



**Massachusetts Bay
Transportation Authority**

Local 453 Collective Bargaining Contract Authorization

Ahmad Barnes

Sr. Director, Labor Relations

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Local 453 Tentative Agreement

Local 453 Agreement Pending Approval

The terms of the Tentative Agreement with Local 453 follow fiscal parameters for the rest of the MBTA Unions following the L589 agreement. The tentative agreement was reached on April 6, 2022 and ratified by the Union on April 26, 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
- Equity adjustments for Bus Supervisors
- Boot & Clothing Allowance for employees that require Right of Way certification for the job description
- Transition to Executive Leave Accrual
- Allow for 1 year of carry over for vacation leave
- Establishment of Labor/Management Compensation Time Committee and Compensation Equity Committee

Fiscal Impact

Under the Agreement, the Union’s membership would receive approximately \$3.2M in new base compensation assuming a Bargaining Unit headcount of 425

Total Contract Cost

Annualized Costing	Headcount	FY 2022	FY 2023
Pandemic Pay	425	\$850,000.00	N/A
Boots & Clothing Allowance	294	N/A	\$161,700.00
Wages	425	\$983,207.44	\$1,007,787.62
Equity Adjustment	25	N/A	\$238,197.91
	Total	\$1,833,207.44	\$1,407,685.53

Effective Dates

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



Bus Supervisor Equity Adjustment

The Authority has agreed to an equity adjustment for the Bus Transportation Supervisor classification

Effective July 1, 2022, Bus Transportation Supervisors will have salaries equal to the Rail Transportation Supervisors

The equity adjustment reflects a 9.3% increase to base wages

25 FTE will be impacted by the equity adjustment

Equity Adjustment Costing

Projected Agreement Rate	Equity Adjustment Rate	Equity Adjustment per FTE
\$101,834.98	\$111,362.90	\$9,527.95
	Projected Headcount	25
	Additional Cost for FY 2023	\$238,197.91

Transportation Supervisor Wage Comparison

Classification	Current Rate Effective		Wage Increase Effective	
	6/30/2021		7/1/2021	7/1/2022
Supv Trans - Subway	\$ 105,996.81		\$ 108,646.73	\$ 111,362.90
Supv Trans - Bus	\$ 96,928.00		\$ 99,351.20	\$ 101,834.98



Paid Time Off Accrual & Carryover

Vacation Accrual

Upon hire or promotion into a bargaining unit position, full-time employees shall accrue and earn vacation on a bi-weekly basis during each pay period in which they work or are otherwise active employees during the calendar year. Accrual rates are based upon applicable years of service at the Authority. Employees newly hired to the Authority shall receive 5 days of vacation leave after 6 months of employment.

Vacation Carryover

Effective January 1, 2023, employees may carry over accrued but unused vacation balances from one calendar year to the next. The maximum amount of vacation time that may be carried over is equivalent to the employee's maximum annual accrual amount, as of the start of the first pay period of the calendar year.

Vacation Leave Accrual Rates

Year of Service	Maximum Annual Accrual ²	BiWeekly Hours of Accrual
6 months - 4 years	10 Days (80.00 hours)	3.076960 hours
5 - 9 years	15 Days (120.00 hours)	4.615440 hours
10 - 19 years	20 Days (160.00 hours)	6.153920 hours
20 - 30 years	25 Days (200.00 hours)	7.692320 hours
31+ years	30 Days (240.00 hours)	9.230800 hours

Personal Leave

Personal Days shall increase from two (2) days to three (3) days in consideration of the deletion of the Bunker Hill Holiday.



Vote Language

IT IS VOTED:

That the General Manager is hereby authorized to enter into a Collective Bargaining Agreement with the OPEIU Local 453 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.

