



STAFF REPORT

DATE: January 25, 2021

TO: Sacramento Regional Transit Board of Directors

FROM: Shelly Valenton, VP, Integrated Services and Strategic Initiatives

SUBJ: APPROVING A COLLECTIVE BARGAINING AGREEMENT FOR AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, DISTRICT COUNCIL 57, LOCAL 146, ADMINISTRATIVE/TECHNICAL UNIT FOR THE TERM OF JANUARY 1, 2021 THROUGH DECEMBER 31, 2024

RECOMMENDATION

Adopt the Attached Resolution.

RESULT OF RECOMMENDED ACTION

If approved by the Board of Directors, SacRT and American Federation of State, County, and Municipal Employees District Council 57, Local 146, Administrative/Technical Unit (AFSCME) would enter into a four-year Collective Bargaining Agreement 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 budget.

DISCUSSION

Representatives of the Sacramento Regional Transit District (SacRT) and the American Federation of State, County and Municipal Employees, Local 146, Administrative/Technical Unit have negotiated a Collective Bargaining Agreement (CBA) for employees in various classifications in the AFSCME Administrative/Technical unit. The negotiating teams reached tentative agreement for a full and complete settlement of issues opened for negotiation, subject to ratification and approval by the bargaining unit employees and the SacRT Board of Directors.

The CBA provides a competitive, fair and equitable total compensation package for employees while maintaining fiscal responsibility based upon important compromises on the part of each party, including:

1. Term of Agreement: 4 years from January 1, 2021 through December 31, 2024.

2. Wage/Salary Package:

-) Reduces annual anniversary date increases from 5% to 3%, not to exceed the maximum for the classification salary range.
-) Provides for 3% increases to the salary ranges on January 1, 2021, January 1, 2022, January 1, 2023 and January 1, 2024.

3. Overtime Compensation

-) Currently, overtime is paid on a daily basis, when employees work over 8 hours in a day. Under the new agreement, overtime wages would be paid only when: (1) the number of hours actually worked; plus (2) the number of hours of paid scheduled time off (e.g. planned vacation) exceed 40 hours in a work week.
-) Any unscheduled paid or unpaid leave will be excluded from the calculation of the 40 hours.

4. Sick Leave Accrual Cap and Sell Back

-) Phased reduction in sick leave accrual cap over the four years of the agreement from the current unlimited accrual to 480 hours maximum accrual in 2024.
-) Eliminates sell back for cash of leave credits in excess of 480 hours at the end of 2021, permitting conversion only to deferred compensation contribution thereafter.

On Wednesday, January 13, 2021, the AFSCME Administrative Technical Unit voted to ratify this collective bargaining agreement.

Staff recommends approval of the collective bargaining agreement and adoption of the attached Resolution.

RESOLUTION NO. 21-01-0006

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

January 25, 2021

**APPROVING A COLLECTIVE BARGAINING AGREEMENT FOR AMERICAN
FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, DISTRICT
COUNCIL 57, LOCAL 146, ADMINISTRATIVE/TECHNICAL UNIT FOR THE TERM
OF JANUARY 1, 2021 THROUGH DECEMBER 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 Sacramento Regional Transit (SacRT) and AFSCME, Local 146, Administrative/Technical Unit (AFSCME), establishing compensation, benefits, retirement, and other terms and conditions of employment for members of the AFSCME bargaining unit, for the period of January 1, 2021 through December 31, 2024, are approved.

THAT, the General Manager/CEO is hereby authorized to bind SacRT to a Collective Bargaining Agreement (CBA) with AFSCME, 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.

STEVE MILLER, Chair

A T T E S T:

HENRY LI, Secretary

By: _____
Cindy Brooks, Assistant Secretary