



**Massachusetts Bay  
Transportation Authority**

# Collective Bargaining Update

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Fiscal and Management Control Board

April 26, 2021

Ahmad Barnes, Director of Labor Relations

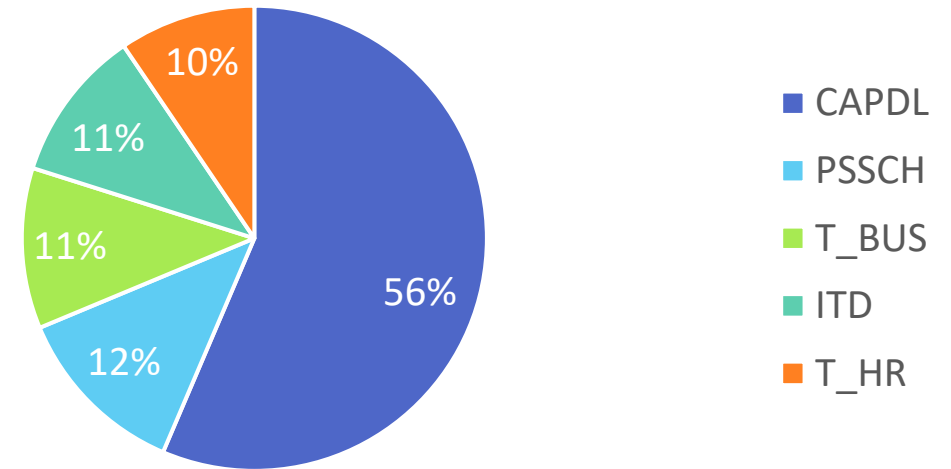
# Local 453



# Local 453 Union Overview

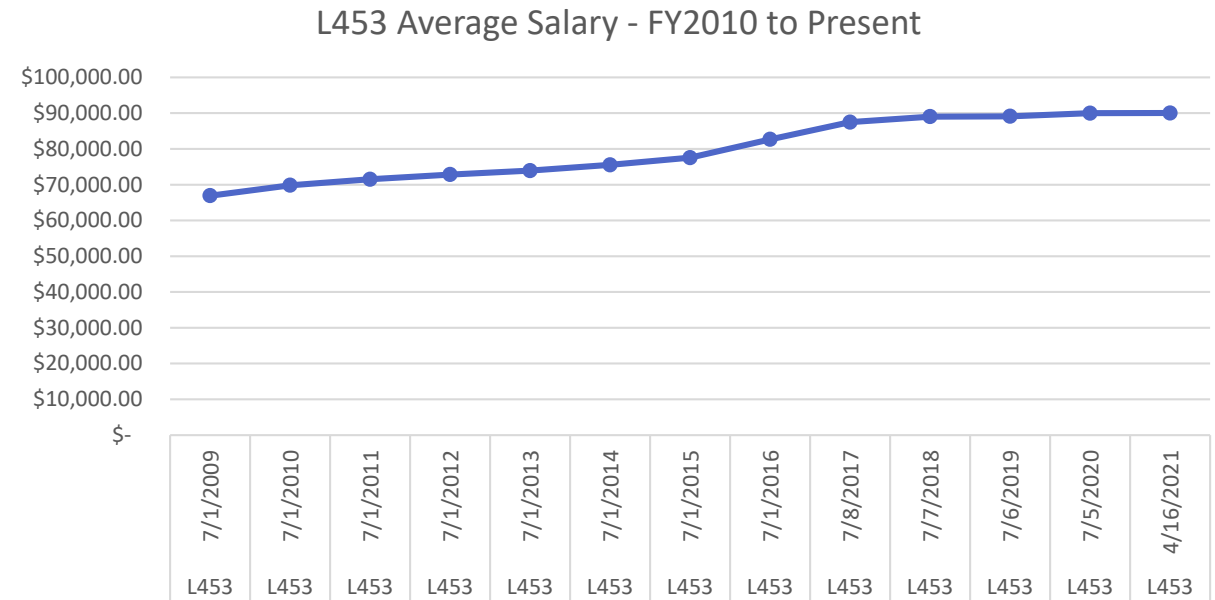
- Previous Collective Bargaining Agreement expired June 30, 2018
- The Union is administrative and office personnel, working throughout the organization in Administration, Transportation, and Capital divisions
- Current headcount is 402 FTEs

