



Massachusetts Bay Transportation Authority

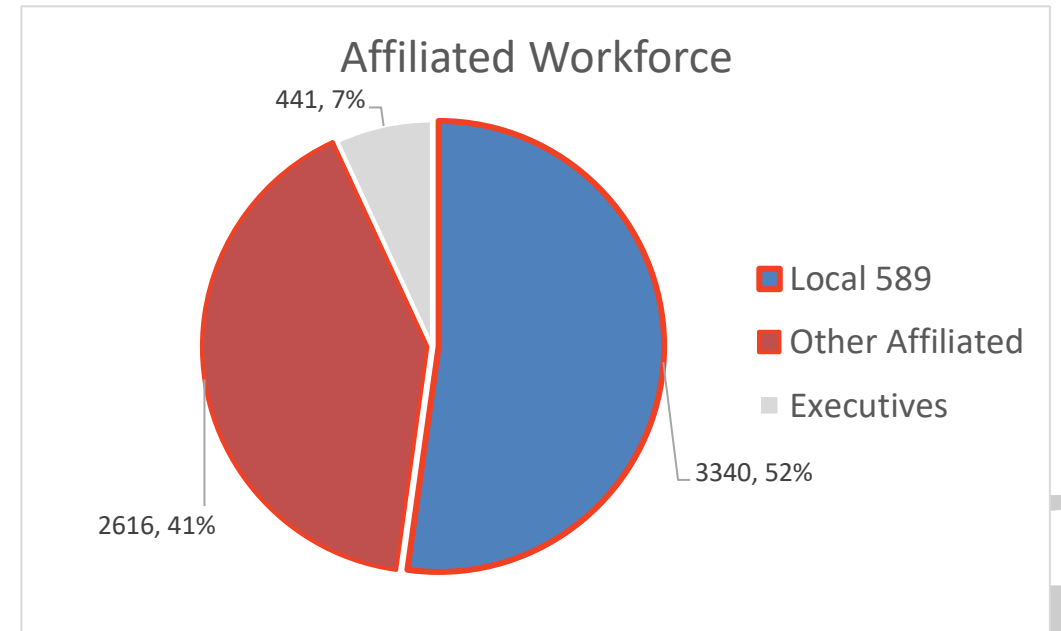
Planning Workforce Development: Bi-Annual Workforce Analysis

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 52% 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.



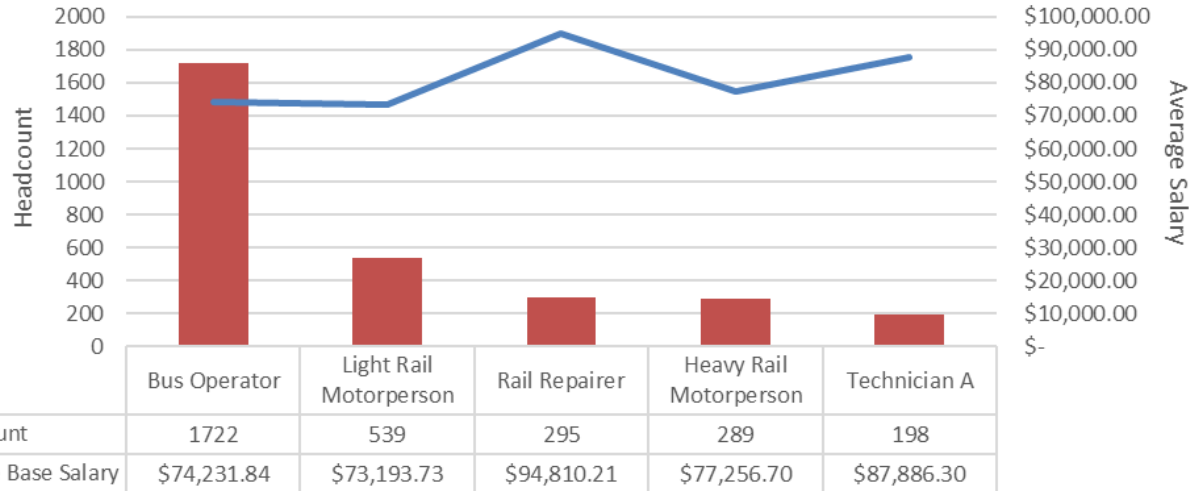
Compensation & Benefits

- For most Authority employees, health, life, and long-term disability insurance packages are offered through the Group Insurance Commission.
 - Dental and Vision insurance is also available through the MBTA Health & Welfare Fund
- For affiliated employees, compensation rates, vacation and sick is collectively bargained.
 - Vacation time annual accruals range from 1-6 weeks, depending on Bargaining Unit, Years of Service, and Classification
 - Sick Leave currently ranges from 12-15 days per year, depending on Bargaining Unit
- Additional benefits offered to employees include Health & Dependent Care Spending Accounts and Educational Assistance

