



## STAFF REPORT

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**DATE:** June 8, 2020

**TO:** Sacramento Regional Transit Board of Directors

**FROM:** Stephen Booth, AVP, Human Resources & Labor Relations

**SUBJ:** APPROVING THE COLLECTIVE BARGAINING AGREEMENT (CBA) BETWEEN SACRAMENTO REGIONAL TRANSIT DISTRICT AND AMALGAMATED TRANSIT UNION LOCAL 256, COVERING EMPLOYEES FOR THE SACRT GO PARATRANSIT SERVICE LINE FOR A 4-YEAR TERM JUNE 28, 2020 THROUGH JUNE 30, 2024

### RECOMMENDATION

Adopt the Attached Resolution.

### RESULT OF RECOMMENDED ACTION

If approved and implemented, the Collective Bargaining Agreement would create a framework for administering wages, hours and working conditions for employees working on the SacRT GO Paratransit Service Line.

### FISCAL IMPACT

The costs associated with this Agreement have been incorporated into the FY 2021 budget. The total budgeted Paratransit cost for this unit in FY 2021 is \$10,779,778.00.

### DISCUSSION

Representatives of the Sacramento Regional Transit District (SacRT) and the Amalgamated Transit Union Local 256 (ATU), have negotiated a Collective Bargaining Agreement (CBA) for employees in various classifications working on the Paratransit Service Line (SacRT GO). This includes the following classifications: Paratransit Operator, Paratransit Dispatcher, Paratransit Reservation Specialist and Paratransit Operator Trainer. The Agreement was developed using a combination of provisions from the SacRT-ATU Main Service Line Agreement, provisions from the SacRT-ATU Elk Grove Service Line Agreement, and provisions from the ATU Agreement with Paratransit, Inc. (PI) covering Vehicle Operators. The ATU membership in the Paratransit Service Line bargaining unit voted to ratify the Agreement on Saturday, May 23, 2020.

The Agreement includes the following key provisions:

- ) Identifies 4 new job classifications for work to be performed on the Paratransit Service Line: Paratransit Operator, Paratransit Operator/Trainer, Paratransit

Dispatcher, and Paratransit Reservation Specialist. It also recognizes ATU as the exclusive representative for employees in those classifications.

- ) Provides for both full-time and part-time employees to meet operational needs.
- ) Permits employees transitioning from employment with Paratransit, Inc. (PI) to SacRT to retain their classification seniority (seniority is not transferable to other SacRT service lines).
- ) Maintains equivalent leave provisions, accruals and approval processes.
- ) Provides for 7 designated paid holidays and 3 floating paid holidays.
- ) Provides a 90-day probationary period for all employees, including those transitioning from PI.
- ) Permits progressive discipline for just cause and specifies pre-deprivation due process rights pursuant to case law.
- ) Provides for adjustment of grievances, up to and including binding arbitration.
- ) Provides for standard "work rules" regarding safety, drug and alcohol testing, accident reporting, bidding for assignments and vacations, reduction in force, overtime, etc.
- ) Permits the use of "brokered transportation services" to specified levels to ensure passenger transportation needs are met within federal guidelines.
- ) Provides "union security" language consistent with case law and state statutory provisions.

The CBA provides an enhanced total compensation package for employees while maintaining fiscal responsibility based upon important compromises on the part of each party, including:

- ) Increased wage rates compared to those currently paid by PI for all classifications.
- ) Enhanced medical benefits for full-time employees and their dependents with an employee contribution of 10% of premiums.
- ) Parameters for medical benefits eligibility for part-time employees are consistent with current PI practices and Federal statutory requirements.
- ) Fully paid vision, dental and life insurance benefits for full-time employees.
- ) A 3% of base pay contribution to a defined contribution retirement plan, which is a reduction from the contribution made by PI.
- ) A reduction from 14 paid holidays to 10 paid holidays.
- ) Employer provided uniforms for Paratransit Operators and Paratransit Operator Trainers as well as logo polo shirts to be worn during working hours by Paratransit Dispatchers.

Staff recommends that the Board approve the terms for settlement of contract negotiations for a 4-year term.

RESOLUTION NO. 20-06-0043

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

June 8, 2020

**APPROVING THE COLLECTIVE BARGAINING AGREEMENT (CBA) BETWEEN SACRAMENTO REGIONAL TRANSIT DISTRICT AND AMALGAMATED TRANSIT UNION LOCAL 256, COVERING EMPLOYEES FOR THE SACRT GO PARATRANSIT SERVICE LINE FOR A 4-YEAR TERM JUNE 28, 2020 THROUGH JUNE 30, 2024**

NOW, THEREFORE, 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) establishing compensation, benefits, and other terms and conditions of employment for employees working on the SacRT GO Paratransit Service Line, is hereby approved.

THAT, the General Manager/CEO is hereby authorized to bind SacRT to the CBA with ATU establishing compensation, benefits, and other terms and conditions of employment for employees working on the SacRT GO Paratransit Service Line.

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

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STEVE HANSEN, Chair

A T T E S T:

HENRY LI, Secretary

By: \_\_\_\_\_  
Cindy Brooks, Assistant Secretary