



**Massachusetts Bay  
Transportation Authority**

# **OPEIU Local 6**

---

**Contract Authorization 2018-2021**

# Local 6 Tentative Agreement

## Local 6 Agreement Pending Approval

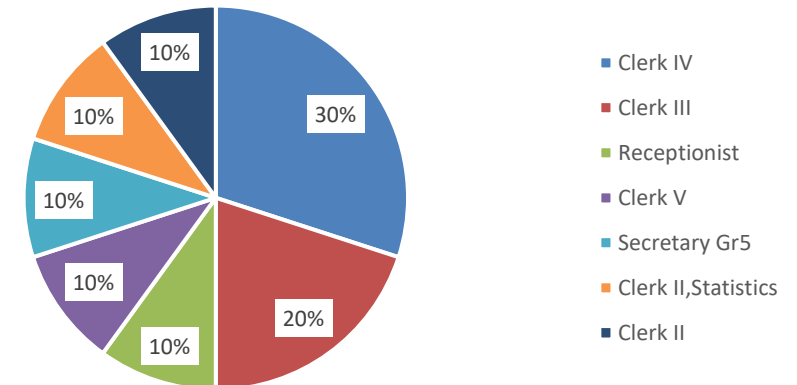
The terms of the Tentative Agreement with Local 6 follow fiscal parameters for the rest of the MBTA Unions following the L589 and STW agreement and award. The tentative agreement was reached on September 9, 2021 with the following terms:

- 3 Year Contract Duration from July 1, 2018 to June 30, 2021
- 6.0% Wage increases over the course of the contract
- Change in Vacation Leave Accrual Schedule for New Members
- Changes in Personal, Sick, and Bereavement Leave
- Expansion of Paid Parental Leave
- Juneteenth National Independence Day Recognition
- \$400 Health & Welfare Fund Contribution per FTE
- Improved access to vacation leave for new hire employees

## Fiscal Impact

Under the Agreement, the Union's membership would receive up to a total of approximately \$50k in new base compensation assuming a Bargaining Unit headcount of 10 FTE

Headcount by Position

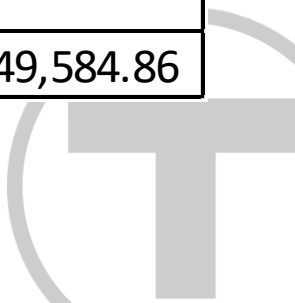


# Fiscal Parameters

- Four 1.5% increases over the contract
- These increases would raise the Union’s base wages by approximately \$50k over the course of the contract
- Fund for the wage increases has been accrued through the previous fiscal years and will align with our FY 22 budget

Date of Increase	Amount of Increase
July 1, 2018	1.5%
July 1, 2019	1.5%
July 1, 2020	1.5%
December 1, 2020	1.5%

	Current Annual	FY2019	FY2020	FY2021-A	FY2021-B	Total Increase
<b>Total Base</b>	\$ 690,401.40	\$ 700,757.42	\$ 711,268.78	\$ 729,050.50	\$ 739,986.26	
<b>Increase from Previous FY</b>		\$ 10,356.02	\$ 10,511.36	\$ 17,781.72	\$ 10,935.76	\$ 49,584.86



# Impact to Classifications

	Current Max	Current Base Max	Contract End Max	Contract End Base	Hourly Difference	Annual Difference
Clerk II	\$ 33.41	\$ 67,317.12	\$ 35.46	\$ 71,447.94	\$ 2.05	\$ 4,130.82
Clerk II,Statistics	\$ 34.08	\$ 68,674.84	\$ 36.17	\$ 72,888.97	\$ 2.09	\$ 4,214.13
Clerk III	\$ 34.08	\$ 68,674.84	\$ 36.17	\$ 72,888.97	\$ 2.09	\$ 4,214.13
Clerk IV	\$ 34.76	\$ 70,038.80	\$ 36.89	\$ 74,336.63	\$ 2.13	\$ 4,297.83
Clerk V	\$ 35.21	\$ 70,951.40	\$ 37.37	\$ 75,305.23	\$ 2.16	\$ 4,353.83
Receptionist	\$ 33.41	\$ 67,317.12	\$ 35.46	\$ 71,447.94	\$ 2.05	\$ 4,130.82
Secretary Gr5	\$ 34.08	\$ 68,674.84	\$ 36.17	\$ 72,888.97	\$ 2.09	\$ 4,214.13
				Average Increase	\$ 2.10	\$ 4,222.24

- Tentative agreement for majority of the union would result in an average hourly increase of \$2.10 by the end of the contract
- This tentative agreement would also see the majority of Union members receive an average increase of \$4,222 to their base salary by the end of the contract



# Vacation Accrual

Employees with Service of at Least:	Who, during the preceding Calendar Year:	Shall Be Granted a Vacation of:
6 months	N/A	1 week
1 year	180 working days	2 weeks
2 years	180 working days	2 weeks

- Vacation Accrual for new employees shall be adjusted to allow them to begin receiving vacation time after their first 6 months of service.
- This change reflects similar changes and accruals in the STW and L453 contracts



# Other Leave Accrual and Usage Changes

---

- Union employees will be eligible see an increase in Personal Leave, increasing to two (2) personal days per year
- Bereavement Leave shall increase to five (5) days from three (3) days
- Additionally, the tentative agreement changes Paid Maternity Leave to Paid Parental Leave, granting up to ten (10) days of paid leave to qualifying employees



# Juneteenth Holiday Recognition

---

- The Agreement replaces the current Bunker Hill Day holiday with Juneteenth in the collective bargaining agreement moving forward, as Bunker Hill Day is not a recognized holiday outside of Suffolk County
- Members will be given a floating holiday in lieu of a having both June 17<sup>th</sup> and 19<sup>th</sup> as recognized holidays, allowing for better scheduling purposes
  - For the purposes of this Union, this floating holiday will be treated like an unused vacation day when an employee leaves their position at the Authority



# Vote Language

---

## **IT IS VOTED:**

**That the General Manager is hereby authorized to enter into a Collective Bargaining Agreement with OPEIU – Local 6 for the term from July 1, 2018 to June 30, 2021 and to execute any necessary or ancillary documents in the name and on behalf of the Massachusetts Bay Transportation Authority to effectuate this Agreement.**

