

**SUBJECT**

***Long Beach Transit and American Federation of State, County and Municipal Employees District Council 36 Initial Four-Year Collective Bargaining Agreement***

**RECOMMENDED ACTION**

***To authorize the President and CEO to enter into an initial four-year collective bargaining agreement (CBA) between Long Beach Transit (LBT) and American Federation of State, County and Municipal Employees (AFSCME) District Council 36 representing LBT Supervisors.***

**BACKGROUND**

In August 2016, LBT and AFSCME entered into negotiations for an initial CBA as the representative labor union for LBT's Supervisors.

On August 2, 2018, the parties reached a tentative four-year CBA effective July 1, 2017 through June 30, 2021.

On August 10, 2018, AFSCME's membership unanimously ratified the tentative CBA.

Major components of the CBA include compensation. In the first and second years of the CBA, a three-percent base salary increase will be provided to employees employed as of the ratification date retroactive to July 1, 2017 and July 1, 2018, respectively.

Effective July 1, 2019, LBT will establish a 10-step progression for Supervisor salaries that will consist of a two and one-half percent differential between each step. Employees will be placed in the progression step that is closest to their July 1, 2018 base salary and that provides for a salary increase.

Beginning September 1, 2019, and each subsequent year of the CBA, employees will be eligible to move to the next step of the progression.

On July 1, 2019, and July 1, 2020, respectively, the salary scale will be adjusted by two and one-half percent.

Details are contained in the CBA which is included with this agenda item.

## **PROCUREMENT**

No procurement activity is necessary as this is a CBA covering LBT's supervisory employees represented by AFSCME District Council 36.

## **ALTERNATIVES CONSIDERED**

The Board may choose not to approve the recommendation. However, staff does not recommend this option as AFSCME District Council 36, is the recognized labor union representing LBT Supervisors.

## **BUDGETARY/FISCAL IMPACT**

Funds for year one and year two of this CBA were included in the Fiscal Year 2018 and Fiscal 2019 Operating Budgets, respectively. Funding for subsequent years will be included in the Fiscal Year 2020–2021 Operating Budgets.



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Kenneth A. McDonald  
President and Chief Executive Officer

Attachment