

**Massachusetts Bay
Transportation Authority**

Local 105 Collective Bargaining Update

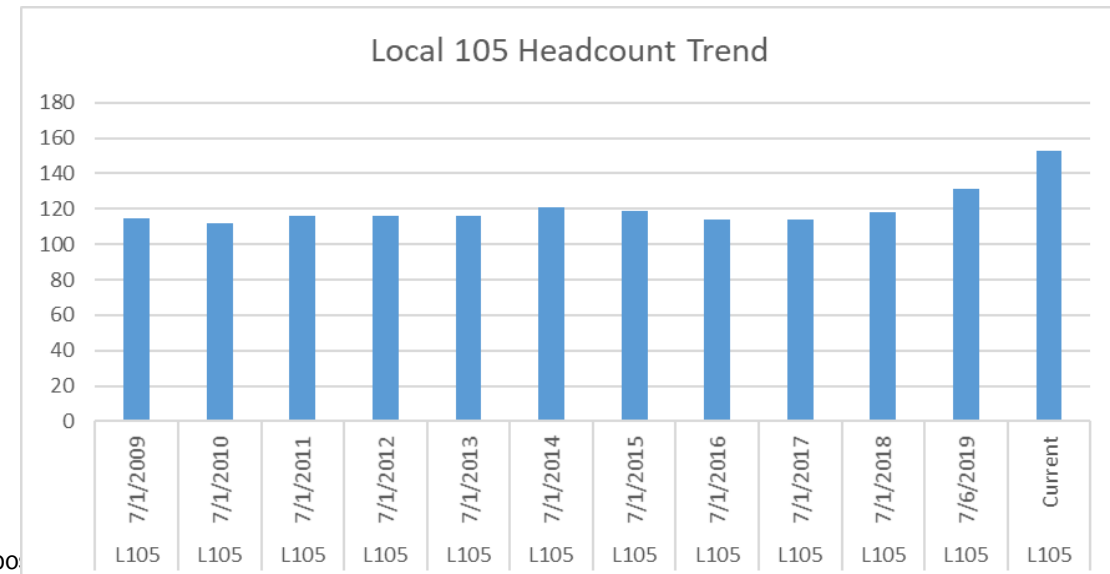
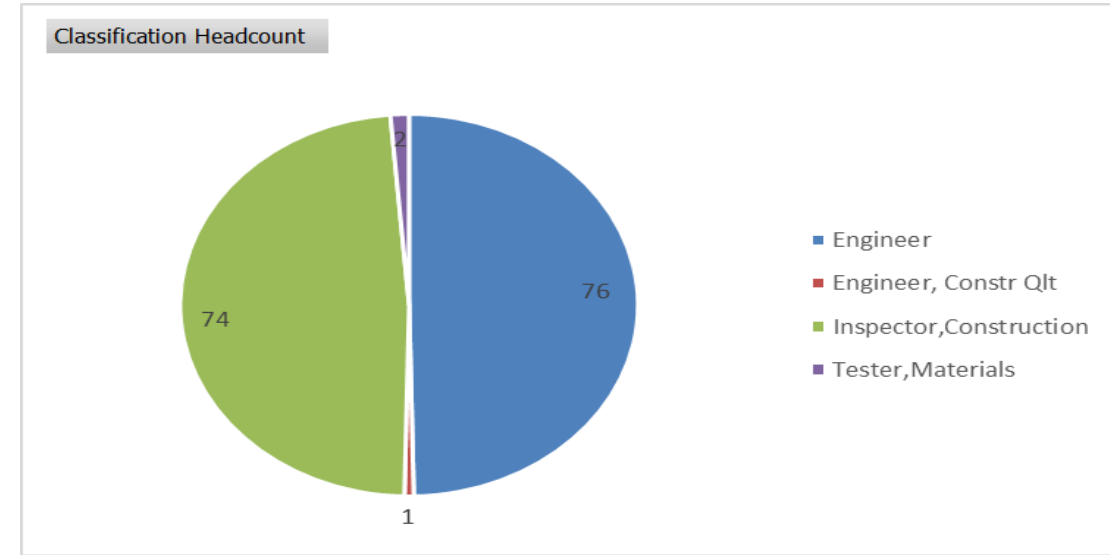
Fiscal and Management Control Board

