

# ALAMEDA-CONTRA COSTA TRANSIT DISTRICT



## STAFF REPORT

**MEETING DATE:** 5/13/2026

**Staff Report No.** 26-179

**TO:** AC Transit Board of Directors  
**FROM:** Salvador Llamas, General Manager/Chief Executive Officer  
**SUBJECT:** High Road to Innovative Clean Transit Subrecipient Agreement

### ACTION ITEM

**AGENDA PLANNING REQUEST:**

**RECOMMENDED ACTION(S):**

Consider authorizing the General Manager, or his designee, to execute a subrecipient agreement with Amalgamated Transit Union (ATU) International for their High Road to Innovative Clean Transit (HRICT) project

Staff Contact:

Chris Andrichak, Chief Financial Officer  
Aaron Vogel, Chief Operating Officer

**STRATEGIC IMPORTANCE:**

Goal - Financial Stability and Resiliency  
Initiative - Employee Recruitment, Training and Retention

This grant will provide funds to support workforce training for District employees.

**BUDGETARY/FISCAL IMPACT:**

The grant will pass through up to \$157,500 in funding to the District to support participation by ATU Local 192 union members in specific activities. This grant requires no matching funds and will supplement existing District workforce development programs.

**BACKGROUND/RATIONALE:**

The California Workforce Development Board (CWDB), in partnership with ATU International, has received a \$5 million grant from the U.S. Department of Labor for the High Road to Innovative Clean Transit (HRICT) Project. The HRICT project is a significant initiative aimed at enhancing workforce development for transit maintenance workers in California. The HRICT project aims to expand transit sector training partnerships across California, Oregon and nationally. The HRICT project will train 625 new and incumbent transit bus maintenance mechanics in essential skills for zero-emission buses (ZEBs). The project's target population includes women, people of color and workers from historically-underserved, low-income communities, ensuring that all have access to training opportunities in this growing sector.

The CWDB has partnered with ATU International to secure the \$5 million grant and are collaborating with various organizations to ensure that the disadvantaged communities benefit from these investments in clean transportation and renewable energy. The funding aims to expand workforce development programs for transit workers, reduce emissions and help combat the climate crisis.

As part of this initiative, and in accordance with HRICT, ATU International will pass through up to \$157,500 in grant funding to the District to support participation by ATU Local 192 union members. Funded activities include workforce training, peer mentorship, engagement in HRICT-related activities, and train-the-trainer programs. Moreover, this grant-funded effort aligns with the District's strategic goals and supports the Executive Labor Management team, known as the Progress in Action (PIA) Committee, in advancing career pathway program development and strengthening workforce capacity.

**ADVANTAGES/DISADVANTAGES:**

Partnering with ATU International gives the District the opportunity to receive additional grant funds that can be used for workforce development activities. These workforce development activities ensure that the District's employees are well equipped and skilled to work on ZEBs, provide career pathways and promote economic growth.

This agreement allows the District to receive funds that can be used to continue implementing and improving its workforce development and training programs. There are no disadvantages for receiving these funds.

**ALTERNATIVES ANALYSIS:**

The only alternative is to forego receiving the funds. Staff do not recommend this alternative as there is no benefit from declining the funds.

**PRIOR RELEVANT BOARD ACTION/POLICIES:**

None

**ATTACHMENTS:**

1. None

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