



TRANSFORMATION UPDATE

RIF UPDATE

MTA TMO | 2 BROADWAY | FEBRUARY 2020



Transformation Objectives

21st Century Global Leader in Mass Transportation Excellence :

- Expertise
- Scale
- Cost competitiveness

Transformation Principles

We place above all other objectives :

- Safety
- Customer Service
- Routine maintenance to enable safety and customer service

Transformation Scope

Everything else is on the table.

And we need to find \$1.6 billion between now and Q4 2023.

Reduction in Force (RIF) Time Line

Scope

2700 positions.

Expected composition:

- 700 operational
- 2000 administrative

Mix:

- Attrition,
- Position reduction
- Management actions

Plus possible verifiable non-labor cost reductions.

Q1 2020

Already in progress

1. Alix Partners plan actions
 1. Hiring freeze
 2. Vacancy Control Committee

As of January 31, 2020, attrition on track.

Q2 to End 2020

Balance of Alix Partners Recommendations.

- RIF : ~1900 positions.

RIF Taskforce determines allocations by Agency.

The COO, Presidents and Transformation to determine allocation in their agency based on Alix Partner's recommendations, service continuity and safety considerations.

Q3 2020

Attrition continues.

Vacancy Control Committee evaluates critical non-operational and non-safety position requests

End Q4 2020

Evaluate RIF actions compared to plan.

Evaluate actuals to forecast.

Propose 2021 plan.