June 15, 2020

Ahmad Barnes, Director of Labor Relations

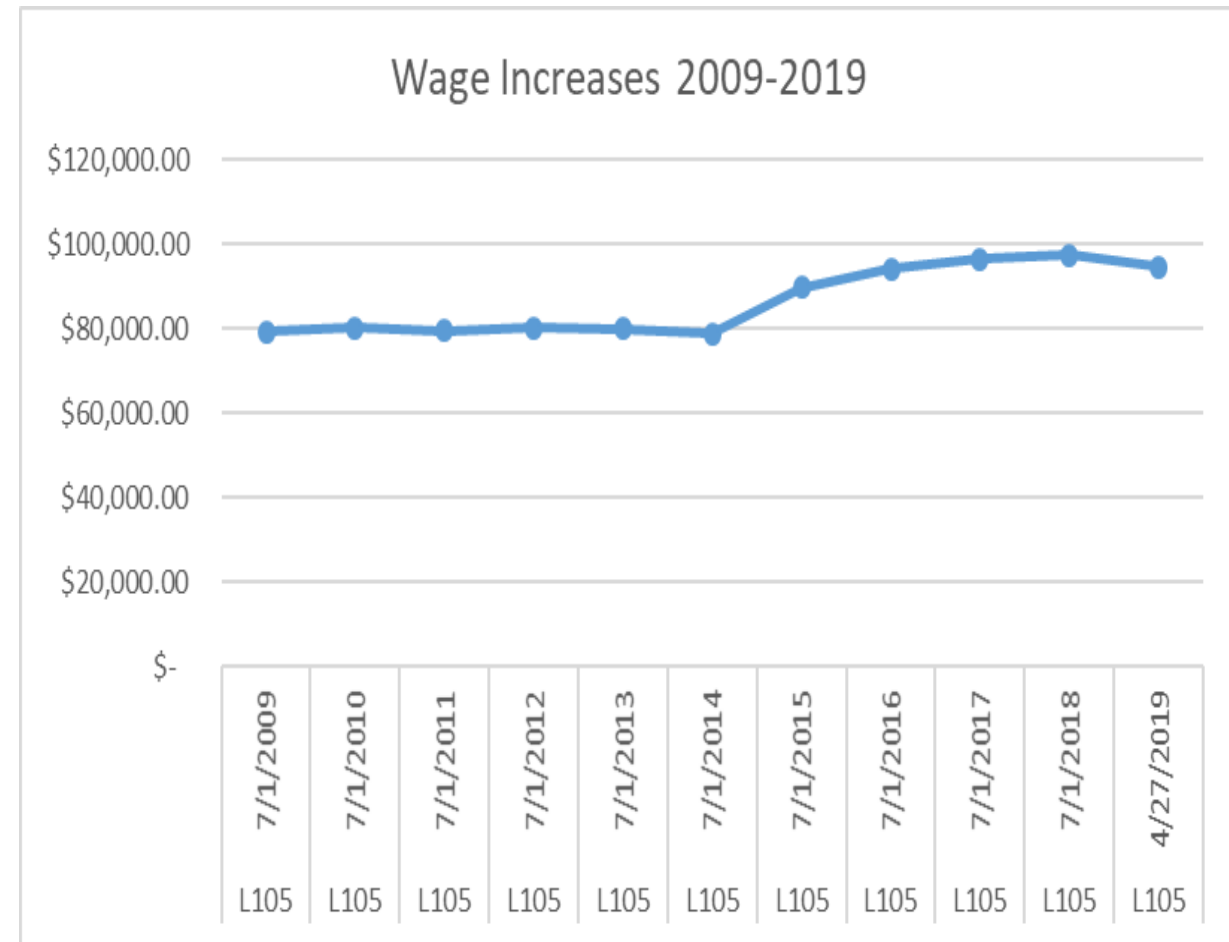
Local 105 Union Overview

- Previous Collective Bargaining Agreement expired June 30, 2019
- The Union is comprised of Engineers, Construction Inspectors, and Material Testers
- Current headcount is 153 FTE s
- Based on the increased demand to deliver on Capital projects, the headcount of the Union has experienced a steady increase over the past 3 years



