



Alameda-Contra Costa
Transit District

Att. 1 SR 25-254b

Long-Term Leave Update

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Executive Director, Human Resources

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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

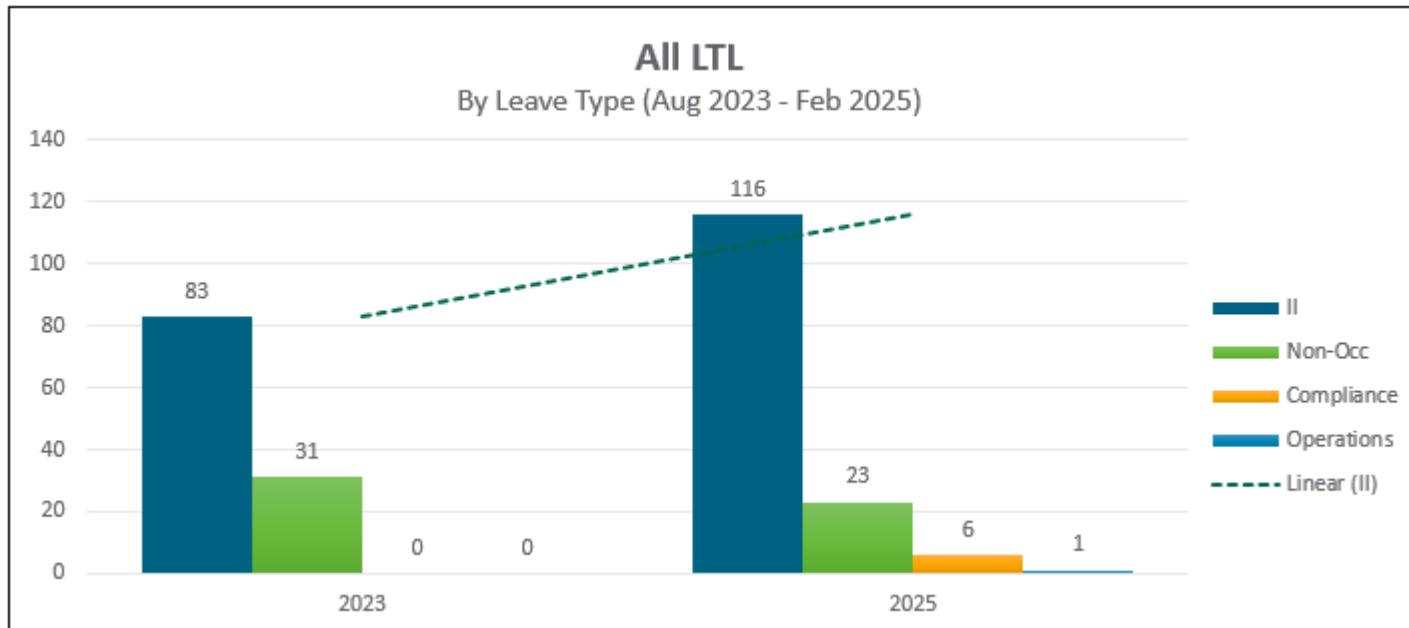
Leaves managed by different departments:

