

REGIONAL TRANSIT ISSUE PAPER

Agenda Item No.	Board Meeting Date	Open/Closed Session	Information/Action Item	Issue Date
16	05/14/18	Open	Action	05/09/18

Subject: Approving an Operator Attendance Incentive Program.

ISSUE

Whether or not to approve an operator attendance incentive program.

RECOMMENDED ACTION

Adopt Resolution No. 18-05_____, Amending the Collective Bargaining Agreement between the Sacramento Regional Transit District and the Amalgamated Transit Union, Local 256 to include an Operator Attendance Incentive Program.

FISCAL IMPACT

The fiscal impact for this program is difficult to determine. The program provides for 8 hours of additional vacation time for each quarter that an operator achieves perfect attendance, up to 32 hours (4 days) per year. The time is to be used as incremental leave during the course of the year. For the 3 operating divisions, Bus, Community Bus and Light Rail, staff estimates about 20 operators currently have perfect attendance each quarter out of a total of 499 operators. At this rate approximately 4% of SacRT's operators would achieve the incentive each quarter, which amounts to approximately 640 hours or \$18,200 per year. The time is to be used as incremental leave during the course of the year. If we SacRT has a sufficient number of Extra Board operators available on the day that the time is taken, however, there is no increased cost to SacRT for that day, reducing the estimated annual total.

DISCUSSION

SacRT management and leadership of the Amalgamated Transit Union have been in discussions over an update to the District's Operator Attendance Program. Those discussions have been completed and the parties have agreed on a revised program. The revised program has a number of benefits. First, it starts counseling of operators who appear to be headed toward an unacceptable level of absences earlier than the previous program. Second, it provides a reasonable amount of time for operators in the program to improve their attendance. Finally, it eliminates a lengthy "12 day reset" at the end of the program prior to termination. In place of the "reset" the parties agreed to a last chance agreement that would specify the improvement required in order for the operator to keep their job.

As a part of the revised program, the parties agreed to add an incentive program for those operators with perfect attendance. This program would grant an extra day of vacation for each calendar quarter of perfect attendance. Perfect attendance is defined as working every scheduled work day for that quarter. This incentive program does confer a new benefit to operators and therefore requires Board approval. This action would amend the vacation section of the Collective

Approved:

Presented:

Final 05/09/18

General Manager/CEO

Deputy General Manager/COO

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Subject: Approving an Operator Attendance Incentive Program.

Bargaining Agreement with the Amalgamated Transit Union, Local 256, to include an attendance incentive program applicable to SacRT's bus and rail operators.

Poor operator attendance is a problem that most public transportation systems face and many have incentives built into their attendance control programs. The goal of any program is to address the worst attendance problems while at the same time encouraging improvement from all operators, even those who are not in the attendance control program. An incentive program is consistent with this goal and staff recommends approval of the program.

RESOLUTION NO. 18-05-_____

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

May 14, 2018

**AMENDING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE
SACRAMENTO REGIONAL TRANSIT DISTRICT AND THE AMALGAMATED
TRANSIT UNION, LOCAL 256 TO INCLUDE AN OPERATOR ATTENDANCE
INCENTIVE PROGRAM**

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

THAT, the labor contract between Sacramento Regional Transit (RT) and the
Amalgamated Transit Union, Local 256 (ATU 256), is amended to include an operator
attendance incentive program.

THAT, the General Manager/CEO is hereby authorized to execute the foregoing
amendment to the labor contract.

PATRICK KENNEDY, Chair

A T T E S T:

HENRY LI, Secretary

By: _____
Cindy Brooks, Assistant Secretary