

STAFF REPORT

DATE: September 23, 2024
TO: Sacramento Regional Transit Board of Directors
FROM: David Topaz, VP, Employee Development and Engagement
SUBJ: APPROVING A COLLECTIVE BARGAINING AGREEMENT FOR INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 1245 FOR THE TERM APRIL 1, 2024 THROUGH MARCH 31, 2028

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 four-year Collective Bargaining Agreement (CBA) covering all wages, hours, and working conditions for bargaining unit employees.

FISCAL IMPACT

The costs associated with the Agreement are included in the approved FY 2025 Operating Budget. The total cost for this unit in FY 2025 is \$25,346,463 based on the current 250 active employees.

The sick leave maximum accumulation will be reduced from 2,200 hours to 480 hours as of 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 August 21, 2024, 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 Wednesday, September 4th.

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

- Term of Agreement: April 1, 2024, through March 31, 2028 (four-year term).
- Wage/Salary Package:
 - 04/01/2024 4% Salary Increase
 - 3% Signing Bonus applied to Salary
 - 04/01/2025 4% Salary Increase
 - 04/01/2026 4% Salary Increase
 - 04/01/2027 4.5% Salary Increase
 - Sets the employer contribution for the defined contribution retirement plan to 8% (from 5% and 3% respectively).
 - Adds a matching 3% employer contribution into the employees 401(a) account.
 - Provides one-time inflation adjustments for tool allowances (\$100 increase per person) and shoe allowances (\$25 increase per person) afforded to unit employees.
- Compensatory Time Off Bank
 - Establishes a 40-hour annual CTO bank.
- Promotion and Transfer, Certification Training Language Improvements
 - Specifies Training Committee obligations relative to promoted employee probationary period.
- Annual Re-Opener for Job Description Modernization
 - Allows the ability to manage Job Descriptions and changes that need to be made from time to time.
- Employer Paid Bereavement Leave/ Emergency Leave
 - Adds employer paid bereavement leave and updates language to comply with law.
 - Eliminates Emergency Leave.
- Bi-Weekly Pay Period Future Transition
 - Language added that allows SacRT to transition to a bi-weekly pay period in the future.

The IBEW membership voted to ratify the contract on September 4, 2024. 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. 2024-09-094

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

September 23, 2024

APPROVING A COLLECTIVE BARGAINING AGREEMENT FOR INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 1245 FOR THE TERM APRIL 1, 2024 THROUGH MARCH 31, 2028

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, 2024 through March 31, 2028, are hereby approved.

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

PATRICK KENNEDY, Chair

A T T E S T:

HENRY LI, Secretary

By: _____
Tabetha Smith, Assistant Secretary