

Employee Resource Groups (ERGs) - Information for Transit Operators

Employee Resource Groups (ERGs) are employee-led groups formed around common interests, issues, and backgrounds. ERGs promote equity and social justice, foster employee engagement, strengthen workplace effectiveness, improve leadership abilities, and enhance personal and professional growth within King County.

Because of the unique nature of transit operators' schedules, it may be challenging to balance the need to provide transit service with participation in ERGs. Therefore, special procedures have been created to provide transit operators the opportunity to participate whenever service conditions allow.

If you are interested in attending an ERG event, please follow the procedures below:

Before attending an ERG event:

- Learn more about Employee Resource Groups at www.kingcounty.gov/metro/erg.
- Watch for announcements and/or posters regarding upcoming ERG events.
- Note the date and time of the ERG event you would like to attend.
- Inform the dispatcher that you would like to get your name in the ERG book to attend an ERG event. Provide the dispatcher with the exact date and time of the event you would like to attend no later than 10:00AM the day before the event.
- Understand that business needs may require Metro to limit the number of participants attending an ERG event at the same time. No more than 1.5% of the transit operators at any one base will be released from duty to attend the same ERG event. At no time shall service be canceled to allow an employee to attend an ERG event. If more employees wish to attend an ERG meeting than are able to be released from duty, the planner will randomly select names from the list to identify those available to attend.
- The morning of the event, check with the dispatcher to find out if you will be relieved to attend.

During an ERG event:

- Sign in at any ERG event you attend as proof of attendance. Understand that employees participating via Skype are expected to participate as actively as if they were participating in person.
- If you would like to join the ERG on an ongoing basis, provide your contact information to the leaders so they can include you in group communications.

FTOs may not exceed three hours of work time per month participating in ERG meetings and activities. Monthly allotted hours for PTOs shall be prorated to reflect the employee's normally scheduled work week (ie. a PTO with a 20-hour work week would be allotted up to 1.5 hours per month). These time limits include travel time for in-person meetings.

Information

- 🖥️ kingcounty.gov/metro/erg
- ✉️ Metro.Equity@kingcounty.gov
- ☎️ 206-205-8000

