



KEYSTONE PARTNERSHIP

Philadelphia and Southeastern PA News

"Part of a statewide transit training program" Spring 2004

Graduates of the Keystone Partnership Technical Preparation Program

"The graduates are the stars today because they have taken the hardest step, the first step," TWU Local 234 President Jean Alexander.

On February 11, 2004, the Keystone Transit Career Ladder Partnership celebrated the first graduation of eleven TWU Local 234 members who completed the Technical Preparation Class, first rung of the career ladder. The graduating members were maintenance custodians who were interested in improving their basic skills to prepare for more advanced training as mechanics and other career goals. The Pennsylvania Department of Labor and Industry funds the Keystone Partnership, which is a statewide joint union/management training program. TWU members are gaining the necessary skills to move forward.

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From left to right: Albert Grainger, Thomas Henry, David Young, George Daise, Hugh Chance, William Carter, Ronald King, Kenneth W. Thomas. Seated: Tanya Gibson and Shanique Scott.

Top SEPTA and TWU Local 234 Leaders Support the Keystone Partnership



SEPTA General Manager Faye Moore is a strong supporter of the Keystone Transit Career Ladder Partnership Program.

At the recent Technical Preparation Class graduation ceremony, Moore acknowledged the Keystone Partnership as an important and comprehensive program that offers the current workforce an opportunity to acquire skills training that will allow for advancement within the transit industry as

new technology is introduced into the workplace.

"I am a strong supporter of this career ladder program as a means to support an individual's professional development and to enhance the level of service we provide our customers. The Keystone training program is designed to help build a strong foundation for those seeking opportunities for future career development."

The Keystone Transit Career Partnership Program has proven to be a successful partnership with labor and management working together to build a better workforce and a better organization.



TWU Local 234 President Jean Alexander has supported the Keystone Partnership from the beginning in 2001 when she assigned Local 234 members to work on training committees. *"The Keystone training for transit workers is the future of our union. When our mechanics keep in step with the new technology, we can protect our jobs against outsourcing maintenance work."*

At the Tech Prep graduation in February, Jean Alexander said,

"This graduation proves what TWU Local 234 and SEPTA can do when we work together. Hopefully we can have as much success in other areas as we have with the Keystone Partnership."

President Jean Alexander acknowledged that the Keystone Partnership grants would not be possible without the Pennsylvania Department of Labor and Industry and the lobbying efforts of Transport Workers Union International President Sonny Hall and Pennsylvania AFL-CIO President Bill George.



A joint partnership with SEPTA and Local TWU to meet the needs of new technologies
 "The Keystone Transit Career Ladder Partnership is underwritten by Federal Workforce Development funds administered by the Pennsylvania Department of Labor and Industry"





Technical Preparation Program *continued from front page*

The Keystone Partnership joined with the Philadelphia Hospital and Health Care District 1199C Training and Upgrading Fund to provide the instructions for our Tech Prep course. The District 1199C Training & Upgrading fund has a long history of training union members and has been

their own time at the District 1199C Training Fund Breslin Learning Center. They were trained in basic skills including technical manual reading comprehension, shop mathematics, interpersonal communications and an introduction to computers. The students were provided confidential counseling support and feedback on their skills. They improved at least two grade levels in reading and mathematics and have a basic understanding of computer functions. Learning styles were reviewed with the teaching staff to assist them in gearing their lesson plans for the students. The classes were scheduled to accommodate the morning and evening shifts.



1199C Training & Upgrading Fund Instructor John Randall helps Maintenance Custodian Shanique Scott to learn computer operations.



Sandi Vito, Deputy Secretary for Workforce Development, Pennsylvania Department of Labor and Industry applauded the program for its insight and innovation for workforce development.

The Keystone Partnership coordinated the courses with SEPTA's testing department. As of now we have two students who passed the written tests for Track Equipment Operators Second Class.

Tanya Gibson, who works at SEPTA's Red Arrow Division, said "I wanted to get a better job at SEPTA. I knew that if I joined this program that I could enhance my skills and maybe get a job as a mechanic." The other graduates are also interested in promotions but they have developed a real interest in learning. Another Local 234 TWU member wrote a poem to highlight his enthusiasm for the program. A partial quote from Albert Grainger's poem "Advance we must through a pyramid". (Excerpt from poem is on the left.)

SEPTA General Manager Faye Moore and TWU Local 234 President Jean Alexander presented the graduates with official certificates at the graduation ceremony at District 1199C Training Fund Breslin Learning Center. The two leaders expressed their commitment to education and training.

