

## MEMO / NOTE DE SERVICE



To / Destinataire	Mayor and Members of Council Chair and Members of the Transit Commission	File/N° de fichier:
From / Expéditeur	General Manager Transportation Services Department	
Subject / Objet	Multimodal Operations Workforce Adjustment Final Update	Date: October 3, 2019

The purpose of this memo is to provide Members of Council and the Transit Commission with a final update on the status of the multimodal operations workforce adjustment related to the implementation of the O-Train Line 1, the Confederation Line.

As previously communicated to Council in July 2018, our estimated number of impacted employees was 345 (this was reduced to 339). These employees were formally notified that they were impacted by the workforce adjustment.

Since 2016, OC Transpo has been working collaboratively with its union partner on mitigation strategies to minimize impacts to employees. Various strategies were used including leaving vacancies unfilled where operationally feasible, substitution program for employees eligible to retire, internal staffing opportunities, ongoing attrition management, etc.

The 16 months delay of the launch that we experienced provided OC Transpo with further opportunities to reduce the number of impacted staff. By continuing to carefully manage vacancies, retirees, etc., along with the requirements to resource proposed initiatives included in the draft 2020 budget associated with expanded bus service, improvement to bus reliability, Para Transpo service and regulatory requirements, we can advise that the total FTE reduction will be 201. The remaining 138 FTEs will be used to fill the vacancies in service initiatives noted above.

This will result in no layoffs to staff as they will be deployed to these vacant positions and service areas. The bridging cost associated with these positions required between now and January will be funded from lower severance costs and reduce future recruitment and training costs. The affected union are being notified today that employee termination notices that were issued in 2018, are being rescinded.

Since 2016, OC Transpo has been committed to ensuring that the workforce adjustment is implemented in a transparent and respectful manner. Management has worked collaboratively with union partner, Human Resources and Labour Relations to develop strategies to offset the number of impacted employees resulting in this very positive outcome.

We understand that this has been a difficult and uncertain time for our staff and we appreciate their patience, commitment and understanding.

Should you have any questions or comments please do not hesitate to contact me.

*Original signed by  
John Manconi*

cc: Senior Leadership Team  
Transportation Services Departmental Leadership Team  
Director, Public Information and Media Relations