

Massachusetts Bay Transportation Authority

CBA Update Planning Workforce Development Committee

Ahmad Barnes

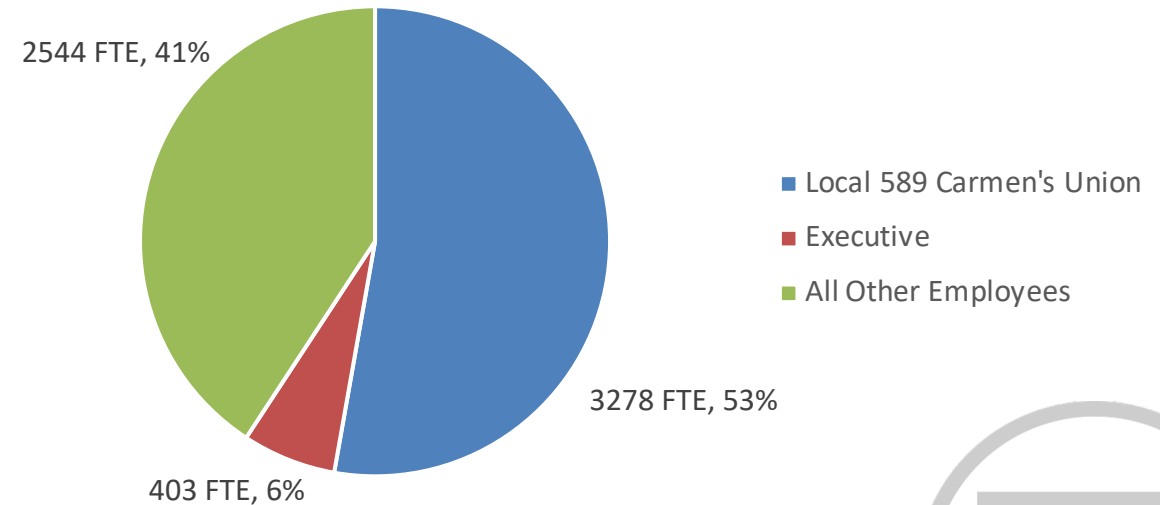
Sr. Director, Labor Relations

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Collective Bargaining Overview

- 94% of the MBTA workforce is represented by one of 27 Unions
- The MBTA has a 40+ year history of using pattern bargaining to maintain fiscal and economical stability within the organization.
- Throughout out the history of managing the Authority workforce, various bargaining units have attempted to break the precedent of pattern bargaining; however, countless arbitrators have upheld and reinforced the Authority's practice.
- Pattern has historically been set based on the outcome of contract negotiations with the Carmen's Union ATU Local 589 which is the largest bargaining unit at the MBTA.
- Local 589 accounts for 53% of the Authority workforce. Specifically, terms and conditions of employment such as wages, hours of work, leave benefits, are mandatory subjects for bargaining.
- Once the collective bargaining pattern is established, the Authority negotiates within the parameters established by the outcome by Local 589, with the remaining 26 Unions on the property that account for the remaining affiliated workforce, creating a contract bargaining cycle.

Workforce Composition Overview



2018 Bargaining Cycle

Pattern Bargaining

The Authority proposed wages based on the pattern set by its contract with Local 589 in 2016, which was subsequently adopted by four other Unions. Steelworkers- Local 9501 proposed both higher annual increases, which led to a binding arbitration to settle the parties differences. In January 2021, Arbitrator Litton awarded a compromise for general wage increases, while denying the Union's compensation structure and supervisor differential proposals.

