

ALAMEDA-CONTRA COSTA TRANSIT DISTRICT



STAFF REPORT

MEETING DATE: 1/25/2023

Staff Report No. 23-115

TO: AC Transit Board of Directors
FROM: Michael A. Hursh, General Manager/Chief Executive Officer
SUBJECT: Collective Bargaining Agreement with IBEW

ACTION ITEM

AGENDA PLANNING REQUEST: ☐

RECOMMENDED ACTION(S):

Consider the adoption of Resolution No. 23-007 approving a three-year Collective Bargaining Agreement with International Brotherhood of Electrical Workers, Local 1245 through December 31, 2025.

Staff Contact:
Sebron Flenaugh III, Executive Director of Human Resources

STRATEGIC IMPORTANCE:

Goal - High-Performing Workforce
Initiative - Employee Recruitment, Training and Retention

The approval of collective bargaining agreements between the District and its Unions supports the strategic goals of High Performing Workforce, Financial Stability and Resiliency, and Convenient and Reliable Service. Collective bargaining agreements confirm compensation, benefits and labor costs for employee recruitment, retention, and labor forecasting, thus supporting District fiscal responsibility as labor costs will be identified and managed. Convenient and Reliable Service is supported by ensuring a key group of the District's workforce will continue vital operations for District facilities, vehicles, and buses.

BUDGETARY/FISCAL IMPACT:

The fiscal impact to the Operating Budget includes \$366,859 for FY 2022-23, \$278,514 for FY 23-24, \$411,716 for FY 24-25. The fiscal impact for FY 22-23 has been incorporated in the Mid-Year Operating Budget. Adjustments to the Operating Budget for future fiscal years shall be incorporated in the appropriate fiscal year's operating budget.

BACKGROUND/RATIONALE:

The District and IBEW negotiated a tentative agreement for the Collective Bargaining Agreement between the District and IBEW, for the period of January 1, 2023 to December 31, 2025. IBEW membership ratified the tentative agreement on January 12, 2023. Board approval is now needed to formally adopt the collective bargaining agreement between IBEW and the District for this period.

ADVANTAGES/DISADVANTAGES:

The advantage of approving this collective bargaining agreement is that the labor agreement between IBEW and the District will continue until the end of 2025. There are no disadvantages to approving this collective bargaining agreement.

ALTERNATIVES ANALYSIS:

There were no alternatives considered by Staff.

PRIOR RELEVANT BOARD ACTION/POLICIES:

Resolution No 20--006

ATTACHMENTS:

1. Resolution No. 23-007 and Related Exhibit

Prepared by:

Letitia Murphy, Acting Labor Relations Administrator

In Collaboration with:

Richard Oslund, Director of Management and Budget

Approved/Reviewed by:

Sebron Flenaugh III, Executive Director of Human Resources

Chris Andrichak, Chief Financial Officer

Jill A. Sprague, General Counsel/Chief Legal Officer