

STAFF REPORT

DATE: November 18, 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 District (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 \$8,847,638 based on the 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 and ATU reached a tentative agreement on Friday, November 8, 2024, and the ATU membership ratified this CBA on November 13, 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 4.5% Salary Increase

- 01/01/2027 4.5% Salary Increase
- 1% cash signing bonus upon adoption (\$600/employee)
- Sets the employer contribution for the defined contribution retirement plan to 8% (from 5%)
- Adds up to a 3% employer match into a 401a account for equivalent employee contribution into their 457 account
- Adds proxy bidding for all shift, vacation, and holiday bids to reduce impact to staffing during bid times
- Increases employer paid bereavement leave and updates language to comply with law
- Increases SacRT's ability to use brokered transportation services to fill service gaps

The ATU membership ratified this CBA on November 13, 2024. The Board must also approve the CBA to effectuate its terms. Staff recommends approval of the CBA and adoption of the attached Resolution.

RESOLUTION NO. 2024-11-124

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

November 18, 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, summarized in attached Exhibit A, 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, upon approval of the negotiated terms by the affected ATU 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

Exhibit A

SacRT/ATU Local 256 2024-2027 CBA

Summary of Key CBA Elements/Changes:

1. 3 year term: July 1, 2024-June 30, 2027
2. Wages:
 - July 1, 2024- 4%
 - July 1, 2025- 4%
 - July 1, 2026- 4.5%
 - Jan 1, 2027- 4.5%
3. Dispatcher Equity Increases:
 - July 1, 2024- 1%
 - July 1, 2025- 1%
 - July 1, 2026- .5%
4. Signing Bonus: 1% first pay period after adoption (\$600/employee)
5. 401a Retirement: Increase employer contribution by 3% first pay period after adoption
6. 401a Retirement Match: Add up to a 3% matching employer contribution to 401a for equivalent employee contribution to their 457 plan
7. Training Pay for Dispatchers/Reservationists: Establish 5% training pay for Dispatchers/Reservationists who train new employees
8. SacRT Use of Brokered Services to Cover Paratransit Work: Upon adoption increase to 32% per month from existing 25% limit
9. SacRT Use of Other Bargaining Unit Operators to Cover Paratransit Work: Upon adoption make permanent a prior side agreement to allow Elk Grove and CBS Operators to cover unfilled GO shifts
10. Shift/Vacation/Holiday Bidding: Make all bidding by proxy and create a bid process for Dispatchers and Reservationists, allow shift trading.
11. Extended Absences: Disallow bidding for those out on extended absences, unless they can provide proof of return during bid period.
12. Safety Meetings: Requiring safety meeting attendance, either on their workdays or days off, on overtime
13. Extension of Shifts: Formalize SacRT ability to extend all employees shift by 1hr to meet demand, extensions beyond this by mutual agreement, set pay for shift extensions
14. Prior MOA on SB616 Sick Leave Law: Roll in changes to CBA required by SB616 Sick Leave law