Terms of Award

- 3 Year Contract Duration through July 1, 2018-June 30, 2021
- 6% Wage Increase
- \$400 Health and Welfare Trust Fund contribution per FTE
- Overtime rate paid after 40 hours of work
- Increase Bereavement Leave to 5 Days
- 10 Days of Paid Parental Leave

Unions Pending Board Approval

There are 6 Unions that will require the Board of Directors authorization for the 2018 Collective Bargaining Cycle. Listed below are the remaining contracts open contracts

Building & Construction Trades

Local 69- Plumbers

MBTA Police Patrol Union

MBTA Police Sergeants Union

MBTA Police Lieutenants Union



2021 Bargaining Cycle

Local 589 Pattern Pending Approval

The terms of the Agreement with Local 589 establish the fiscal parameters for the rest of the MBTA Unions. Collective bargaining with Local 589 started in July, following the expiration of the previous agreement on June 30, 2021. A tentative agreement was reached on October 6th with the following terms:

- 2 Year Contract Duration through June 30, 2023
- 5 % Wage increases
- One time Pandemic Pay of up \$2,000
- Juneteenth National Independence Day Recognition
- Ability to provide a hiring bonus at the Authority's discretion

Fiscal Impact

Under the Agreement, the Union's membership would receive up to a total of approximately \$27.7M in new or additional compensation assuming a Bargaining Unit headcount of 3278 FTE

Local 589 Contract Cost

Fiscal Proposal	FY 2022	FY 2023	2 Year Total Contract Cost
Wage Increase	\$ 6,337,591.73	\$ 6,496,031.52	\$ 12,833,623.25
Pandemic Pay	\$ 6,594,000.00	\$ -	\$ 6,594,000.00
Bus Diversion	\$ 8,242,500.00	\$ -	\$ 8,242,500.00
			\$ 27,670,123.25



Status of Union Contracts

Bargaining Unit	Employee Count	Contract Cycle	CBA Expiration	FY18	FY19	FY20		FY21			FY22			FY23	
Under Contract				7/1/17	7/1/18	7/1/2019	6/30/2020	7/1/2020	12/1/2020	6/30/2021	7/1/2021	12/1/2021	6/30/2022	7/1/2022	6/30/2023
L589 Boston Carmen's Union	3278	2021-2023 Cycle	6/30/2023	0.0%	1.5%	1.5%	2.5%	1.5%			2.5%			2.5%	
L105 Technical Engineers	146	2018-21 Cycle	6/30/2022	2.5%	2.5%	1.5%		1.5%			1.5%		1.5%		
L651 Blacksmiths	5	2018-21 Cycle	6/30/2022	2.5%	2.5%	0.0%		1.5%			1.5%		1.5%		
L717 Electrical Workers	30	2018-21 Cycle	6/30/2022	2.5%	2.5%	0.0%		1.5%			1.5%		1.5%		
In Negotiations															
Building & Construction Trades	342	2018-21 Cycle	6/30/2019	2.5%	2.5%										
Captains & Lieutenants	10	2018-21 Cycle	6/30/2018	2.5%											
L69 Plumbers	6	2018-21 Cycle	6/30/2019	2.5%	2.5%										
Police Sergeants	29	2018-21 Cycle	6/30/2018	2.5%											
Police Patrolmen	166	2018-21 Cycle	6/30/2018	2.5%											
Alliance of Unions	381	2021-23 Cycle	6/30/2021	2.5%	1.5%	1.5%		1.5%	1.5%						
L006 Office Workers	11	2021-23 Cycle	6/30/2021	2.5%	1.5%	1.5%		1.5%	1.5%						
L104 Electrical Workers	104	2021-23 Cycle	6/30/2021	2.5%	0.0%	0.5%	2.5%		1.5%						
L264 Machinists	359	2021-23 Cycle	6/30/2021	0.0%	1.5%	1.5%	2.5%		1.5%						
L453 Office & Professional Employees	413	2021-23 Cycle	6/30/2021	3.5%	1.5%	1.5%	1.5%		1.5%						
L600 Inspectors Union**	311	2021-23 Cycle	6/30/2021	2.5%		1.5%	2.5%		1.5%						
United Steelworkers, Local 9501	158	2021-23 Cycle	6/30/2021	2.5%	1.5%	1.5%		1.5%	1.5%						
Transportation Executives Association	57	2021-23 Cycle	6/30/2021	2.5%	2.5%	1.5%		1.5%	1.5%						

*Contracts for Local 589, Alliance of Unions, and Local 6 were approved in the December 16, 2022, Board of Directors Meeting

**Local 600 wage reopener for 2018-2021 bargaining cycle pending Union vote