Departments with Highest Union Affiliation



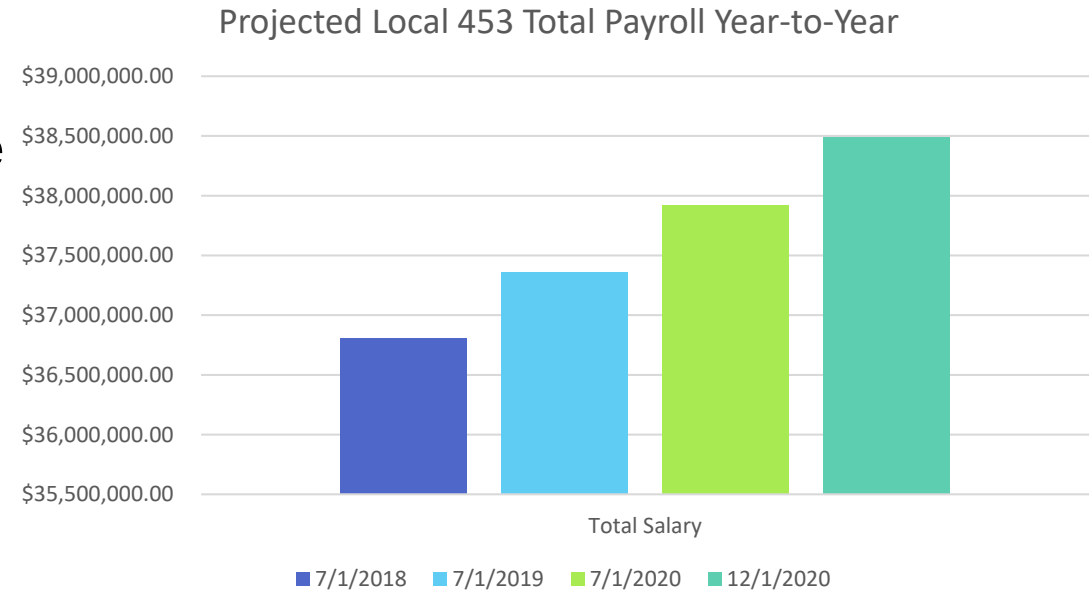
# Local 453 Union Overview

- Union received an aggregate/cumulative 9.5% wage increase over the duration of previous contract (2014 - 18)
- This wage pattern was established based on the ATB increases set by the arbitration award for Local 9501 – STW



# Local 453 Summary of Tentative Agreement, 2018-2021

- Wage increases by 6% over the 3 fiscal years contract
- The agreement includes \$400 Annual Contribution per FTE and retiree for Health and Welfare Benefits (New Benefit, in addition to above referenced Wage increases)
- Adjusted Vacation Accrual Schedule for new members, granting 1 week following six-months of employment
- Increase Bereavement Leave from 3 to 5 days
- Up to 10 days of Paid Parental Leave (New Benefit, in addition to usage of Sick Leave)



# Request of the Fiscal and Management Control Board

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## **VOTED:**

To authorize the General Manager or his designee to enter into a Collective Bargaining Agreement with OPEIU Local 453, which covers the time period from July 1, 2018 through June 30, 2021, in a form approved by the General Counsel, incorporating the terms described during the April 26, 2021 meeting of the Fiscal and Management Control Board and outlined in the Term Sheet attached hereto as Appendix A.