Labor leaders, PA AFL-CIO President Bill George and TWU of America Sonny Hall, provided words of encouragement and support. TWU President Sonny Hall said such training partnerships are a win-win situation for members, employers and the riding public. With new technology

pervading almost every industry, it's important to help members benefit from the advances. Rather than being a threat to jobs, Hall said, technology can be a way to achieve higher pay for members who master the new skills.

Susan Van Buren, SEPTA Assistant General Manager for Human Resources talked about the importance of trained employee resources for the development of a quality workforce.

the recipient of national recognition and the ABLE Q-Stamp Award for Quality from the Pennsylvania Department of Education.

Local 234 members, who are SEPTA employees, attended two-hour classes, twice a week, for 15 weeks on

*"Enter into a world
of education
A place of higher learning.
Every day our brains yearn
for more and more
Of the knowledge we seek.
For within these urban walls
The skills needed
to fortify our minds
Are available from
week to week."*

Albert Grainger



**For more information about
Keystone Partnership classes, contact:**

**SEPTA Keystone Partnership
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Coordinator: Stuart Bass
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We are the Keystone Partnership in Philadelphia

SEPTA and TWU joined as the Keystone Partnership when the Partnership received its first grant from the PA Department of Labor & Industry in December 2001. Since then, hundreds of SEPTA mechanics from various departments attended training designed by the Keystone Partnership.

Keystone committees bring together TWU Local 234 mechanics and union representatives, SEPTA trainers and managers, along with consultants to jointly develop courses. Keystone classes consist of preparation for promotion tests and in-grade training for current mechanics to keep up with

the new technology in mass transit.

Classes range from a 1-day "Intro to Computers" to a 5-day "Troubleshooting of Programmable Logic Controllers." In the Bus Division, the Keystone Partnership supports 3 to 5-week promotion courses. These courses are divided into modules so that current mechanics can attend to improve their skills.

The Keystone Partnership would not be successful without the contributions by many people at SEPTA and the TWU. Following is just the beginning of presenting the Keystone Partnership.

Rail Division



Rail Vehicle Electrical Electronics Specialist Frank Brinkman from 69th Street Shop is downloading system faults from the Tracos Train Computer (TRACS). Frank is a TWU rep for the Rail Work Group. He is working with managers and trainers to design courses that will aid employees who transfer or promote. The Rail Work Group is also developing courses for new hires. Frank said, "When SEPTA buys a new fleet, the components change and if we don't keep up with the parts, we are not going to be able to know how to fix them and the car will stay in the shop not carrying riders. The Keystone Partnership training helps SEPTA to keep trains on the rail."



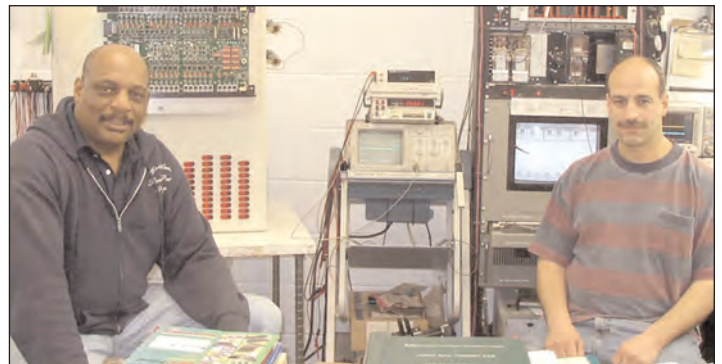
Henry Davis Jr., Chief Mechanical Officer for the Broad Street Subway/City Light Rail Vehicle Maintenance group is a member of the Rail Work Group.

"We have had lots of benefits from the Keystone Partnership. It has given TWU Local 234 and SEPTA the opportunity to work on a joint program, which benefits both parties. It also provides in-class training for our existing employees and specific training for our new vehicles." Davis explained, "We have a lot of fleets on our property, which are all state of the art vehicles with electronics and in some cases AC Drives. The AC Drive systems are all brand new, and computer controlled. With these new fleets comes a new technology and we were able to use the Keystone grants to either hire trainers or subsidize the training we need. There are lots of success stories."



Ben Dwinnell, Chief of Rail Equipment, Engineering and Maintenance supports the Keystone Partnership.

"Rail vehicle mechanics have seen drastic changes in the equipment. Fleets last 30 years and the technology leaped from electrical-mechanical to computer-controlled electronics. The new Market-Frankford and Norristown fleets are examples of the new technology."



