

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 AMALGAMATED TRANSIT UNION, LOCAL 256 SACRT GO BARGAINING UNIT FOR THE TERM JULY 1, 2024 THROUGH JUNE 30, 2027

RECOMMENDATION

Adopt the Attached Resolution.

RESULT OF RECOMMENDED ACTION

If approved by the Board of Directors, Sacramento Regional Transit (SacRT) and the Amalgamated Transit Union (ATU), Local 256 SacRT GO Bargaining Unit 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 are included in the approved FY 2025 Operating Budget. The total cost for this bargaining unit in FY 2025 is \$8,752,478 based on the current 146 active employees.

DISCUSSION

Representatives of SacRT and ATU have negotiated a CBA for employees in various classifications in the ATU SacRT GO bargaining unit. SacRT submitted a proposed agreement that the ATU bargaining team agree to take to a vote of the members on September 12, 2024.

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: July 1, 2024, through June 30, 2027 (three-year term).
- Wage/Salary Package:
 - 07/01/2024 4% Salary Increase
 - 07/01/2025 4% Salary Increase
 - 07/01/2026 3% Salary Increase

- 01/01/2027 3% Salary Increase
- Sets the employer contribution for the defined contribution retirement plan to 8% (from 5%).

Adds a matching 3% employer contribution into the employees 401(a) account.

- Employer Paid Bereavement Leave/ Emergency Leave
- Increases employer paid bereavement leave and updates language to comply with law.

Includes updated language to comport with SB616 new sick leave law

The ATU membership will vote to ratify the contract on September 19, 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. 2024-09-095

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

September 23, 2024

APPROVING A COLLECTIVE BARGAINING AGREEMENT FOR AMALGAMATED TRANSIT UNION, LOCAL 256 SACRT GO BARGAINING UNIT FOR THE TERM JULY 1, 2024 THROUGH JUNE 30, 2027

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 Amalgamated Transit Union, Local 256 SacRT GO Bargaining Unit (ATU), establishing compensation, benefits, retirement, and other terms and conditions of employment for members of the ATU SacRT GO bargaining unit, for the period of July 1, 2024 through June 30, 2027, are hereby approved.

THAT, the General Manager/CEO is hereby authorized to bind SacRT to a Collective Bargaining Agreement (CBA) with ATU, establishing compensation, benefits, and other terms and conditions for employees and directed to implement the terms upon full execution of the CBA.

PATRICK KENNEDY, Chair

A T T E S T:

HENRY LI, Secretary

By: _____
Tabetha Smith, Assistant Secretary