



STAFF REPORT

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 BETWEEN SACRAMENTO REGIONAL TRANSIT DISTRICT AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 1245 COVERING EMPLOYEES FOR THE SACRT GO PARATRANSIT SERVICE LINE

RECOMMENDATION

Adopt the Attached Resolution.

RESULT OF RECOMMENDED ACTION

If approved and implemented, the Amendment to 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 \$1,540,524.00.

DISCUSSION

Representatives of the Sacramento Regional Transit District (SacRT) and the International Brotherhood of Electrical Workers, Local 1245 (IBEW), have negotiated an amendment to the Collective Bargaining Agreement for employees in various classifications that will work on the Paratransit Service Line (SacRT GO). This includes the following classifications: Paratransit Electrical Mechanic, Paratransit Mechanic A, Paratransit Mechanic B, Paratransit Mechanic C and Paratransit Service Worker. The amendment sets forth specific provisions regarding terms and conditions of employment that will be applicable only to the employees in the listed classifications. All other provisions of the IBEW Collective Bargaining Agreement not modified by the amendment will apply to employees in those classifications as well.

The Agreement includes the following key provisions:

-) Identifies four new job classifications for work to be performed on the Paratransit Service Line; Paratransit Electronic Mechanic, Paratransit Mechanic A, Paratransit Mechanic B, Paratransit Mechanic C and Paratransit Service Worker

and recognizes IBEW as the exclusive representative for employees in those classifications.

-) 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).
-) Provides for 7 designated paid holidays and 3 floating paid holidays.
-) Precludes employees in the specified classifications from bidding into other IBEW represented classifications in the other service lines.

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

-) Establishes wage rates equivalent to those currently paid by SacRT for similar classifications working in other service lines.
-) A 3% of base pay contribution to a defined contribution retirement plan consistent with the “new business provision” in the previous contract extension effective April 1, 2019.
-) A reduction from 12 paid holidays to 10 holidays, consistent with other negotiated agreements for the Paratransit Service Line.
-) Employer provided uniforms for Paratransit Operators and Paratransit Operator.

Staff recommends the Board approve the amendment to the Collective Bargaining Agreement.

RESOLUTION NO. 20-06-0044

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

June 8, 2020

APPROVING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN SACRAMENTO REGIONAL TRANSIT DISTRICT AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 1245 COVERING EMPLOYEES FOR THE SACRT GO PARATRANSIT SERVICE LINE

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

THAT, the Amendment to the Collective Bargaining Agreement (CBA) between Sacramento Regional Transit District (SacRT) and International Brotherhood of Electrical Workers 1245 (IBEW) 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 Amendment to the CBA with IBEW 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 Amendment to the CBA with IBEW on behalf of SacRT and to implement its terms.

STEVE HANSEN, Chair

A T T E S T:

HENRY LI, Secretary

By: _____
Cindy Brooks, Assistant Secretary

MEMORANDUM OF AGREEMENT

Paratransit Service Line Employees (SacRT GO)

This MEMORANDUM OF AGREEMENT (MOA) is entered by and between the International Brotherhood of Electrical Workers, Local 1245, hereinafter referred to as "UNION", and the SACRAMENTO REGIONAL TRANSIT DISTRICT, hereinafter referred to as "SacRT".

The parties agree as follows:

Section 1 – Paratransit Service Line

Except as provided herein below, the provisions of the primary Collective Bargaining Agreement (CBA) shall apply to employees in the classifications listed in Section 2 below.

Section 2 - New Classifications Added To The Bargaining Unit

Pursuant to Section 2.1 of the (CBA), the following classifications are designated to the IBEW Bargaining unit:

Paratransit Electronic Mechanic
Paratransit Mechanic A
Paratransit Mechanic B
Paratransit Mechanic C
Paratransit Service Worker

Section 3 – Seniority

- a. The provisions of Article 7 of the CBA notwithstanding, employees who transition from employment with Paratransit Inc. (PI) into one of the classifications listed above will retain their relative classification seniority based upon verified most recent hire date with PI.
- b. Employees who transition from employment with Paratransit Inc. (PI) into one of the classifications listed above will have bargaining unit seniority based upon their most recent hire date with SacRT.
- c. In the event a transitioned employee successfully applies for a position in an IBEW classification not listed above, bargaining unit seniority shall prevail for any purposes specified in the CBA.

Section 4 – Post and Bid

- a. Employees in the classifications listed above within the paratransit service line may bid for hours, days and work locations within their classification pursuant to the process(es) specified in the CBA.

- b. Employees in the classifications listed above are precluded from bidding for positions in other bargaining unit classifications pursuant to the process(es) specified in the CBA. This provision will remain in effect until such time that it may be modified by a subsequent MOA or a successor CBA.

Section 5 – Wage Rates

- a. The following maximum wage rates are effective as of May 1, 2020.

Paratransit Electronic Mechanic	\$36.72
Paratransit Mechanic A	\$35.66
Paratransit Mechanic B	\$30.10
Paratransit Mechanic C	\$26.73
Paratransit Service Worker	\$24.23

- b. Employees who transition without a break in service from employment with Paratransit Inc. to employment with SacRT will be paid at the wage rates specified above. Employees who are hired thereafter will be subject to the provisions of Section 10.2 (a) and (b).
- c. Any general salary increase provided to the bargaining unit pursuant to the CBA on or after April 1, 2021 shall be applied to the classifications listed above.

Section 6 – Retirement Plan

Employees in the classifications listed above shall be subject to the “New Business” provisions in the CBA providing a 3% employer contribution to a defined contribution plan.

Section 7 - Holidays

Employees in the classifications listed in Section 2 above shall be entitled to the seven designated Holidays stated in Section 11.1 and three Floating Holidays.

TA 5/22/2020

2:47 pm

SJB

TA 5/22/2020

3:43 pm

SLL