

Long-Term Leave Update

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November 19, 2025

Long-Term Leave Still Matters

Long-term Leave (LTL) is a continuous leave that strains operations due to its 180+ day length.

Operational vacancy continues to affect:

- Schedules
- Service levels

Management of LTL

Leaves managed by different departments:

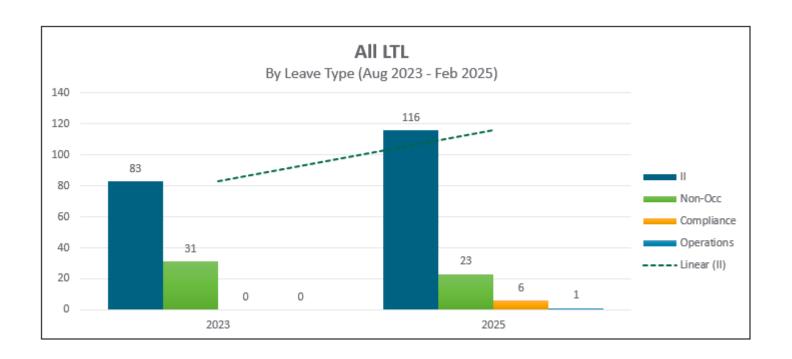
- Office of the General Counsel Responsible for work-related injuries.
- Office of Civil Rights & Compliance Responsible for DOT violations, and the Substance Abuse Program.
- Human Resources Responsible for non-occupational leaves.



Prior Report Recap

Steep Long-term leave increase over 3-year period

- 28% increase from 2023 to early 2025
- Industrial injuries are the major reason

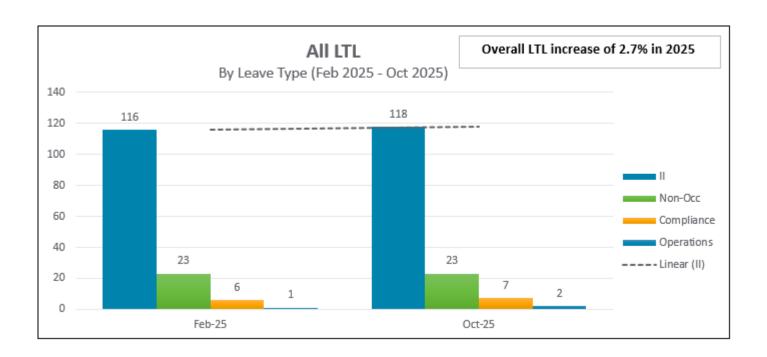




Updated 2025 LTL Trend

Minimal Long-term leave increase in 2025

- 2.7% increase since February 2025
- Non-Occupational leaves remain low
- Industrial Injuries continues to drive increase





Leave Breakout

Long-term leave is still commonplace

- 47 employees currently out for more than 1.5 years
- 100% of these employees are due to Industrial injury cases

Industrial Injuries continue to be the singular reason for extended absences

LTL- Breakdown based on length of absence

Absence Length	Industrial Injury	Non-Occ	Compliance	Operations	Total
< 1 Year	48	23	5	1	77
1 – 1.5 Years	23	0	2	1	26
1.5 – 2 Years	17	0	0	0	17
2 – 5 Years	25	0	0	0	25
5+ Years	5	0	0	0	5
Total	118	23	7	2	150



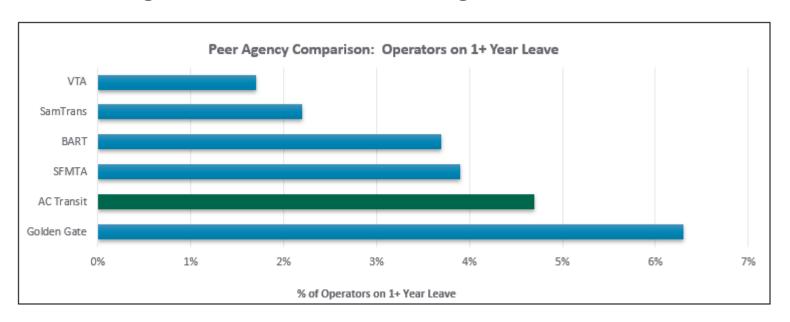
Comparison to Peers

Long term leave not unique to AC Transit

- Slight changes but no major shifts in LTL
- No agency has gained control of this ongoing challenge

