

REGIONAL TRANSIT ISSUE PAPER

Agenda Item No.	Board Meeting Date	Open/Closed Session	Information/Action Item	Issue Date
17	06/10/19	Open	Action	06/05/19

Subject: Terms of Settlement for Labor Negotiations between SacRT and ATU Local 256

ISSUE

Whether or not to conditionally approve the terms for settlement of labor contract negotiations between Sacramento Regional Transit District (SacRT) and Amalgamated Transit Union, Local 256, (ATU), for a four year term of April 1, 2019 through March 31, 2023.

RECOMMENDED ACTION

Adopt Resolution No. 19-06-_____, Conditionally Approving the Terms for Settlement of Labor Contract Negotiations between Sacramento Regional Transit District and Amalgamated Transit Union, Local 256, for a Four Year Term April 1, 2019 through March 31, 2023.

FISCAL IMPACT

Budgeted:	Yes	This FY (2019):	\$	10,370,624 (3 months)
Budget Source:	Operating	FY 2020:	\$	41,749,866 12 months
Cost Cntr/GL Acct(s) or Capital Project #:	Various Departmental Labor Accounts	FY 2021:	\$	42,903,419 12 months
		FY 2022:	\$	44,287,450 12 months
		FY 2023	\$	33,957,375 9 months
		TOTAL:	\$	173,268,734

Note: This fiscal impact only reflects a 3% wage increase assuming the same level of service. Additionally, this does not account for increases in medical insurance premiums and other benefits (i.e. pension, dental, etc.)

DISCUSSION

Representative of SacRT and ATU began meeting on March 12, 2019 for the purpose of renegotiating certain provisions of the Collective Bargaining Agreement (CBA) which expired on March 31, 2019. The negotiating teams reached tentative agreement for a full and complete settlement of issues opened for renegotiation, subject to ratification and approval by ATU membership and the SacRT Board of Directors.

In summary, the substantive terms for settlement are as follows:

1. Term of Agreement: 4 years from April 1, 2019 through March 31, 2023.

Approved:

Presented:

Final 06/05/19

General Manager/CEO

AVP, Human Resources and Labor Relations

J:\Board Meeting Documents\2019\09 June 10, 2019\ATU Contract IP (Version 5-29-2019).docm

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2. Wage Package:

Provides for 3% general wage increases on April 1, 2019, April 1, 2020, April 1, 2021 and April 1, 2022.

3. Part-time Operators:

- Permits the employment of up to 5 Part-time Operators for specified pieces of work.
- Precludes the reduction of Full-time Operator positions and overtime or the lay-off of Full-time Operators at any time Part-time Operators are employed.

4. Transit Agents:

- Terminates the demonstration projects under which SacRT employed Transit Agents for fare inspection and provides for the implementation of a regular SacRT program for improved fare inspection and customer service.
- Extends full contract and benefits coverage to employees hired to work in the new fare inspection and customer service program.

The terms for settlement have been reduced to writing. The employee membership of the ATU is scheduled to vote to ratify the terms of the settlement on June 11, 2019.

RESOLUTION NO. 19-06-_____

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

June 10, 2019

CONDITIONALLY APPROVING THE TERMS FOR SETTLEMENT OF LABOR CONTRACT NEGOTIATIONS BETWEEN SACRAMENTO REGIONAL TRANSIT DISTRICT AND AMALGAMATED TRANSIT UNION, LOCAL 256, FOR A FOUR TERM APRIL 1, 2019 THROUGH MARCH 31, 2023

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

THAT, the labor contract settlement terms between Sacramento Regional Transit District (SacRT) and Amalgamated Transit Union, Local 256 (ATU), establishing compensation, benefits, retirement and other terms and conditions of employment for employee members of ATU, for the period of April 1, 2019 through March 31, 2023, is hereby conditionally approved pending ratification by the ATU membership scheduled for June 11, 2019.

THAT, the General Manager/CEO is hereby authorized to bind SacRT to a Collective Bargaining Agreement (CBA) with ATU whereby the existing CBA, including the Retirement plan are amended and restated to provide for the changes to compensation, benefits and other terms and conditions of employment.

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

PATRICK KENNEDY, Chair

A T T E S T:

HENRY LI, Secretary

By: _____
Cindy Brooks, Assistant Secretary