- 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

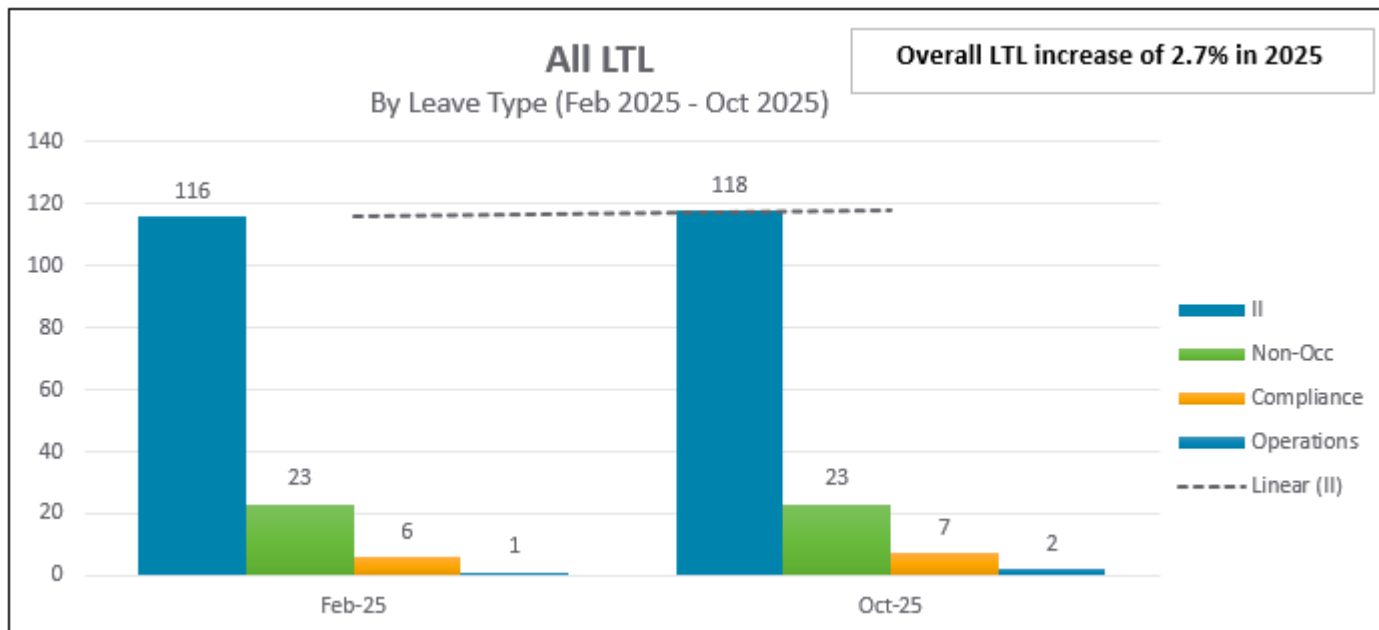
- 28% increase from 2023 to early 2025
- Industrial injuries are the major reason



