needs transfers directly to the Transit workers, and the Transit users.

A transit agency needs to focus on *transportation needs*, not

- ^{*}Mental Health issues**
- ^{*}Drug Addiction**
- ^{*}People experiencing Homelessness**

LABOR SOLUTIONS:

- **Make Transit work a *rewarding career*, not just a job.**
- **Subcontractors focus on building profit not on building careers.**
- **End the subcontracting of RTD's fixed route services and bring those Transit workers into the direct employment of RTD where they can have rewarding careers.**
- **Expand the use of Apprenticeship programs that develop a workforce and are a source of funds.**
- **Reduce the burden that “non-transportation needs” place on RTD's system.**
- **Continue the development of a safe transit system with an appropriate police force, and with legislation that protects transit workers.**

FUNDING:

Progress on funding has begun, but Colorado has a long way to go.

There is a “good money after bad” concern with RTD—but RTD was the number one transit agency at one time.

The core of that successful business model is still there, and the Union and the collective bargaining agreement is part of that model.

RTD can be there again.

GOVERNANCE

The successes of transit have rested largely on the workers.

- **These workers sacrifice themselves daily with inefficient schedules and policies.**
- **These workers have worked with inadequate training and inadequate equipment.**
- **These workers know what fixes have been tried, what fixes have worked and what fixes have *not* worked.**

These workers deserve to have a larger voice in governance.