



March 26, 2009

*AFFILIATED AGENCIES*

*Orange County  
Transit District*

*Local Transportation  
Authority*

*Service Authority for  
Freeway Emergencies*

*Consolidated Transportation  
Service Agency*

*Congestion Management  
Agency*

*Service Authority for  
Abandoned Vehicles*

Patrick Kelly  
Eric Henry  
Teamsters Local 952  
140 S. Marks Way  
Orange, CA 92868

**Subject: Notice of Maintenance Employee Layoffs**

Dear Mr. Kelly and Mr. Henry:

Due to budget constraints and a decrease in bus service, a reduction in the workforce is necessary. Effective April 9, 2009, there will be layoffs for Maintenance employees. The last day of employment will be April 9, 2009. Six Mechanic positions will be laid off, comprised of three Apprentice Mechanics and three Certified Journeyman Mechanics. Two of the Apprentice Mechanics are eligible to bump to the position of Service Worker. Assuming these Apprentice Mechanics will bump to Service Worker positions, the original number of 11 Service Worker layoffs will increase to 13 Service Worker layoffs. A list of the Maintenance employees who will receive layoff notice is attached.

According to the Collective Bargaining Agreement between Teamsters Local 952 and Orange County Transportation Authority, Article 6, Section 2, the reduction in workforce will be accomplished in the order of inverse seniority by job classification. As applicable, Maintenance employees will receive notification of bumping rights according to this CBA article.

As we discussed, each Maintenance employee who receives a notice of layoff effective April 9, 2009, including those who do not exercise bumping rights, will be provided with a final paycheck and a paycheck in lieu of notice. This means that upon receiving their notice and the check in lieu of notice, these Maintenance employees will be informed that they will not be working for the remaining period prior to and including April 9, 2009. The final paychecks will include remaining, unused vacation hours and personal paid holiday hours.

In addition to the layoff notice, each of these Maintenance employees will be provided with a packet of benefits and outplacement services information. The packet enclosures include a listing of outplacement internet sites, Employment Development Department (EDD) information, a Employee Assistance Program brochure, benefits, retirement and deferred compensation contact information,

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and a Career Search Guide provided by Resources for Living. These Maintenance employees will also be informed that the services provided by the Employee Assistance Program will be open to them for six months following their layoff date.

Please contact me if you have any questions.

Sincerely,



Sherry Bolander  
Department Manager Labor & Employee Relations

Attachment

C: A. Leahy  
P. Gough  
B. McCormick  
E. Rogers  
T. Chavira  
L. Arosteguy  
A. Gorski  
C. Finona