



STAFF REPORT

DATE: March 22, 2021

TO: Sacramento Regional Transit Board of Directors

FROM: Shelly Valenton, VP, Integrated Services and Strategic Initiatives/Chief of Staff

SUBJ: CONDITIONALLY APPROVING A THREE-YEAR EXTENSION OF THE COLLECTIVE BARGAINING AGREEMENT WITH THE AMALGAMATED TRANSIT UNION, LOCAL 256 FOR THE ELK GROVE SERVICE LINE

RECOMMENDATION

Adopt the Attached Resolution.

RESULT OF RECOMMENDED ACTION

Board adoption of the attached Resolution will result in a conditional approval of a three-year extension of the Collective Bargaining Agreement (CBA) with the Amalgamated Transit Union (ATU), Local 256 for the Elk Grove Service Line. The current agreement is set to expire June 30, 2022. The contract extension is conditioned upon Sacramento Regional Transit (SacRT) and The City of Elk Grove (Elk Grove) entering into an agreement to annex Elk Grove transit services into SacRT and upon ratification by the ATU membership.

FISCAL IMPACT

Any increase in costs related to this contract extension will be covered by increased revenues and efficiencies resulting from the annexation. The impact of these changes will be included in the annual SacRT budget if the annexation is approved.

DISCUSSION

Effective July 1, 2019, SacRT became the contract provider for transit services in Elk Grove replacing MV Transit (MV), the previous contract provider. During the time MV was the contractor for Elk Grove, the operators, dispatchers, reservationists, and various maintenance shop classifications of employees were designated in a bargaining unit for which ATU was recognized as the exclusive collective bargaining representative. Nearly all of the employees in that bargaining unit were offered employment with SacRT and the bargaining unit was kept intact. The collective bargaining unit between ATU and MV was essentially "lifted and shifted" into a new CBA between SacRT and ATU. That agreement remained largely unmodified from the previous CBA between Elk Grove and MV except for modest wage increases and expansion of medical benefits. The SacRT Board adopted that three-year CBA effective July 1, 2019 through June 30, 2022.

As negotiations between Elk Grove and SacRT regarding the annexation of transit services have progressed, staff recognized the critical need to maintain manageable and sustainable personnel costs during the first several years following annexation. To this end, SacRT and ATU discussed the prospect of extending the current CBA for three years through June 30, 2025. Negotiations were successful and a tentative agreement between the parties was reached verbally on March 12, 2021. While the Elk Grove service line will remain a separate service line from other SacRT lines and most of the CBA will remain unchanged, several key provisions of the CBA will be modified by the extension agreement, including:

-) Continuation of annual 3% general salary increases on July 1 of each year of the extension, 2021 through 2024
-) Transfer of 17 authorized maintenance positions including three mechanic classifications and utility workers from the ATU Elk Grove Bargaining Unit to the IBEW bargaining unit effective July 1, 2022
-) A \$0.25 per hour pay differential for dispatchers that was discontinued by the current CBA will be restored effective July 1, 2021
-) Effective July 1, 2022, monthly sick leave accruals will be increased to match other SacRT bargaining units
-) Effective January 1, 2022, vacation accruals which will be available for use during calendar year 2023 will be increased to more closely match vacation accruals in other SacRT bargaining units
-) Effective July 1, 2023, the employer contribution to the defined contribution retirement plan will be increased from 3% to 4%
-) Effective July 1, 2024, the employer contribution to the defined contribution retirement plan will be increased to 5%
-) Bid processes for operator assignments will be better defined and parameters for spread time for daily work schedules will be established

ATU anticipates conducting a ratification vote on Friday, March 19, 2021.

Staff recommends that the Board conditionally approve the three-year extension agreement with Amalgamated Transit Union, Local 256 for the Elk Grove Service Line.

RESOLUTION NO. 21-03-0022

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

March 22, 2021

CONDITIONALLY APPROVING A THREE-YEAR EXTENSION OF THE COLLECTIVE BARGAINING AGREEMENT WITH THE AMALGAMATED TRANSIT UNION, LOCAL 256 FOR THE ELK GROVE SERVICE LINE

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

THAT, the Board hereby conditionally approves a three-year contract extension of the Collective Bargaining Agreement with ATU, Local 256 for the Elk Grove Service Line, conditioned upon Sacramento Regional Transit District and the City of Elk Grove successfully entering into an annexation agreement, annexing the City's transit service into the District and ratification of the extension of the CBA by the ATU membership; and

THAT, the General Manager/CEO is hereby authorized and directed to execute the CBA extension upon a vote for the ratification of the extension of the CBA by the covered employees and the execution of an annexation agreement between SacRT and the City of Elk Grove.

STEVE MILLER, Chair

A T T E S T:

HENRY LI, Secretary

By: _____
Cindy Brooks, Assistant Secretary