



Massachusetts Bay Transportation Authority

CBA Update Planning Workforce Development Committee

Ahmad Barnes

Sr. Director, Labor Relations

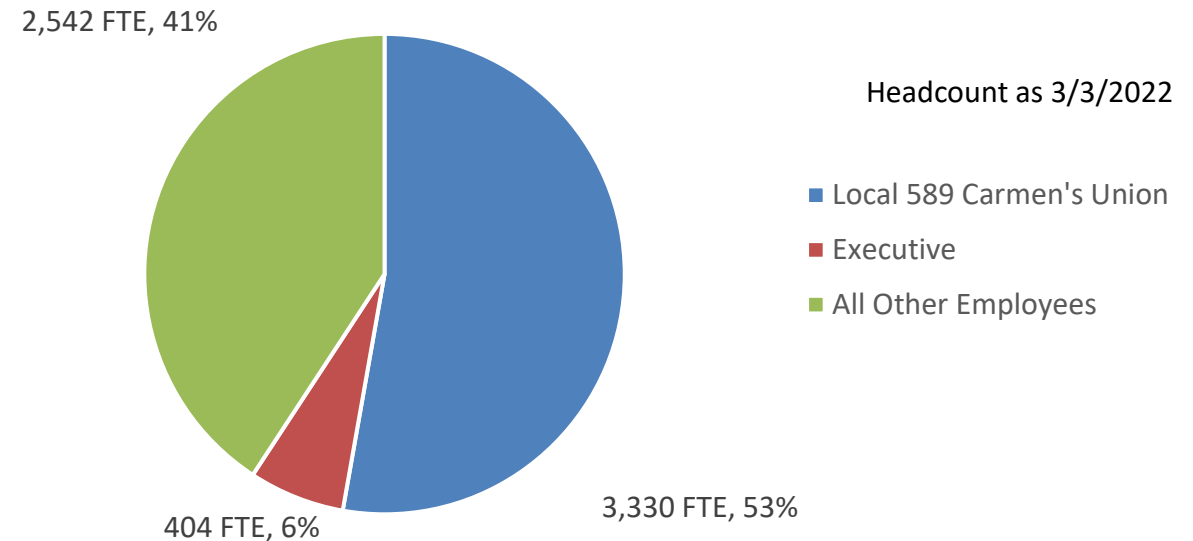
March 10, 2022

Composition of Workforce

Authority Workforce at a Glance

- 94% of the Workforce at the MBTA is unionized
- Local 589 has a current headcount of 3330 FTE, accounting for 53% of the Authority workforce
- 28 Unions with a headcount of 2,542 FTE make up 41% of the Authority workforce
- 6% of the Workforce is Unaffiliated Executives with a headcount of 404 FTE

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

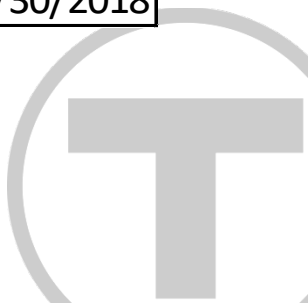
- 3 Year Contract Duration through July 1, 2018-June 30, 2021
- 6% Wage Increase
- \$400 Health and Welfare Trust Fund contribution per FTE
- Overtime rate paid after 40 hours of work
- Increase Bereavement Leave to 5 Days
- 10 Days of Paid Parental Leave

Unions Pending 2018 Bargaining Cycle Approval

There are 5 Unions that will require the Board of Directors authorization for the 2018 Collective Bargaining Cycle. Listed below are the remaining contracts open contracts

Headcount & Contract Expiration Date

Union	Headcount	Contract Expiration
Building Trades	352	6/30/2019
L069 Plumbers	6	6/30/2019
Police Officers	161	6/30/2018
Sergeants	29	6/30/2018
Captain & Lieutenant	10	6/30/2018



2021 Bargaining Cycle

Local 589 Established Fiscal Pattern

The terms of the Agreement with Local 589 establish the fiscal parameters for the rest of the MBTA Unions. Collective bargaining was ratified December 16, 2021. The projected total cost of the agreement is approximately \$27.7M in new or additional compensation based on the ratified headcount of 3,278 FTE:

- 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

Local 589 Contract Cost

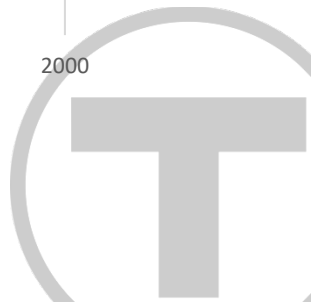
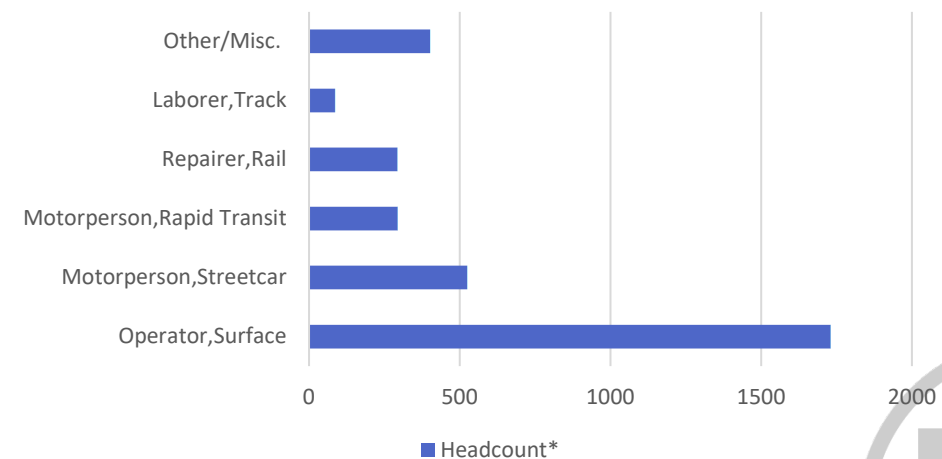
Fiscal Proposal	FY 2022	FY 2023	2 Year Total Contract Cost
Wage Increase	\$ 6,337,591.73	\$ 6,496,031.52	\$ 12,833,623.25
Pandemic Pay	\$ 6,594,000.00	\$ -	\$ 6,594,000.00
Bus Diversion	\$ 8,242,500.00	\$ -	\$ 8,242,500.00
			\$ 27,670,123.25

5 Most Populated Local 589 Classifications

Position Title	Headcount*
Operator, Surface	1730
Motorperson, Streetcar	525
Motorperson, Rapid Transit	294
Repairer, Rail	293
Laborer, Track	86
Other/Misc.	402
	3330

Total FTE as of
3/3/2022

589 Classifications by FTE



Active Negotiation Status

Union	Headcount	% Overall Workforce	Proposed Duration
ALL Alliance	376	5.99%	July 2021 - June 2023
Building Trades	369	5.61%	July 2019 - June 2024
L069 Plumbers	6	0.10%	July 2019 - June 2024
L264 Machinist	352	5.61%	July 2021 - June 2023
L453 Professional	410	6.53%	July 2021 - June 2023
L651 Blacksmiths	5	0.08%	July 2022 - June 2024
STW Steelworkers	161	2.57%	July 2021 - June 2023
TEA Trans Exec Assoc	62	0.99%	July 2021 - June 2023
Police Officers	161	2.57%	July 2018 - June 2023
Sergeants	29	0.46%	July 2018 - June 2023
Captain & Lieutenant	10	0.16%	July 2018 - June 2023
	1941	30.66%	Total Workforce Actively being Negotiated



Pending Negotiation Status

Union	Headcount	% Overall Workforce	Proposed Duration
L006 Office Wkrs	11	0.18%	July 2021 - June 2023
L104 Electrical Wkrs	103	1.64%	July 2022 - June 2024
L105 Technical Engineers	150	2.39%	July 2022 - June 2024
L600 Starters & Inspector	307	4.89%	July 2021 - June 2023
L717 Electrical Wrkr	30	0.48%	July 2022 - June 2024
	601	9.58%	Total Workforce Pending Negotiations



Appendix



Collective Bargaining Overview

Pattern Bargaining

- 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 28 Unions on the property that account for the remaining affiliated workforce, creating a contract bargaining cycle.

