



**Massachusetts Bay
Transportation Authority**

Collective Bargaining Contract Authorization

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Bargaining Cycle Overview

2018 Bargaining Cycle

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

2021 Bargaining Cycle

The terms of the Agreement with Local 589 establish the fiscal parameters for the rest of the MBTA Unions approved on December 16, 2021.

Terms of Agreement

- 2 Year Contract Duration through June 30, 2023
- 5 % Wage increases
- One time Pandemic Pay of up \$2,000
- Juneteenth National Independence Day Recognition

Contracts for Approval Today

- Boston Building Trades
- Plumbers Union- Local 69
- Alliance of Unions
- Blacksmiths- Local 651
- Steelworkers- Local 9501





**Massachusetts Bay
Transportation Authority**

Metropolitan Boston Building and Construction Trades

Contract Authorization 2019-2024

Building Trades Tentative Agreement

Building Trades Council Pending Agreement

The terms of the Tentative Agreement with the Building Trades Council follows fiscal parameters established in the 2018 and 2021 bargaining cycles. The tentative agreement was reached on February 4, 2022 with the following fiscal terms:

- 5 Year Contract Duration from July 1, 2019- June 30, 2024
- 11% Wage Increases
- One time Pandemic Pay of \$2,000
- \$400 annual Health and Welfare Trust Fund contribution per FTE
- Juneteenth National Independence Day Recognition
- Increase to Bereavement Leave from 3 to 5 Days
- Conversion to Weekly Overtime after 40 hours worked
- Expansion of Parental Leave to 10 Days
- Swap of Bunker Hill Day holiday for 1 Paid Personal Day
- Increase Boot Allowance to \$150 per year
- Equity Adjustment for Radio Technicians (4 FTE)

Fiscal Impact

Under the Agreement, the Union's membership would receive approximately \$5.4M in new base compensation assuming a Bargaining Unit headcount of 367 FTE

Total Contract Cost

Proposals	Cost
Wages	\$ 5,427,013.39
H&W Trust Fund	\$ 434,400.00
Pandemic Pay	\$ 717,699.79
Boot Allowance	\$ 33,500.00
Equity Adjustment	\$ 50,098.99
Total Cost	\$ 6,662,712.17



Fiscal Parameters

- Four 1.5% retro active wage increases
 - Costing of \$3.4M
 - Accrued prior to Pandemic
- Two 2.5% wage increases in FY 2023 & FY 2024
 - Costing of \$2.0M (based on current headcount of 367 FTE)
- Fare revenue and OSR during the pandemic decreased well over 50% and that money was replaced with Federal funds from the CRSAA and ARPA bills from Congress.

Effective Dates

Date of Increase	Increase Amount
7/1/2019	1.5%
7/1/2020	1.5%
7/1/2021	1.5%
12/1/2021	1.5%
7/1/2022	2.5%
7/1/2023	2.5%

Annualized Costing

	Current Base	New Base	Cost
FY20	\$ 33,851,114.44	\$ 34,358,881.16	\$ 507,766.72
FY21	\$ 33,851,114.44	\$ 34,874,264.37	\$ 1,023,149.93
FY22A	\$ 14,104,631.02	\$ 14,748,907.64	\$ 644,276.62
FY22B	\$ 19,746,483.42	\$ 20,958,197.76	\$ 1,211,714.34
Total Retro			\$ 3,386,907.61
Add'l Pay (FY23)	\$ 35,707,105.40	\$ 36,826,547.49	\$ 1,119,442.09
Add'l Pay (FY24)	\$ 36,826,547.49	\$ 37,747,211.18	\$ 920,663.69
		Total Payroll Cost	\$ 5,427,013.39

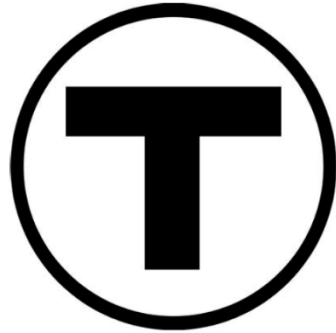


Vote Language

IT IS VOTED:

That the General Manager is hereby authorized to enter into a Collective Bargaining Agreement with the Metropolitan Boston Building and Construction Trades for the term from July 1, 2019 to June 30, 2024 and to execute any necessary or ancillary documents in the name and on behalf of the Massachusetts Bay Transportation Authority to effectuate this Agreement.