Rail Electrical/Electronic Specialists Ron Parks (left) and Vince Guglielmo (right) work at the Woodland Repair Shop. Ron designed and built the new solid-state electronics train line panel. This new device mounted on its testing unit, allows the technician to test, troubleshoot, and repair the electronics that control signals between the cars of a train. Behind Vince is the Cab Signal/Automatic Train Control test rack. This provides the technician with the ability to troubleshoot and repair the printed circuit boards down to the component level. One of the functions of this system is to keep the train from going over the allowed speed limit. Vince said, "Last year, our crew received certification for attending a Keystone Partnership 40 hour multi-layer circuit board repair course. The training helped us in repairing the train line panels which are surface mount semi-conductors."



We are the Keystone Partnership in Philadelphia

Bus Division



Jason Miller, on left, is a mentor for Tom Pike, on right, at Berridge Shop. Tom just passed his performance test to promote to First Class Automotive Vehicle and Equipment mechanic. Tom started at SEPTA as General Helper. He said, ***“I want to thank the mentors who helped me prepare for the performance test.”*** Jason also serves as the TWU representative on the Bus Work Group. In the picture, Jason is

troubleshooting the Advanced Mobil Data Terminal (AMDT) controls that are located behind the bus operator’s seat. The AMDT is connected to the annunciation and destination sign system, which is part of the Automatic Stop Announcement System that communicates with the Global Positioning System (GPS). The AMDT, which is to the left of the bus operator’s seat, allows the Operator to enter the Route and Block numbers for revenue operation. Through this technology, SEPTA can upload the data, via our Wireless LAN, from the vehicle to the depots DIS server at the end of the day. The mechanics can update data by the use of a PCMCIA card or USB Key. Not only does the system record the data, it also serves as a two-way communication between the bus driver and the SEPTA control center. Jason also works with SEPTA trainers and the Keystone Partnership consultants, EDSI, to develop courseware that is used statewide. He says, ***“With a diverse fleet of SEPTA vehicles and technology changing so fast, mechanics have to keep up. The Keystone Partnership is helping us do that.”***



TWU 234 Member Gary Kupniewski (on left) is a First Class Bus Mechanic from the Southern Shop who was selected as a ***“Subject Matter Expert”*** to work with SEPTA Instructor, Bill Zarzycki to teach a course on Preventative Maintenance (PM) procedures. The Bus Division Work Group identified the PM process as one of, if not the most important job

that is performed at SEPTA’s 10 maintenance garages. Preventative Maintenance is a garage’s defense against road calls, service delays and other problems. A strong PM program will identify maintenance issues early before they can become larger problems. Both Gary and Bill took their knowledge and experience on the road to share with the rest of the SEPTA maintenance crews.



Lou Curley is a SEPTA Chief Officer in the Bus Division. He has been a member of the Keystone Partnership Bus Work since the beginning. His commitment to work on training issues jointly with TWU representatives has helped pave the way for over 100 promotions in the Bus Division.

Facilities Division



Facilities Electricians (shown on left), Millwrights, and Elevator/Escalator mechanics have attended five-day courses for electronics and programmable logic controllers. The courses are designed by mechanics and managers and then taught by instructors hired through the Keystone Partnership grants.



Buildings & Bridges Asst. Chief Engineer Ed LaGuardia is a member of the Facilities Work Group. He meets regularly with representatives from the TWU and SEPTA’s training department to design classes for the mechanics. ***“Around the Keystone table, everyone’s goal, whether we agree or disagree, is that we are going to create an effective training program. We are working diligently with each area to make sure we make time for the training, make time for the testing, and hammer out a mentoring program that will make both TWU and SEPTA proud. The Keystone Partnership just operates in a fashion not seen before in working with the union.”***



Congratulations On Your Promotions

The Keystone Transit Career Ladder Partnership training paved the way for promotions in the Bus and Rail Division. These achievers deserve recognition and the newsletter is a way to give everyone in the program a chance to shine. Since December 2001, the Keystone Partnership has trained hundreds of employees and over a hundred have promoted to higher classifications and pay rates. The following have promoted since July 2003.

Achievers not shown:

- Steve Bouley Victory Shop, 1st Class
- Mike Daily Frankford Shop, MCD to Third Class
- Dave Williams Callowhill Shop, Operator to 3rd Class



Drew Upchurch Comly Shop
Third class to HVAC Specialist



Eric Dudley Callowhill Shop
2nd to 1st Class



Jamal Mitchell Midvale Shop
Operator to 3rd Class



Joseph Walker Frontier Shop
Third Class to Second Class



Gerald Sullivan Midvale
Flash to 3rd Class



Chopin Pathappill Southern Shop
General Helper to 2nd Class



Patrick White Frankford Shop
MCD to General Helper

Many trainees credit their success to the support from mentors, who are a key part of training for promotions. At the Woodland Shop, Director Larry Sheffield and Asst. Director Bill Matthews supported the program and assign mentors to trainees to help prepare for performance tests.