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

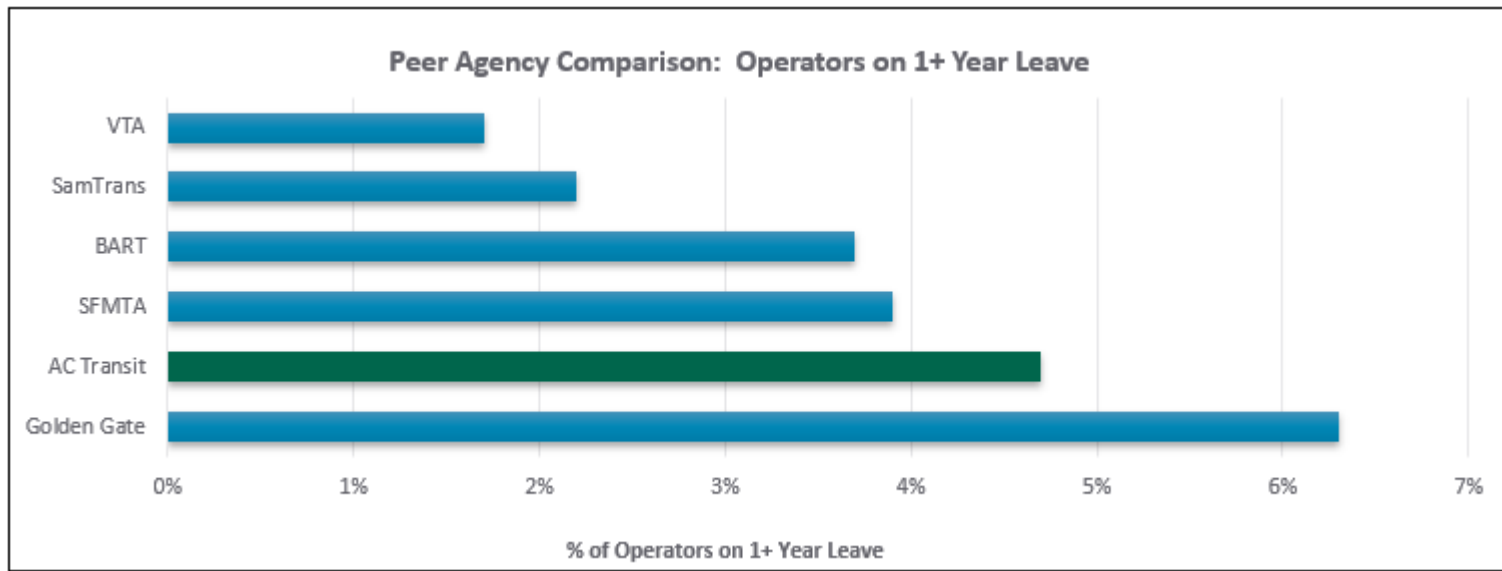
Comparison to Peers

Long term leave not unique to AC Transit

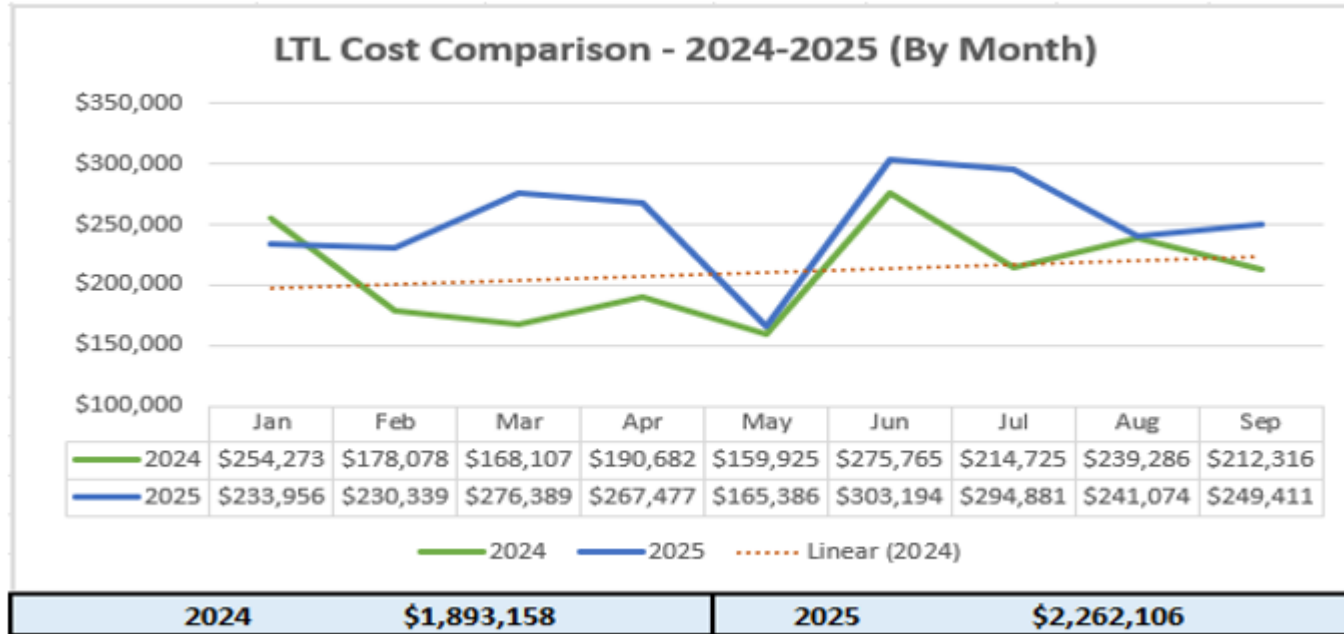
- Slight changes but no major shifts in LTL
- No agency has gained control of this ongoing challenge

