



September 24, 2017

Regional Transit Board of Directors  
Henry Li, General Manager/CEO  
1400 29th Street  
Sacramento, CA 95816

**Re: Board Item 6 – Limited Term Employees**

Dear Board of Directors and Mr. Li:

The Sacramento Transit Riders Union (SacTRU) is writing to oppose the creation of the “Limited Term Employee” category within Regional Transit.

The title of limited term employees is supposed to be for those who do short-term work, not 3 years of work. If the function is permanent, we have to treat employees accordingly. We believe that it is disingenuous to hire employees as limited term for multiple years of work while denying them access to benefits available to other employees.

SacTRU would like clarification on what kinds of projects will be eligible for LTE? We would also like clarification on what positions will be eligible for LTE?

We believe riders will be best served by well trained and fairly compensated employees at regional transit. Certain types of jobs are inherently dangerous and require careful safety training. Studies show that frequency and severity rates of on-the-job injuries are significantly higher with temporary workers.

We believe that investing in concepts such as “Limited Term” employees and contingent employment undermines the value of RT’s role as a government agency and public service employer. Section 13(c) of the Urban Mass Transportation Act requires state and local governments to make “fair and equitable” arrangements to preserve transit workers exercising collective-bargaining rights as a condition of receiving federal assistance. We believe that riders will be best served by well-trained employees that receive fair wages and benefits under a reasonably negotiated contract. Full time employment opportunities improve the RT’s ability to recruit and retain qualified employees. The retention of experienced employees means better service to the public. The hiring and providing of full time benefits to long-term employees will also prevent the distortion the budget process by "exporting" expenses such as pensions and full medical benefits to other government agencies such as Social Security, the Medi-Cal and Medicaid systems when these workers reach retirement.

**SacTRU opposes creating a workforce of limited term employees at Regional Transit.** Please include this letter in the public record.

Sincerely,

SacTRU