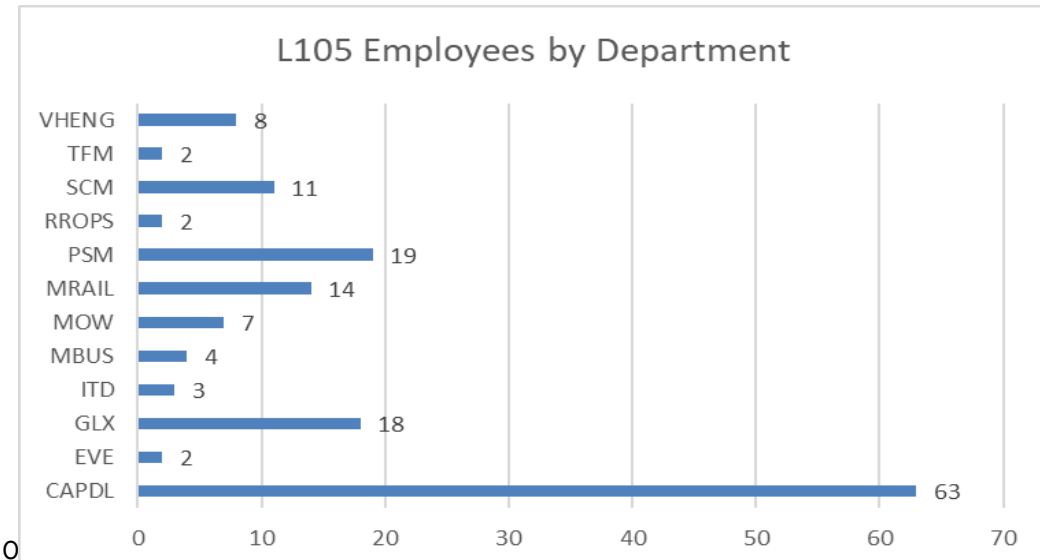
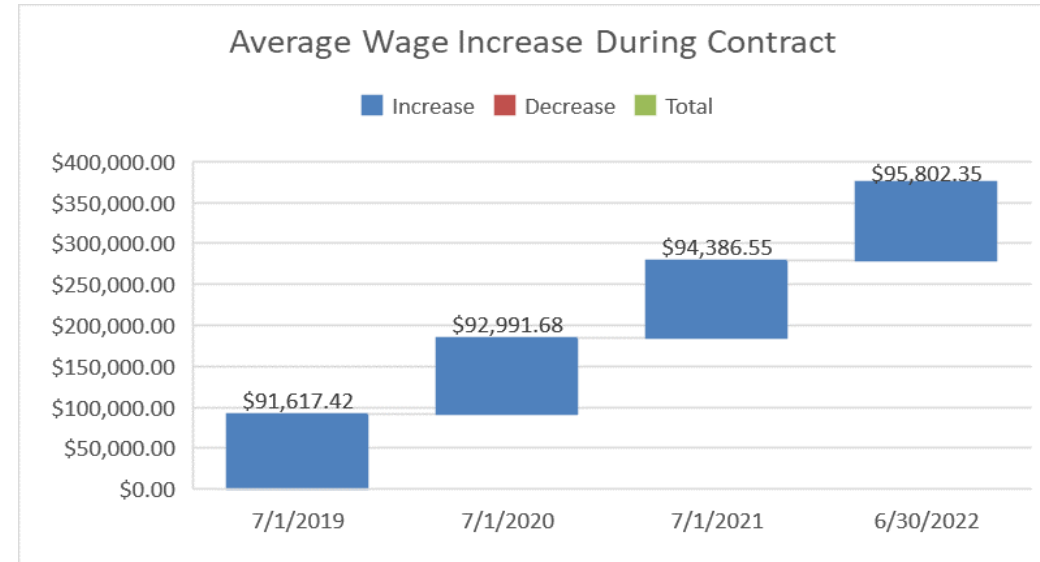
Local 105 Union Overview

- Union received a 10% wage increase throughout the duration of previous contract (2014-2019) based on fiscal pattern established by Local 589
- Current Overtime Work Rules are based on hours worked after an 8 hour work day
- Language regarding the work week needs to be updated to reflect transition to HRCMS
- Anti-discrimination language needs to be updated to reflect changes to covered employees



Local 105 Summary of Tentative Agreement

- One year deferral of wage increase (July 1, 2019-July 1, 2020)
- Wage increases by 4.5% over the 3 fiscal years contract
- Overtime based on 40 hour work week
- \$400 Annual Contribution per FTE and retiree for Health and Welfare Benefits
- \$200 Annual reimbursement allowance for boots and/or protective eyewear
- 5 Bereavement Leave Days for the loss of an immediate family member
- 10 Parental Leave Days for the birth, adoption, or foster care placement of a child



Request of the Fiscal and Management Control Board

- VOTED: That the General Manager or his designee is hereby authorized to enter into a Collective Bargaining Agreement with Local 105, effective as of July 1, 2019, through June 30, 2022, incorporating the terms and conditions outlined in the presentation provided during the June 15, 2020, Fiscal & Management Control Board meeting.
- The General Manager or his designee is also authorized to execute the final fully integrated Agreement in the name and on behalf of the Authority.