We continue to rank the 2nd highest in LTL

- Peer agencies continue working toward solutions

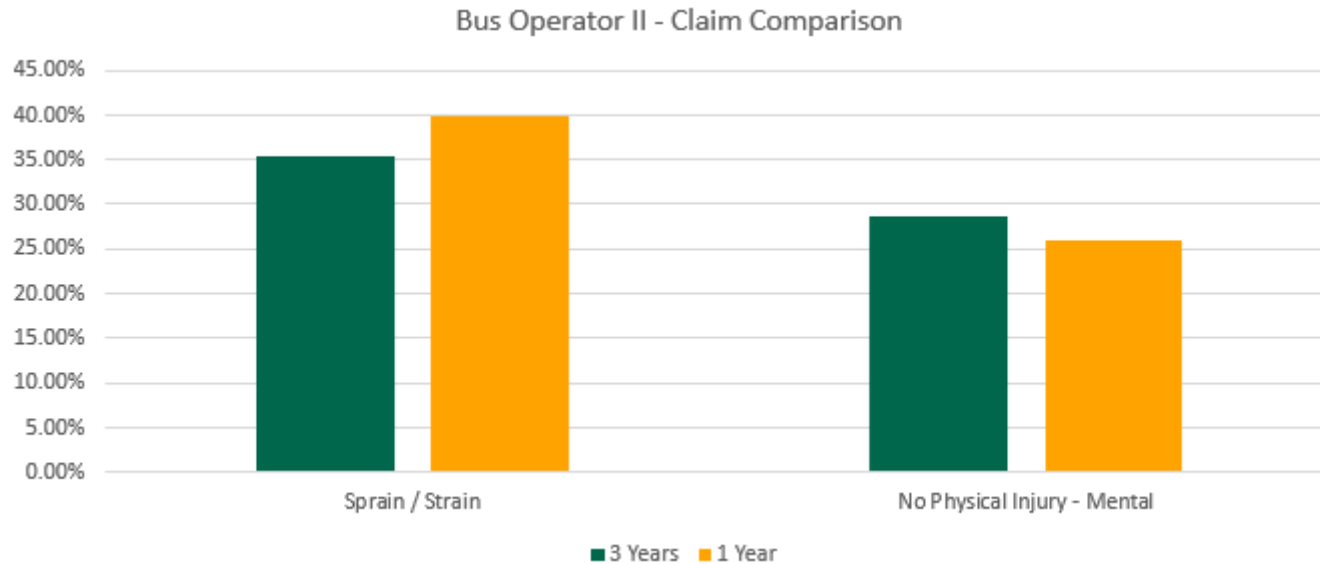


LTL Costs



- 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:

- Stretch & 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 Raffle 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 acknowledge 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



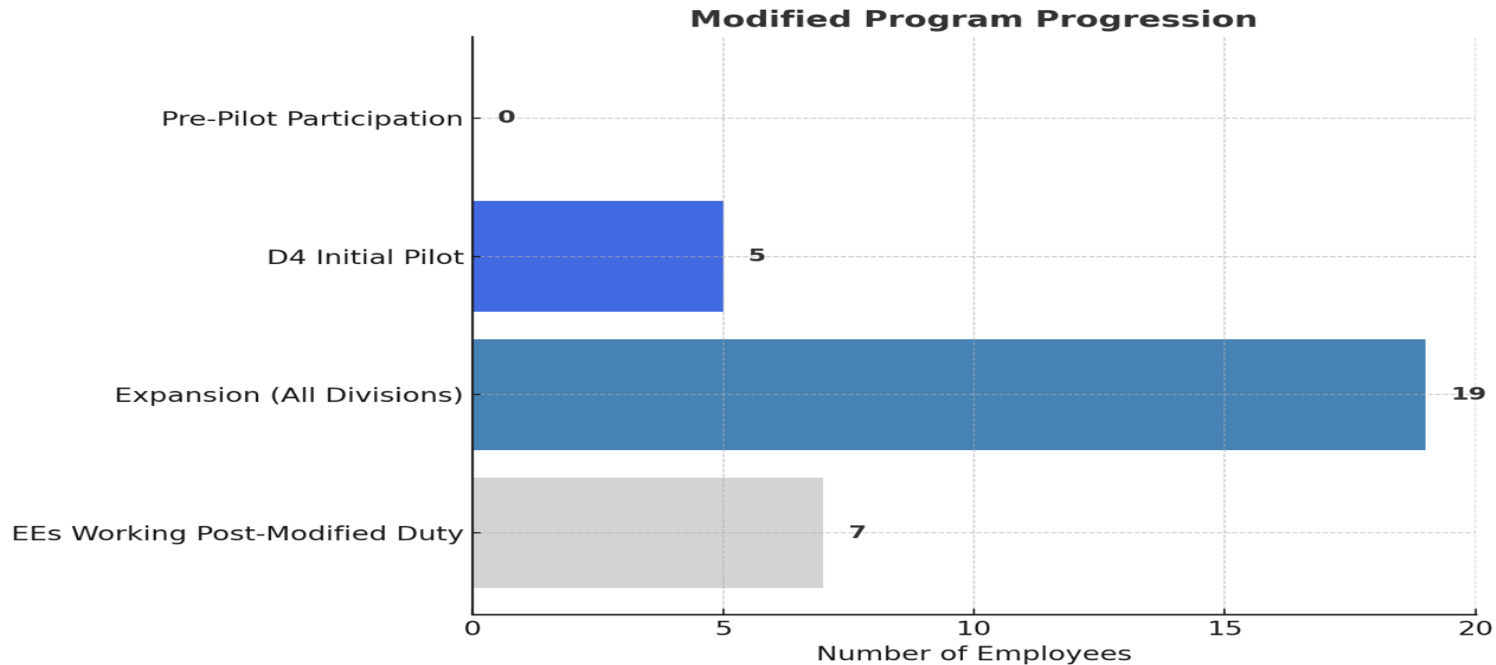
Negotiations

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 through 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