**Massachusetts Bay
Transportation Authority**

Plumber Union Local 69

Contract Authorization 2019-2024

Plumber Union Tentative Agreement

Plumbers Union Pending Agreement

The terms of the Tentative Agreement with the Plumbers Union follows fiscal parameters established in the 2018 and 2021 bargaining cycles. The tentative agreement was reached on February 4, 2022 with the following terms:

- 5 Year Contract Duration from July 1, 2019- June 30, 2024
- 11% Wage Increases
- One time Pandemic Pay of \$2,000
- \$400 annual Health and Welfare Trust Fund contribution per FTE
- Juneteenth National Independence Day Recognition
- Increase to Bereavement Leave from 3 to 5 Days
- Swap of Bunker Hill Day holiday for 1 Paid Personal Day

Fiscal Impact

Under the Agreement, the Union's membership would receive approximately \$125K in new base compensation assuming a Bargaining Unit headcount of 6 FTE

Total Contract Cost

Terms	Cost
Wages	\$ 110,546.97
<i>Retro</i>	\$ 57,652.57
<i>Future Increases</i>	\$ 30,929.60
<i>New Hires (Contract Cost)</i>	\$ 21,964.80
Pandemic Pay	\$ 12,000.00
H&W	\$ 16,800.00
Total Cost	\$ 139,346.97



Fiscal Parameters

- Four 1.5% retro active wage increases
 - Costing of \$57K
 - Accrued prior to Pandemic
- Two 2.5% wage increases in FY 2023 & FY 2024
 - Costing of \$31K (based on current headcount of 6 FTE)
- Fare revenue and OSR during the pandemic decreased well over 50% and that money was replaced with Federal funds from the CRSAA and ARPA bills from Congress.

Effective Dates

Date of Increase	Increase Amount
7/1/2019	1.5%
7/1/2020	1.5%
7/1/2021	1.5%
12/1/2021	1.5%
7/1/2022	2.5%
7/1/2023	2.5%

Annualized Costing

	Current Base	New Base	Cost
FY 20	\$ 577,580.12	\$ 586,248.00	\$ 8,667.88
FY 21	\$ 577,580.12	\$ 595,004.80	\$ 17,424.68
FY 22A	\$ 595,004.80	\$ 603,886.40	\$ 10,960.95
FY 22 B	\$ 592,293.74	\$ 612,892.80	\$ 20,599.06
Total Retro			\$ 57,652.57
Add'l Pay (FY 23)	\$ 612,892.80	\$ 628,118.40	\$ 15,225.60
Add'l Pay (FY 24)	\$ 628,118.40	\$ 643,822.40	\$ 15,704.00
		Total Payroll Cost	\$ 88,582.17



Vote Language

IT IS VOTED:

That the General Manager is hereby authorized to enter into a Collective Bargaining Agreement with the Independent Association of MBTA Plumbers Union, Local 69 for the term from July 1, 2019 to June 30, 2024 and to execute any necessary or ancillary documents in the name and on behalf of the Massachusetts Bay Transportation Authority to effectuate this Agreement.





**Massachusetts Bay
Transportation Authority**

Alliance of Unions

Contract Authorization 2021-2023

Alliance Tentative Agreement

Alliance of MBTA Unions Agreement Pending Approval

The terms of the Tentative Agreement with the Alliance of MBTA Unions follow fiscal parameters for the rest of the MBTA Unions following the L589 agreement. The tentative agreement was reached on February 3, 2022 with the following terms:

- 2 Year Contract Duration through June 30, 2023
- 2.5% Wage increases effective July 2021 and July 2022
- One time Pandemic Pay of \$2,000
- Swap of Bunker Hill Day holiday for 1 Paid Personal Day
- 2018 Bargaining Cycle approved by Board of Directors on December 16, 2021

Fiscal Impact

Under the Agreement, the Union's membership would receive approximately \$2.5M in new base compensation assuming a Bargaining Unit headcount of 381

Total Contract Cost

Proposal	Cost
Wages	\$ 1,982,489.60
Pandemic Pay	\$ 799,551.80
Total Cost	\$ 2,782,041.40



Fiscal Parameters

- Two 2.5% increases over the contract
- These increases would raise the Union’s base wages by approximately \$2.5M cost over the course of the contract
- Fare revenue and OSR during the pandemic decreased well over 50% and that money was replaced with Federal funds from the CRSAA and ARPA bills from Congress.

Annualized Costing

	6/30/2021	7/1/2021	7/1/2022	2 Year Total Contract Cost
Base Wage Cost	\$ 39,170,580.80	\$ 40,149,449.60	\$ 41,153,070.40	
Wage Cost		\$ 978,868.80	\$ 1,003,620.80	\$ 1,982,489.60
Pandemic Pay		\$ 799,551.80		\$ 799,551.80
			Total Cost	\$ 2,782,041.40

Effective Date

Date of Increase	Amount
7/1/2021	2.5%
7/1/2022	2.5%

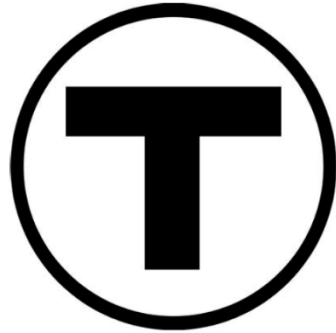


Vote Language

IT IS VOTED:

That the General Manager is hereby authorized to enter into a Collective Bargaining Agreement with the Alliance of Unions for the term from July 1, 2021 to June 30, 2023 and to execute any necessary or ancillary documents in the name and on behalf of the Massachusetts Bay Transportation Authority to effectuate this Agreement.





