



# STAFF REPORT

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**DATE:** April 12, 2021

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

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

**SUBJ:** APPROVING A COLLECTIVE BARGAINING AGREEMENT FOR INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 1245 (IBEW) FOR THE TERM APRIL 1, 2021 THROUGH MARCH 31, 2024

## RECOMMENDATION

Adopt the Attached Resolution.

## RESULT OF RECOMMENDED ACTION

If approved by the Board of Directors, Sacramento Regional Transit (SacRT) and the International Brotherhood of Electrical Workers (IBEW) would enter into a three-year Collective Bargaining Agreement (CBA) covering all wages, hours, and working conditions for bargaining unit employees.

## FISCAL IMPACT

The costs associated with the Agreement have been incorporated into the FY 2021 and FY 2022 budgets. The total amount budgeted for this unit in FY 2021 is \$26,993,856, and in FY 2022 is \$28,762,650. There is a total of 236 funded positions.

The sick leave maximum accumulation will be reduced from 2200 hours to 480 hours by March 31, 2024. This will reduce the costs associated with employee cash outs at retirement, and the costs of those cash outs towards SacRT pension obligations for classic pension members. The majority of savings generated from this change will occur beyond the term of this contract in subsequent years.

## DISCUSSION

Representatives of SacRT and IBEW have negotiated a CBA for employees in various classifications in the IBEW unit. The negotiating teams reached tentative agreement on March 22, 2021, for a full and complete settlement of issues opened for negotiation, subject to approval the SacRT Board of Directors. The IBEW membership ratified the Collective Bargaining Agreement on Monday, April 5.

The CBA provides an equitable total compensation package for employees while maintaining fiscal responsibility based upon mutual considerations of each party, including:

1. Term of Agreement: April 1, 2021 through March 31, 2024 (three-year term).

2. Wage/Salary Package:

- ) Provides for 3% increases to the salary ranges on April 1, 2021, April 1, 2022, and April 1, 2023.
- ) Adds between 1 and 4.5% shift differential for swing shift, intermediate shift, and midnight shift employees, increasing gradually over the three-year term. This is consistent with SacRT's comparable California transit agencies.
- ) Provides one-time inflation adjustments for tool allowances (\$100 increase per person) and shoe allowances (\$25 increase per person) afforded to unit employees.
- ) Increases weekend shift premium from 5% to 6% effective April 1, 2021.
- ) Adds 5% premium for staff assigned to critical Yardmaster duties effective April 1, 2021.

2. Sick Leave Accrual Cap

- ) Phased reduction in sick leave accrual cap (480 maximum in 2024)

3. Promotion and Transfer, Certification Training Language Improvements

- ) Increases promotional probation for staff from 90 days to 120 days.
- ) Adds language clearly denoting SacRT's authority to hire externally if no IBEW members are eligible to bid into the position.
- ) Adds language requiring those completing certified training programs remain in their position for 1 year after completion, before being eligible to transfer to any other positions.

4. Job Description Modernization

- ) Adjust commercial driver's license requirements for Assistant Light Rail Mechanic job description to improve recruitment and meet current staffing needs.
- ) Adjust minimum qualifications for Lineworker job description to improve recruitment and meet current staffing needs.

The IBEW membership voted to ratify the contract on April 5, 2021. The Board must also approve the CBA to effectuate its terms. Staff recommends approval of the Collective Bargaining Agreement and adoption of the attached Resolution.

RESOLUTION NO. 21-04-0031

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

April 12, 2021

**APPROVING A COLLECTIVE BARGAINING AGREEMENT FOR INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 1245 FOR THE TERM APRIL 1, 2021 THROUGH MARCH 31, 2024**

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 between the Sacramento Regional Transit District (SacRT) and International Brotherhood of Electrical Workers, Local 1245 (IBEW), establishing compensation, benefits, retirement, and other terms and conditions of employment for members of the IBEW bargaining unit, for the period of April 1, 2021 through March 31, 2024, are hereby approved.

THAT, the General Manager/CEO is hereby authorized to bind SacRT to a Collective Bargaining Agreement (CBA) with IBEW, establishing compensation, benefits, and other terms and conditions for employees.

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

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STEVE MILLER, Chair

A T T E S T:

HENRY LI, Secretary

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