

REGIONAL TRANSIT ISSUE PAPER

Agenda Item No.	Board Meeting Date	Open/Closed Session	Information/Action Item	Issue Date
4	06/10/19	Open	Action	05/30/19

Subject: Approving the Collective Bargaining Agreement (CBA) between Sacramento Regional Transit District and Amalgamated Transit Union Local 256 covering employees for the Elk Grove Service Line for a three year term July 1, 2019 through June 30, 2022.

ISSUE

Whether or not to conditionally approve the terms for the Collective Bargaining Agreement between Sacramento Regional Transit District (SacRT) and Amalgamated Transit Union Local 256 (ATU 256) for employees for the Elk Grove Service Line for the three year period July 1, 2019 through June 30, 2022.

RECOMMENDED ACTION

Adopt Resolution No. 19-06-_____, Conditionally Approving Terms for the Collective Bargaining Agreement between Sacramento Regional Transit District (SacRT) and Amalgamated Transit Union Local 256 (ATU 256) for Employees for the Elk Grove Service Line for the Three Year Period July 1, 2019 through June 30, 2022.

FISCAL IMPACT

Budgeted:	Yes	FY 2020:	\$	4,662,069
Budget Source:	Operating Budget	FY 2021:	\$	4,810,511
Funding Source:	Elk Grove Contracted Services Revenue	FY 2022:	\$	4,963,787
Cost Cntr/GL Acct(s) or Capital Project #:	Various Labor GL Accounts Elk Grove Cost Centers	Total Amount:	\$	14,436,367

DISCUSSION

In March 2019, SacRT and the City of Elk Grove executed an agreement pursuant to which SacRT will operate the Elk Grove transit service line known as etran. The service is currently provided through a service contract with a private company out of Dallas Texas, MV Transportation, Inc. (MVT). Employees of MVT working the etran service as bus drivers, mechanics, utility workers, dispatchers and reservationists are in a single bargaining unit and are represented by Amalgamated Transit Union, Local 256 (ATU). In order to provide continuity of service and to minimize adverse impacts upon current MVT employees, SacRT and Elk Grove have agreed that SacRT will offer limited term employment to current MVT employees working the etran service, subject to compliance with required pre-employment standards and processes. These employees will be employed as limited term employees in a discrete bargaining unit, preserving the current bargaining relationship with ATU 256, for those employees.

Approved:

Presented:

Final 06/05/19
General Manager/CEO

AVP, Labor Relations and Human Resources
J:\Board Meeting Documents\2019\09 June 10, 2019\Issue Paper for CBA_1.doc

Agenda Item No.	Board Meeting Date	Open/Closed Session	Information/Action Item	Issue Date
4	06/10/19	Open	Action	05/30/19

Subject: Approving the Collective Bargaining Agreement (CBA) between Sacramento Regional Transit District and Amalgamated Transit Union Local 256 covering employees for the Elk Grove Service Line for a three year term July 1, 2019 through June 30, 2022.

SacRT and ATU 256 have negotiated a collective bargaining agreement for employees working in the Elk Grove service that largely mirrors the existing contract between ATU 256 and MVT with the following key provisions:

- Provides for both full-time and part-time employees to meet operational needs.
- Permits employees transitioning from MVT to SacRT to retain the relative seniority to each other which is not transferable to other SacRT service lines.
- Maintains current leave provisions, vacation accruals and approval processes.
- Maintains current holiday schedule.
- Provides for a 90 day probationary period of all employees, including those transitioning from MVT.
- Permits progressive discipline for just cause.
- Provides for adjustment of grievances up to and including binding arbitration.
- Retains a variety of work rules addressing safety, accident reporting, bidding for assignments, reduction in force, etc.
- Retains an objective attendance program.

The contract provides for three key enhancements for transitioning employees as follows:

- Recognizes employees' current wage progression and placement with 3% annual increases effective July 1, 2019, July 1, 2020 and July 1, 2021.
- Extends SacRT medical, dental and vision benefits to full time and eligible part-time employees with a 90% employer contribution to medical and 100% employer contribution to dental and vision benefits.
- Provides for an employer contribution to 401 (a) deferred compensation plan of 3% of base pay for each employee.
- Provides for additional vacation accrual for longer term employees who transition to SacRT employment.

The contract also incorporates key non-economic changes as follows:

- Incorporates the SacRT Drug and Alcohol Testing Policy.
- Incorporates the SacRT policy regarding personal electronic devices.
- Incorporates post-*Janus* union security provisions.
- Incorporates pre-deprivation (*Skelly*) rights for suspensions and terminations. MVT as a private sector employer was not subject to the same legal requirements as SacRT as a public employer.

Staff recommends that the Board conditionally approve the contract terms to be effective July 1, 2019 through June 30, 2022 and authorize the General Manager/CEO to execute the final Agreement upon ratification by the ATU membership.

RESOLUTION NO. 19-06-_____

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

June 10, 2019

CONDITIONALLY APPROVING TERMS FOR THE COLLECTIVE BARGAINING AGREEMENT BETWEEN SACRAMENTO REGIONAL TRANSIT DISTRICT AND AMALGAMATED TRANSIT UNION LOCAL 256 FOR EMPLOYEES FOR THE ELK GROVE SERVICE LINE FOR THE THREE YEAR PERIOD JULY 1, 2019 THROUGH JUNE 30, 2022.

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

THAT, the Collective Bargaining Agreement (CBA) between Sacramento Regional Transit District (SacRT) and Amalgamated Transit Union Local 256 (ATU 256) establishing compensation, benefits and other terms and conditions of employment for employees working in the Elk Grove service line, is hereby conditionally approved pending ratification by the ATU.

THAT, the General Manager/CEO is hereby authorized to bind SacRT to the CBA with ATU 256 establishing compensation, benefits and other terms and conditions of employment for employees working in the Elk Grove service line.

THAT, the General Manager/CEO is hereby authorized to execute the CBA on behalf of SacRT and to implement its terms upon ratification by the ATU membership.

PATRICK KENNEDY, Chair

A T T E S T:

HENRY LI, Secretary

By: _____
Cindy Brooks, Assistant Secretary