**Massachusetts Bay
Transportation Authority**

Blacksmiths- Local Union 651

Contract Authorization 2022-2024

Local 651 Tentative Agreement

Blacksmiths Local 651 Agreement Pending Approval

The terms of the Tentative Agreement with Local 651 follow fiscal parameters for the rest of the MBTA Unions following the L589 agreement. The tentative agreement was reached on March 6, 2022 with the following terms:

- 2 Year Contract Duration through June 30, 2024
- 2.5% Wage increases effective July 2022 and July 2023
- One time Pandemic Pay of \$2,000
- Swap of Bunker Hill Day holiday for 1 Paid Personal Day
- Increase Boot Allowance to \$150 per year

Fiscal Impact

Under the Agreement, the Union's membership would receive approximately \$27K in new base compensation assuming a Bargaining Unit headcount of 6

Total Contract Cost

Proposal	Cost
Wages	\$ 27,456.00
Pandemic Pay	\$ 12,000.00
Boot Allowance	\$ 900.00
Total Cost	\$40,356.00



Fiscal Parameters

- Two 2.5% increases over the contract
- These increases would raise the Union’s base wages by approximately \$27K cost over the course of the contract
- Fare revenue and OSR during the pandemic decreased well over 50% and that money was replaced with Federal funds from the CRSAA and ARPA bills from Congress.

Annualized Costing

	Base Wage	New Base	Cost
FY 2023	\$ 541,756.80	\$ 555,360.00	\$ 13,603.20
FY 2024	\$ 555,360.00	\$ 569,212.80	\$ 13,852.80
		Total Payroll Cost	\$ 27,456.00

Effective Date

Date of increase	Amount
7/1/2022	2.5%
7/1/2023	2.5%



Vote Language

IT IS VOTED:

That the General Manager is hereby authorized to enter into a Collective Bargaining Agreement with International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local Union 651 for the term from July 1, 2022 to June 30, 2024 and to execute any necessary or ancillary documents in the name and on behalf of the Massachusetts Bay Transportation Authority to effectuate this Agreement.





**Massachusetts Bay
Transportation Authority**

Steelworkers Local 9501

Contract Authorization 2021-2023

Steelworkers Tentative Agreement

Steelworkers Local 9501 Agreement Pending Approval

The terms of the Tentative Agreement with the Alliance of MBTA Unions follow fiscal parameters for the rest of the MBTA Unions following the L589 agreement. The tentative agreement was reached on March 3, 2022 with the following terms:

- 2 Year Contract Duration through June 30, 2023
- 2.5% Wage increases effective July 2021 and July 2022
- One time Pandemic Pay of \$2,000
- Swap of Bunker Hill Day holiday for 1 Paid Personal Day

Fiscal Impact

Under the Agreement, the Union's membership would receive approximately \$936K in new base compensation assuming a Bargaining Unit headcount of 163

Total Contract Cost

Proposal	Cost
Wages	\$ 936,979.60
<i>Retro</i>	\$ 338,131.29
<i>Future Increases</i>	\$ 598,848.31
Pandemic Pay	\$ 296,000.00
Total Cost	\$ 1,232,979.60



Fiscal Parameters

- Two 2.5% increases over the contract
- These increases would raise the Union’s base wages by approximately \$2.5M cost over the course of the contract
- Fare revenue and OSR during the pandemic decreased well over 50% and that money was replaced with Federal funds from the CRSAA and ARPA bills from Congress.

Annualized Costing

	6/30/2021	7/1/2021	7/1/2023	2 Year Total Contract Cost
Base Wage Cost	\$ 18,508,239.07	\$ 18,970,945.05	\$ 19,445,218.67	
Wage Cost		\$ 462,705.98	\$ 474,273.63	\$ 936,979.60
Pandemic Pay		\$ 296,000.00		\$ 296,000.00
			Total Cost	\$ 1,232,979.60

Effective Date

Date of Increase	Amount
7/1/2021	2.5%
7/1/2022	2.5%



Vote Language

IT IS VOTED:

That the General Manager is hereby authorized to enter into a Collective Bargaining Agreement with the United Steelworkers, Local 9501 for the term from July 1, 2021 to June 30, 2023 and to execute any necessary or ancillary documents in the name and on behalf of the Massachusetts Bay Transportation Authority to effectuate this Agreement.

