



# STAFF REPORT

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**DATE:** May 11, 2020

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

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

**SUBJ:** CONDITIONALLY APPROVING THE EXTENSION OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE SACRAMENTO REGIONAL TRANSIT DISTRICT AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS FOR A ONE-YEAR TERM FROM APRIL 1, 2020 THROUGH MARCH 31, 2021

RECOMMENDATION

Adopt the Attached Resolution.

RESULT OF RECOMMENDED ACTION

If approved and implemented, the Agreement to Extend the Collective Bargaining Agreement (CBA) (Exhibit A) would create a framework for administering wages, and retain the current terms and conditions of employment for employees who are members of the International Brotherhood of Electrical Workers (IBEW) Bargaining Unit.

FISCAL IMPACT

The total consideration for this one-year extension of the SacRT-IBEW CBA is \$465,649.00. This includes an 11-month salary increase of 3% (\$359,103), FICA (\$27,471) and pension costs (\$79,074). There may be additional costs during the 4<sup>th</sup> quarter of Fiscal Year (FY) 21, depending on the outcome of negotiations prior to the expiration of this extension.

DISCUSSION

Representatives of the Sacramento Regional Transit District (SacRT) and the International Brotherhood of Electrical Workers (IBEW 1245) began meeting on January 17, 2020, for the purpose of renegotiating certain provisions of the Collective Bargaining Agreement (CBA), which were set to expire on March 31, 2020. Due to the Coronavirus Pandemic, negotiations have been suspended since March 13, 2020. In light of these circumstances and the uncertain economic climate, both parties agreed it would be mutually beneficial to extend the current contract. A Tentative Agreement on the terms of the extension was reached on April 23, 2020.

The Contract Extension will retain the provisions of the contract, with one modification to wages. A general salary increase of 3% will be provided to all employees in all classifications, effective May 1, 2020. All other provisions of the current CBA continue in full force and effect through the period of the extension.

The negotiating committees for SacRT and IBEW 1245 endorse and recommend ratification and approval of the stated terms as a full and complete settlement of all issues raised during negotiations. SacRT employees represented by IBEW 1245 will need to vote to ratify the terms for settlement. Staff recommends the Board conditionally approve the terms for settlement of contract negotiations for a one-year term, pending an affirmative vote from the members anticipated to occur on May 22, 2020.

RESOLUTION NO. 20-05-0035

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

May 11, 2020

**CONDITIONALLY APPROVING THE EXTENSION OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE SACRAMENTO REGIONAL TRANSIT DISTRICT AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS FOR A ONE-YEAR TERM FROM APRIL 1, 2020 THROUGH MARCH 31, 2021**

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

THAT, the labor contract settlement terms attached hereto as Exhibit A, between the Sacramento Regional Transit District (SacRT) and the International Brotherhood of Electrical Workers, (IBEW 1245), establishing compensation, benefits, retirement provisions and other terms and conditions of employment for employees represented by IBEW 1245, are conditionally approved, pending the affirmative vote of its members.

THAT, the General Manager/CEO is hereby authorized to bind SacRT to a Collective Bargaining Agreement (CBA) extension with IBEW 1245, whereby the existing CBA, including the Retirement Plan, is amended to provide for the changes to compensation, benefits, retirement provisions and other terms and conditions of employment, as set forth in the Agreement to extend the CBA.

THAT, the General Manager/CEO is hereby authorized to execute the CBA extension 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

## AGREEMENT TO EXTEND CBA

This Agreement is by and between the International Brotherhood of Electrical Workers, Local Union 1245, hereinafter "IBEW", and Sacramento Regional Transit District, hereinafter "SACRT".

WHEREAS, IBEW and SACRT are parties to a Collective Bargaining Agreement (CBA) for the term of April 1, 2014, through March 31, 2018, and an Agreement to Extend that CBA through March 31, 2020

WHEREAS, IBEW and SACRT have met in collective bargaining for the purpose of discussing, revising and extending the terms and conditions of the Agreements referenced above for an additional period of time, and

WHEREAS, the CBA Extension Agreement was set to expire on March 31, 2020, and is currently in hold-over status while the parties continue to negotiate a new CBA; and

WHEREAS, the parties desire to extend the term of the current Agreements with minimal revisions for an additional one-year period.

NOW, THEREFORE, IBEW and SACRT hereby agree as follows:

THAT, subject to IBEW ratification and adoption by the SacRT Board of Directors, except for those provisions identified as modified herein below, the CBA and the Extension Agreement scheduled to expire at midnight, March 31, 2020, shall continue in full force and effect through midnight, March 31, 2021:

### **Article 10: Wage Rates and Classifications**

A General Salary Increase of 3% will be provided to all employees in all classifications, effective May 1, 2020.

### **Article 36: Term**

This Extension Agreement will continue in full force and effect through midnight March 31, 2021.

Any provisions of the contract and the Extension Agreement that are not modified by this Agreement shall remain in full force and effect for the duration specified herein.

IN WITNESS WHEREOF, the parties hereby execute this extension of the Collective Bargaining Agreement in Sacramento, California, this \_\_\_\_ day of April 2020.

# AGREEMENT TO EXTEND CBA

FOR THE SACRAMENTO  
REGIONAL TRANSIT DISTRICT:

FOR THE INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL  
WORKERS:

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Henry Li  
General Manager/CEO

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Tom Dalzell  
Business Manager, IBEW Local 1245

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Shelly Valenton  
VP, Integrated Services & Strategic  
Initiatives

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Sheila Lawton  
Business Representative, IBEW Local 1245

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Doug Cook  
VP, Operations

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Constance Bibbs  
Storekeeper / Shop Steward

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Stephen Booth  
AVP, Human Resources & Labor Relations

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Jeff James  
Mechanic A / Shop Steward

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Neal Pickering  
LR Vehicle Technician/Shop Steward

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Ron Hoff  
Lineworker Technician

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Matt Wade  
Facilities and Groundworker II/  
Shop Steward

*TA - SUB*  
*4/23/2020*  
*4:31 pm*

*TA- Slawton*  
*4/23/2020*  
*1:41pm*