

REGIONAL TRANSIT ISSUE PAPER

Agenda Item No.	Board Meeting Date	Open/Closed Session	Information/Action Item	Issue Date
16	03/13/17	Open	Action	03/03/17

Subject: Approving the Terms for Extension of the Labor Contract Between Regional Transit and the Amalgamated Transit Union, Local 256 - April 1, 2017 - March 31, 2019

ISSUE

Whether to approve the terms for an extension of the Collective Bargaining Agreement (CBA) between Sacramento Regional Transit (RT) and Amalgamated Transit Union, Local 256 (ATU 256), for the two year term of April 1, 2017, through March 31, 2019.

RECOMMENDED ACTION

Adopt Resolution No. 17-03-____, Approving the Terms for Extension of Labor Contract Between Sacramento Regional Transit and Amalgamated Transit Union, Local 256, for the Two Year Term of April 1, 2017, Through March 31, 2019.

FISCAL IMPACT

Budgeted: \$377,185 (April 2017-June 2017) Projected Expense - FY: 17 \$ 582,722 (April 2017-June 2017)

Budget Source: Operating Projected Expense -FY: 18 \$ 871,946

Funding Source: Operating
Cost Cntr/GL Acct(s) or Salaries and Benefits

Capital Project #:

Notes: FY17 Salary includes reduction from 4% to 2.5% plus \$500 one-time payment.
FY18 Salary includes reduction from 4% to 2.5%.

DISCUSSION

The negotiating committees for RT and ATU 256 met on January 11, 2017, and again on February 9, 2017 for the purposes of discussing a proposed two year extension of the Collective Bargaining Agreement (CBA) scheduled to expire March 31, 2017. A tentative agreement was reached on February 9, 2017 on the terms for the contract extension through March 31, 2019.

The contract extension will retain and extend most provisions of the contract without modification. The limited changes agreed upon were reduced to writing and agreed to in a Tentative Agreement. The negotiating committees for RT and ATU 256 endorse and recommend ratification and approval of the stated terms as a full and complete settlement of all issues raised during negotiations. RT employees represented by ATU 256 ratified the settlement terms in an election held on March 8, 2017.

Approved:

Presented:

Final 03/08/17
General Manager/CEO

Director, Labor Relations

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In summary, the contract extension covers a two year period from April 1, 2017 through March 31, 2019.

All hourly wage rates, including applicable wage progression steps, will be increased by 2.5% annually effective April 1, 2017 and April 1, 2018. All RT employee members of ATU 256 on the payroll on April 1, 2017 will receive a lump sum payment of \$500 in addition to the hourly wage increase. Payment is to be made as soon as practicable following adoption and execution of these settlement terms.

The retirement contributions and benefits for employees hired on or after January 1, 2016 will comply with the provisions of PEPRA and require new employees to contribute 50% of the normal cost of the pension plan as of the effective date of the extension. All other provisions of PEPRA are effective as of January 1, 2016. The terms specify that the parties will revisit the provisions regarding PEPRA compliance if required as a result of the final outcome of pending litigation in Federal court.

The current demonstration project for employing Transit Agents will be extended one year through the expiration of the CBA on March 31, 2019 unless terminated, modified or extended by the parties.

The parties have agreed to meet and confer in good faith regarding the Operator Attendance Program in an effort to reduce the high volume of unscheduled absences among Operators.

The term of the contract is extended through March 31, 2019. There is a limited re-opener provided to either party if, following negotiations for any other recognized bargaining unit, there is a desire to meet to discuss the terms of the extension agreement.

All other provisions of the current CBA continue in full force and effect through the period of the extension.

Staff recommends approval of the settlement terms and conditions for the contract extension and Retirement Plan between RT and ATU 256 to be effective April 1, 2017 and authorize the General Manager/CEO to execute the final extension Agreement.

RESOLUTION NO. 17-03-_____

Adopted by the Board of Directors of the Sacramento Regional Transit District on this date:

March 13, 2017

**APPROVING THE TERMS FOR EXTENSION OF LABOR CONTRACT BETWEEN
SACRAMENTO REGIONAL TRANSIT AND AMALGAMATED TRANSIT UNION,
LOCAL 256, FOR THE TWO YEAR
TERM OF APRIL 1, 2017, THROUGH MARCH 31, 2019**

BE IT HEREBY RESOLVED BY THE BOARD OF DIRECTORS OF THE SACRAMENTO REGIONAL TRANSIT DISTRICT AS FOLLOWS:

THAT, the labor contract extension between Sacramento Regional Transit (RT) and the Amalgamated Transit Union, Local 256 (ATU 256), establishing compensation, benefits, retirement provisions, and other terms and conditions of employment for employee members of ATU 256, are hereby approved.

THAT, the General Manager/CEO is hereby authorized to bind RT to a Collective Bargaining Agreement (CBA) extension with ATU 256, whereby the existing CBA, including the Retirement Plan, is amended and restated to provide for the changes to compensation, benefits, retirement provisions and other terms and conditions of employment, as set forth in the Tentative Agreement of the parties.

THAT, the General Manager/CEO is hereby authorized to execute the CBA extension and the necessary Retirement Plan amendment(s) on behalf of RT and to implement its terms.

ANDREW J. MORIN, Chair

A T T E S T:

HENRY LI, Secretary

By: _____
Cindy Brooks, Assistant Secretary