

ALAMEDA-CONTRA COSTA TRANSIT DISTRICT



STAFF REPORT

MEETING DATE: 4/8/2026

Staff Report No. 26-181

TO: AC Transit Board of Directors
FROM: Salvador Llamas, General Manager/Chief Executive Officer
SUBJECT: Collective Bargaining Agreement

ACTION ITEM

AGENDA PLANNING REQUEST:

RECOMMENDED ACTION(S):

Consider the adoption of Resolution 26-010 approving the tentative agreement with the American Federation of State, County and Municipal Employees, Local 3916 (AFSCME), which amends certain language found in the collective bargaining agreement (CBA).

Staff Contact:
James Arcellana, Executive Director of Human Resources

STRATEGIC IMPORTANCE:

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

The approval of amendments to the collective bargaining agreement between the District and AFSCME supports the strategic goals of High Performing Workforce and Convenient and Reliable Service.

BUDGETARY/FISCAL IMPACT:

There is no fiscal impact to approving the tentative agreement to the amend the CBA.

BACKGROUND/RATIONALE:

In April of 2023, the Alameda Contra Costa Transit District (District) and AFSCME agreed to extend the 2020-2023 CBA through June 30, 2026. As a part of that agreement, AFSCME and the District agreed to re-open negotiations on two sections: Section 22 - Bargaining Unit Work and section 17 - Education and Training. The District and AFSCME engaged in good faith negotiations covering these two sections and reached a tentative agreement on amendments to these sections on September 28, 2023. The tentative agreement was then ratified by AFSCME membership.

However, due to an oversight by the District, the tentative agreement was never presented to the Board of Directors for approval in 2023. The District is now seeking to rectify this oversight by obtaining approval from the Board of Directors for the tentative agreement reached in September of 2023.

ADVANTAGES/DISADVANTAGES:

Approving the tentative agreement shows good faith to the District's labor partner and upholds what both parties have treated as the terms of the CBA for the past three years.

There is no disadvantage associated with approving the tentative agreement.

ALTERNATIVES ANALYSIS:

The Board could choose not to approve the tentative agreement. This is not recommended as it would harm the District's relationship with one of its labor partners. Approval of the tentative agreement is in the best interest of both the District and AFSCME.

PRIOR RELEVANT BOARD ACTION/POLICIES:

Resolution No.23-024

ATTACHMENTS:

1. Resolution No. 26-010
2. Exhibit A to Resolution No. 26-010

Prepared by:

James Arcellana, Executive Director of Human Resources

Approved/Reviewed by:

James Arcellana, Executive Director of Human Resources

Aimee L. Steele, General Counsel/Chief Legal Officer