

**Statement from Kenneth A. McDonald
President and CEO**

LBT and AFSCME Sign Inaugural Collective Bargaining Agreement



Today, August 29, 2018, representatives of Long Beach Transit's (LBT) negotiations team met with representatives of the American Federation of State, County and Municipal Employees, District Council 36, who represent LBT Supervisors to memorialize its inaugural, four-year collective bargaining agreement.

LBT and AFSCME have been working for two years—since August 2016— to forge a collaborative and mutual approach for LBT Supervisors to guide the delivery of safe, customer-centric public transit services to all of Long Beach and its neighboring cities.

The agreement cements some current practices such as memorializing the shift selection process, employee benefits and designated essential responders for declared emergencies. Moreover, we are embracing approaches like step-progression for compensation which is tied to a Supervisor's annual performance evaluation and binding arbitration for disciplinary actions.

I thank my Board of Directors for providing support and guidance throughout this process. Special thanks to my Executive Leadership Team for balancing their day jobs while sitting at the bargaining table and my appreciation goes to LBT's frontline Supervisors for their patience and understanding throughout these negotiations, as well as their continued commitment to the agency.

I constantly reiterate to all employees the importance of our organizational values. This agreement is reflective of one of our key values "Operate with Integrity." Simply put, to do what is right and in the best interest of LBT.

Last, but not least, I specifically acknowledge Adam Acosta, the AFSCME Representative, whom I personally engaged with over the past few months to ensure this agreement came to fruition. Mr. Acosta was the consummate professional and worked diligently with LBT to arrive at a win-win for both sides.