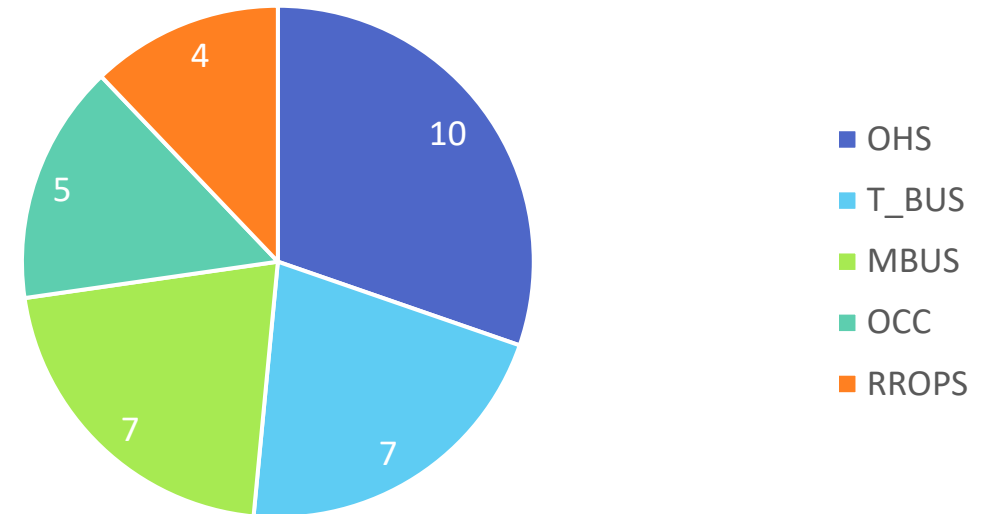
# Transportation Executive Association



# TEA Union Overview

- Previous Collective Bargaining Agreement expired June 30, 2019
- The Union consists of administrative and managerial, working throughout the organization in the Administration, Transportation, and Capital divisions
- Current headcount is 61 FTEs