Recent promotions to First Class Rail Vehicle Electrician include: from left: Pam Curry (from 2nd Class Rail Vehicle Electrician), Mudaplackel Thomas (new hire), mentor Phil Lowe (1st Class Rail Vehicle Electrician with 24 years at SEPTA), Denise Gentilcore (new hire), Robert Langenstein, Jr. (from Maintenance Custodian Driver, Dawud Young (from 3rd Class bus mechanic), and Alonzo Powell (from 2nd Class Overhead Maintainer). Mentor Phil Lowe gives recognition to all the mentors at Woodland Shop that helped make these promotions possible.





SEPTA/TWU Part of a Statewide Effort

By Dr. Robert Garraty

While the Keystone Partnership accomplishments in the Philadelphia area are significant, SEPTA's fellow transit agencies and TWU's brothers and sisters from other labor unions across the Commonwealth are actively participating in related activities. Some of these activities include:

- Management and labor representatives from over twenty different transit agencies across the state have participated in Keystone Partnership organizational analysis and skill gap analysis activities developed originally by SEPTA/TWU. Information on skill gaps from hundreds of bus maintenance mechanics outside Philadelphia have been added to the existing database from SEPTA/TWU. Keystone now has assessment data from over 600 Pennsylvania bus maintenance

mechanics that is being used to develop meaningful, shop-floor based training courses.

- A Pennsylvania Transit Maintenance Labor/Management Workgroup, consisting of 6 Maintenance Supervisors and 6 Labor Representatives, has met 6 times over the past year to develop standards and approve training courses for the Keystone Partnership. SEPTA and the TWU have representatives on the Workgroup and have been major participants in those decisions.

- On December 2, 2004 over 50 participants attended the second annual Statewide Keystone Partnership Conference in Harrisburg. Representatives from all four political caucuses in the General Assembly attended the session to listen to the

Keystone Partnership accomplishments to-date. Department of Labor and Industry officials, underwriters of the entire program, also attended and commented on the program's success and future potential. The Chairman of the House Transportation Committee, Representative Richard Geist (R-Altoona), made very favorable comments on the initiative and particularly emphasized the importance of having labor and management working together on such an important activity.

The Keystone Partnership has turned into a truly statewide effort that is bringing together large, medium and smaller transit properties and their workforces to cooperate in order to address the unprecedented technological change affecting the overall transit industry.



Did You Know?

With World War II on, the Philadelphia Eagles and the Pittsburgh Steelers merged for the 1943 football season to become the "Steagles." The Steagles, who finished their only season 5-4-1, split their home games between Philadelphia's Shibe Park and Pittsburgh's Forbes Field.

In the spirit of the "Steagles," representatives from Philadelphia and Pittsburgh's two transit agencies and two unions representing the workers in the transit agencies have been sharing information on the Keystone Transit Career Ladder Partnership. Back in the Fall of 2003, representatives from SEPTA management traveled to Pittsburgh to meet with representatives from the Port Authority of Allegheny County to discuss how labor and management can work together to address mutual training concerns. At the same time, a representative from Transportation Workers Union Local #234 from Philadelphia met with representatives from Amalgamated Transit Union Local #85 from Pittsburgh to review the history of labor's involvement in the Keystone Partnership program. Whereas SEPTA has approximately 9,000 employees, the Port Authority has about 3,200 employees, of which approximately 850 work in maintenance. The original work that was done in Philadelphia under Keystone that identified multiple job tasks of maintenance mechanics is being utilized by the EDSI consultants as they interview the



Announcement of the participation of the Port Authority of Allegheny County and Amalgamated Transit Union Local # 85 of Pittsburgh in the Keystone Transit Career Ladder Partnership on February 27, 2004: (left to right) Stephen Schmerin, Secretary, PA Department of Labor & Industry; Patrick McMahon, President and Business Agent, Amalgamated Transit Union, Local # 85 Pittsburgh; William Millar, President, American Public Transportation Association; Warren George, International President, Amalgamated Transit Union; Paul Skoutelas, Chief Executive Officer, Port Authority of Allegheny County; William George, President, PA AFL-CIO; Jack Brooks, Chairman, Port Authority Board of Directors.

over 100 subject matter experts in Pittsburgh. By-the-way, the last time the Philadelphia Eagles played the Pittsburgh Steelers was on August 16, 2003 for a pre-season game. The Eagles won the game, 21-16. During the game, there was a 30 minute delay due to lighting.