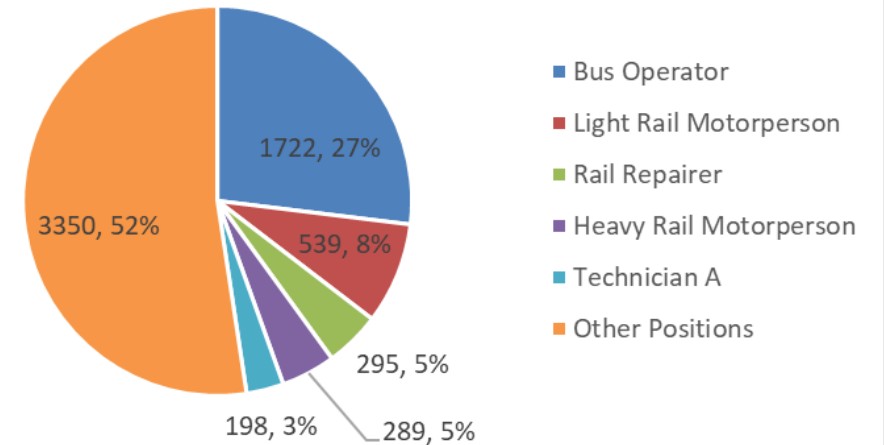


Affiliated Workforce Overview

Highest Headcount by Position



Workforce Comparison



The 5 most populated classifications at the Authority

- Bus Operator
- Light Rail Motorperson
- Rail Repairer
- Heavy Rail Motorperson
- Technician A (Bus Repair)

These 5 classifications make up 48% of the Authority workforce

- The top 5 classifications are all in Operations and integral to service delivery
- The top 4 positions are represented by Local 589
- Technician A is represented by Lodge 264



Retirement Plans

- Authority employees, depending on their Union affiliation, have the option to enroll in one of the following three (3) retirement plans:
 - MBTA Retirement (“Main”) Fund
 - MBTA Police Association Retirement Plan
 - Executive Deferred Compensation 401(a) Savings Plan
- Additional Retirement Benefits offered to qualifying MBTA employees include:
 - Deferred Compensation Plan
 - Voluntary Massachusetts Deferred Compensation SMART Plan



MBTA
RETIREMENT
FUND



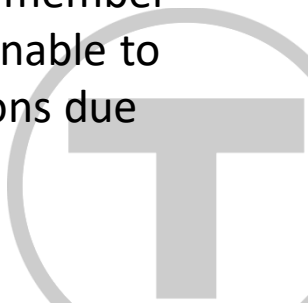
Main Fund Eligibility Criteria

Hired Prior to December 6, 2012 (Tier 1)

- Normal Retirement Age is 65 years of age
- Maximum Benefit is not to exceed 75% of an employees average highest 3 years of compensation
- Any employee in service who has completed at least twenty-three (23) years of creditable service may be retired by the Retirement Board on an early normal retirement allowance regardless of age
- Disability Retirement available after completing 4 years of credible service if the member is physically or mentally incapacitated, or unable to perform the work required of the job classification as a result of an occupational accident.
- Disability Retirement is also available after completing 6 years of credible service if the member is physically or mentally incapacitated and unable to perform the functions of the job classifications due to any other cause.

Hired Post December 6, 2012 (Tier 2)

- Normal Retirement Age is 65 years of age
- Maximum Benefit is not to exceed 75% of an employees average highest 3 years of compensation
- Employees are required to complete at least twenty-five (25) years of creditable service and attain age 55 in order to be eligible for an early normal retirement allowance
- Disability Retirement available after completing 4 years of credible service if the member is physically or mentally incapacitated, or unable to perform the work required of the job classification as a result of an occupational accident.
- Disability Retirement is also available after completing 6 years of credible service if the member is physically or mentally incapacitated and unable to perform the functions of the job classifications due to any other cause.