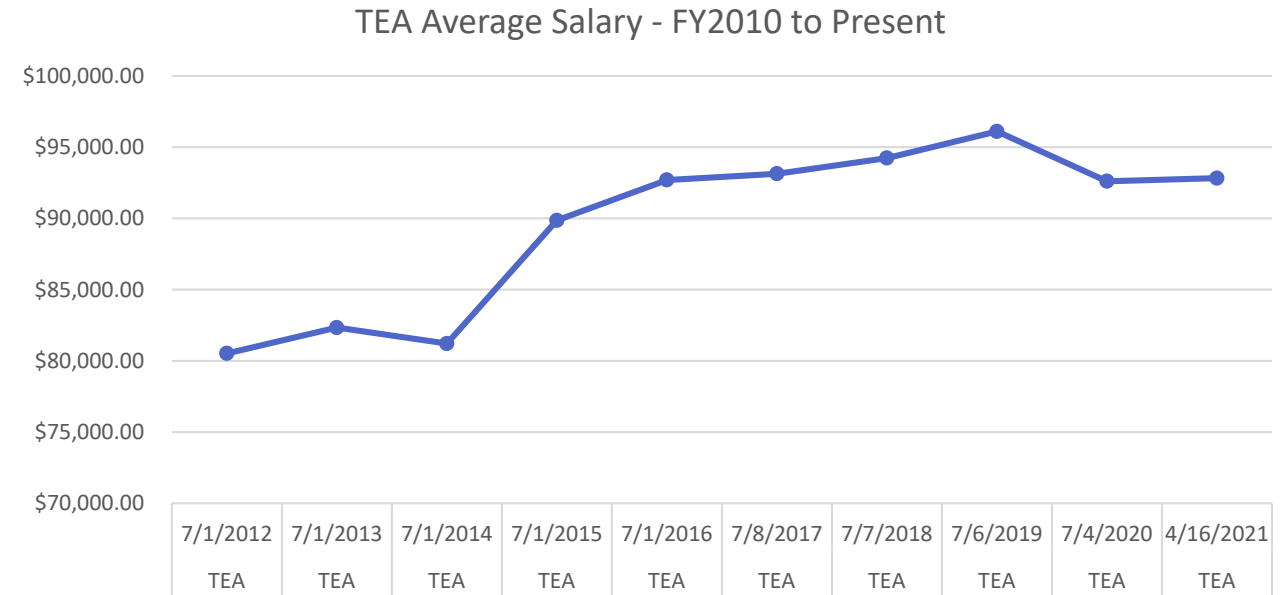
Departments with Highest Affilation





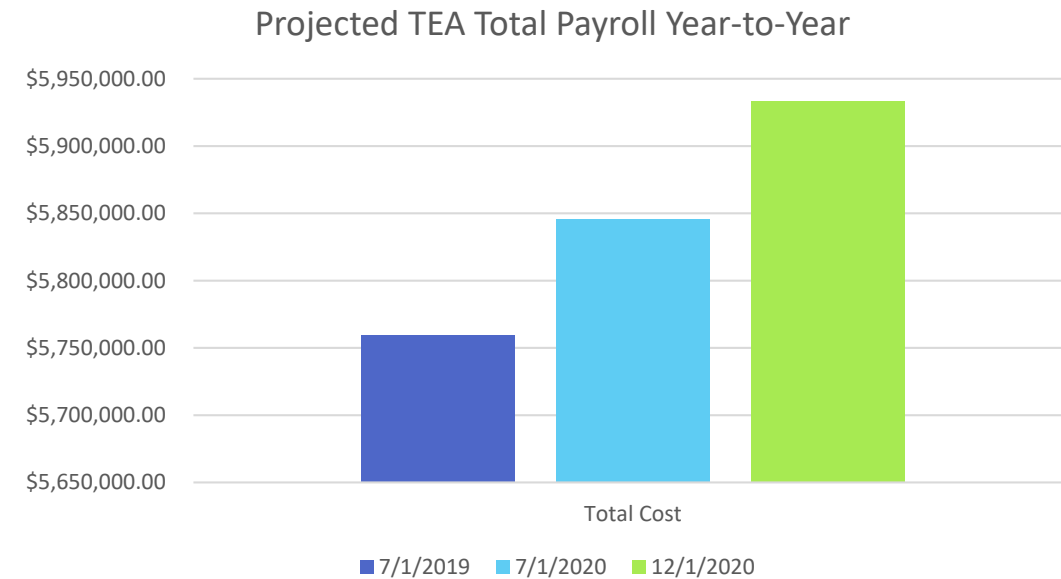
# TEA Union Overview

- Union received an aggregate/cumulative 10% wage increase over the duration of previous contract (2014 - 19)
- This wage pattern is based on the ATB increases set by the arbitration award for Local 9501 – STW



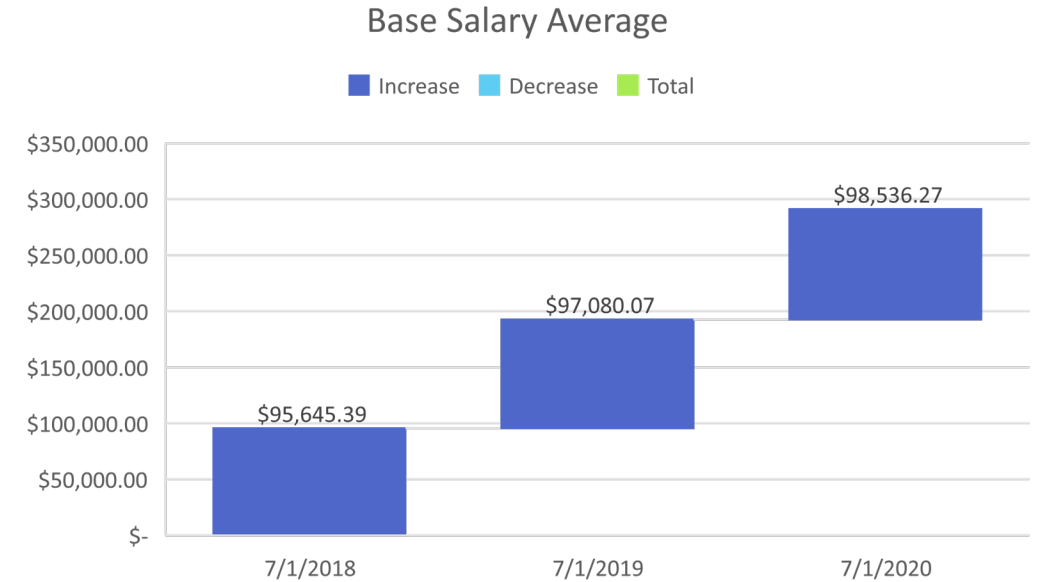
# TEA Summary of Tentative Agreement, 2018-2021

- Wage increases by 4.5% over the 2 fiscal years contract
- The agreement includes \$400 Annual Contribution per FTE and retiree for Health and Welfare Benefits (New Benefit, in addition to above referenced Wage increase)
- Increase Bereavement Leave from 3 to 5 days
- Up to 10 days of Paid Parental Leave (New Benefit, in addition to usage of Sick Leave)



# TEA Summary of Tentative Agreement, 2019-2021

- Wage increases by 4.5% over the 2 fiscal years contract
- The agreement includes \$400 Annual Contribution per FTE and retiree for Health and Welfare Benefits (New Benefit, in addition to above referenced Wage increase)
- Increase Bereavement Leave from 3 to 5 days
- Up to 10 days of Paid Parental Leave (New Benefit, in addition to usage of Sick Leave)



# Request of the Fiscal and Management Control Board

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## **VOTED:**

To authorize the General Manager or his designee to enter into a Collective Bargaining Agreement with the Transportation Executives Association, OPEIU Local 76, which covers the time period from July 1, 2019 through June 30, 2021, in a form approved by the General Counsel, incorporating the terms described during the April 26, 2021 meeting of the Fiscal and Management Control Board and outlined in the Term Sheet attached hereto as Appendix A.

