

ALAMEDA-CONTRA COSTA TRANSIT DISTRICT



STAFF REPORT

MEETING DATE: 7/14/2021

Staff Report No. 21-330

TO: AC Transit Board of Directors
FROM: Michael A. Hursh, General Manager
SUBJECT: Collective Bargaining Agreement with AFSCME

ACTION ITEM

RECOMMENDED ACTION(S):

Consider adoption of Resolution No. 21-027 approving a three-year Collective Bargaining Agreement with the American Federation of State, County and Municipal Employees (AFSCME), effective July 1, 2020.

STRATEGIC IMPORTANCE:

Goal - High-Performing Workforce

Initiative - Employee Recruitment, Training and Retention

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

BUDGETARY/FISCAL IMPACT:

The cost of the agreement is estimated to be a total of \$12.7 million over the three-year contract. This breaks down to \$2.5 million attributed to the first contract year (FY 2020-21), \$4.2 million to the second contract year (FY 2021-22) and \$6.0 million to the third contract year (FY 2022-23). The impact of this contract has been incorporated into the current (FY2021-22) budget and will be included in the planning of next year's operating budget.

BACKGROUND/RATIONALE:

The District and AFSCME have completed the negotiation process for the Collective Bargaining Agreement between the District and AFSCME for the period of July 1, 2020 through June 30, 2023. AFSCME membership ratified the proposed agreement on July 6th, 2021. Board approval is now needed to formally adopt the collective bargaining agreement between AFSCME and the District for this period.

ADVANTAGES/DISADVANTAGES:

The advantage of approving this collective bargaining agreement is that the labor agreement between AFSCME and the District will continue through June of 2023. Other than additional cost of the contract, there are no disadvantages to approving this collective bargaining agreement.

ALTERNATIVES ANALYSIS:

There were no alternatives considered by Staff.

PRIOR RELEVANT BOARD ACTION/POLICIES:

Staff Report 17-153 - Resolution No. 17-018 confirming the approval of a Collective Bargaining Agreement with the American Federation of State, County and Municipal Employees, Local 3916 effective April 1, 2017 through June 30, 2020; and approve the necessary adjustments to the FY 2016-17 Operating Budget.

ATTACHMENTS:

1. Resolution No. 21-027

Prepared by:

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In Collaboration with:

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Approved/Reviewed by:

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