We continue to rank the 2nd highest in LTL

Peer agencies continue working toward solutions





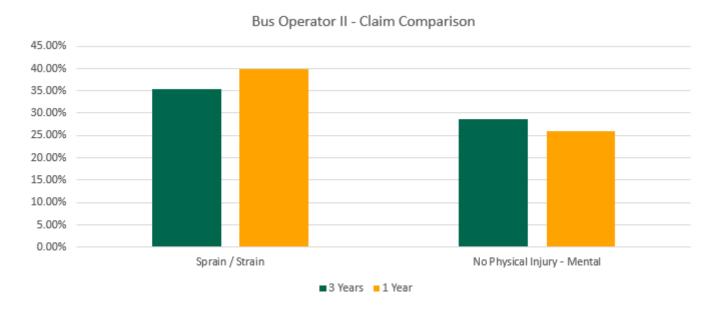
LTL Costs



- Difficult to precisely track all associated costs
- Costs trending higher compared to last year
- In process of identifying cost savings opportunities



3-Year Claim Comparison



Bus Operator Claim Breakdown

Consistently the highest 2 reasons of injury over the past 3 years:

Sprains/Strains: 36%

Mental Health: 29%



Targeted Prevention: Sprains/Strains

Current:

- Strech & mobility sessions
- Coaching
- Safety visuals

Planned:

- Prevention partnerships
- Ergonomic certification for staff





Targeted Prevention: Mental Health

Current:

- Counseling & Referrals 15% utilization
- Mental Health Awareness Fair
- Online wellness hub
 - www.actransit.org/mental-health

Planned:

- Onsite grief support & counseling
- Injury prevention & mental health podcasts









AC TRANSIT WELLNESS & WELLBEING DAY

Join us today for Mental Health Awareness Month as we host a Wellness & Wellbeing Day, promoting wellness, support, and community connection. Snacks and Raffel Prizes will be given out!

YOUR MIND MATTERS: CONNECT, RECHARGE, THRIVE

GO

Wednesday, May 21, 2025 10:00 am - 12:00 pm 2nd floor Board Room

For more free resources, visit the AC Transit Employee Well-Being Resources website: https://actransit.com/mentalhealth



To acknowlegde Wellness & Wellbeing Day, give yourself a moment to sit comfortably, close your eyes, and slowly inhale through your nose for four counts, hold for four counts, exhale through your mouth for four counts, and pause for four counts—repeating this calming box breathing cycle for a few minutes to reduce stress and restore focus.

Questions? Contact Sandra Smith-McDonald | smcdonald@actransit.org | (510) 599-8601





Negotiations

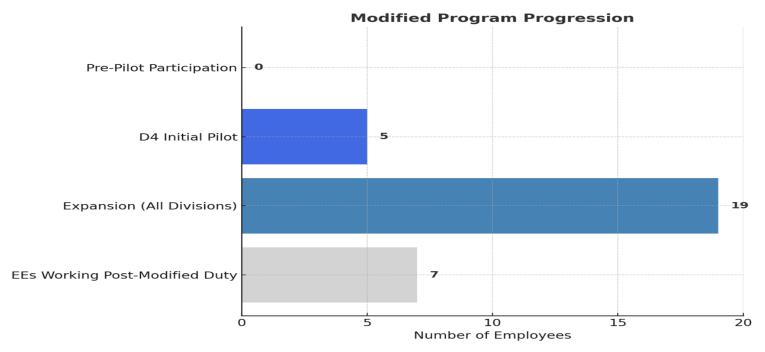
Updates to ATU CBA:

- Section 6: Attendance process starts earlier
- Section 47: Safer/earlier relief times
- Section 69: Safety committees to address safety of relief points





Modified Duty Expansion



- Initial Pilot: 5 employees
- Expansion to all Divisions: Total 19 employees
- Returned to regular duties after modified program: 7 employees



Workers' Compensation & TPA Oversight

Worker's Compensation Claim Reviews:

- Active response to resolve claim investigations
- Bi-weekly claims audits with TPA

Goal: Faster resolution and cost containment though timely coordination of appropriate care





Looking Ahead

- Monitor Modified Duty progression
- Track injury claims changes: Sprains/strains and mental health
- Continue expanding capacity to collect and integrate additional workers' compensation data
- Actively pursue partnerships for injury prevention