Governance of the MBTA Retirement Fund

- Investment policy determined by a seven-member Board:
- Administrative members – one must be a member of the DOT Board and two others appointed by the MBTA Board
- Union members – two from the Carmen’s union and one elected by members who are not in 589
- 7th member selected by the six other members – currently vacant
- All actions require two affirmative votes from each side
- 7th member only votes in order to break a tie



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 a new compensation structure and 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 3 Unions that will require the Board of Directors authorization for the 2018 Collective Bargaining Cycle. Listed below are the remaining contracts open contracts

Contract Expiration Date

Union	Contract Expiration
Police Patrolmen Assc*	June 30, 2018
Police Sergeants	June 30, 2018
Captains & Lieutenants	June 30, 2018

*Tentative Agreement reached in June 2022



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

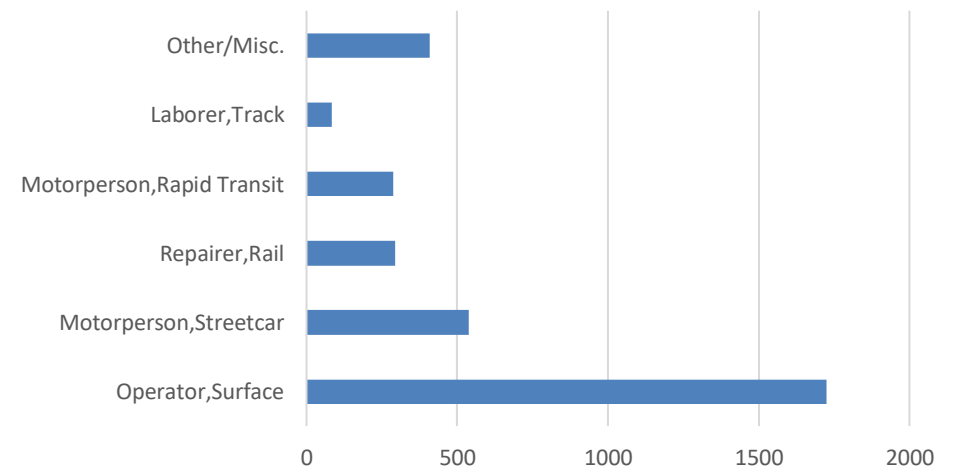
Local 589 Contract Cost

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

Most Populated Local 589 Classifications

Position Title	Headcount
Bus Operator	1722
Streetcar Motorperson	539
Rail Repairer	295
Heavy Rail Motorperson	289
Track Laborer	84
Other/Misc	409
As of July 7, 2022	
	3338

Highest FTE by Classification



Workforce Under Agreement

Union	Headcount	% Overall Workforce	Contract Duration
L589 Boston Carmen's Union	3340	52.21%	July 2021 - June 2023
Alliance of MBTA Unions	385	6.02%	July 2021 - June 2023
Building & Construction Trades	395	6.17%	July 2019 - June 2024
L453 Office & Professional Employees	430	6.72%	July 2021 - June 2023
L651 Blacksmiths	8	0.13%	July 2022 - June 2024
L69 MBTA Plumbers	9	0.14%	July 2019 - June 2024
United Steelworkers, Local 9501	172	2.69%	July 2021 - June 2023
L717 Electrical Workers*	28	0.44%	July 2022 - June 2024
L600 Inspectors*	313	4.89%	July 2021 - June 2023
	5080	79.41%	Total Workforce Under

*Tentative Agreement reached; Pending Union Ratification and/or Authority Board Approval



Workforce in Active Negotiations

Union	Headcount	% Overall Workforce	Contract Duration
L006 Office Workers*	11	0.17%	July 2021 - June 2023
L104 Electrical Workers	115	1.80%	July 2021 - June 2023
L105 Technical Engineers	148	2.31%	July 2022 - June 2024
L264 Machinists	346	5.41%	July 2021 - June 2023
Transportation Executives Assc	67	1.05%	July 2021 - June 2023
	687	10.74%	Total Workforce in Negotiations

*Pending Accretion into Local 453

