



**Massachusetts Bay
Transportation Authority**

Lodge 264 Collective Bargaining Contract Authorization

Ahmad Barnes

Sr. Director, Labor Relations

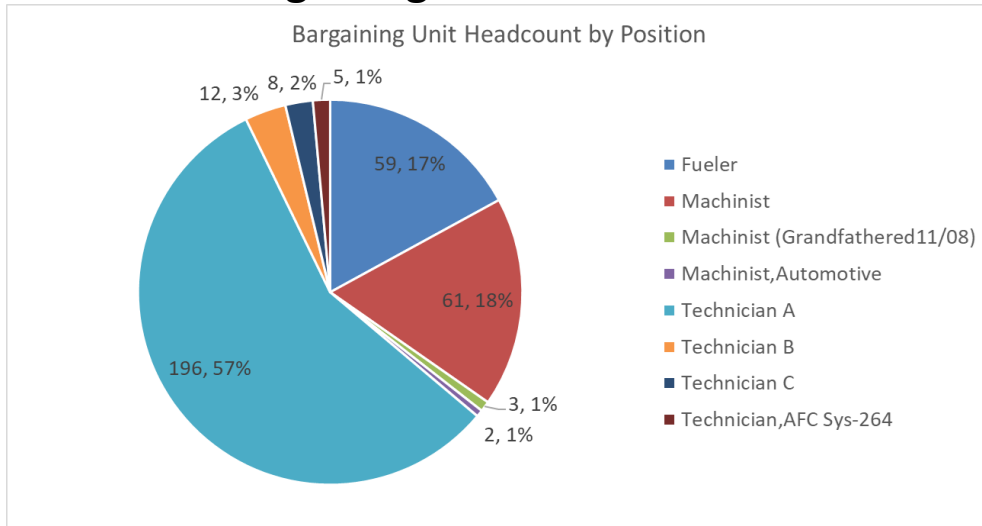
Lodge 264 Bargaining Unit Summary

Lodge 264 Classification Summary

Lodge 264 consists of Technicians, Machinists, and Fuelers who work throughout our Maintenance division.

Position Title	Headcount
Fueler	59
Machinist	61
Machinist (Grandfathered11/08)	3
Machinist,Automotive	2
Technician A	196
Technician B	12
Technician C	8
Technician,AFC Sys-264	5

Breakdown of Bargaining Unit



Average Wage

The current average salary for a Bargaining Unit member is \$80,744

Position Title	Headcount	Current Hourly	July 2021	October 2022
Fueler	59	\$ 23.86	\$ 24.46	\$ 27.61
Machinist	61	\$ 43.14	\$ 44.22	\$ 46.00
Machinist (Grandfathered11/08)	3	\$ 43.14	\$ 44.22	\$ 46.00
Machinist,Automotive	2	\$ 43.14	\$ 44.22	\$ 46.00
Technician A*	208	\$ 42.36	\$ 43.42	\$ 45.32
Technician C	8	\$ 30.60	\$ 31.37	\$ 31.73

*Includes Headcount of Tech B classification

Budgeted Headcount vs. Active Headcount

Job Code	Position Title	Active Headcount	Budgeted Headcount	Variance
067200	Fueler	55	71	16
057000	Machinist	58	67	9
067600	Machinist (Grandfathered11/08)	2	2	0
057100	Machinist,Automotive	2	2	0
MBTK0A	Technician A*	188	239	51
MBTK0C	Technician C	8	8	0

*Includes Active and Budgeted Headcount of Tech B classification



Lodge 264 Agreement Summary

Lodge 264 Proposal Summary

The tentative agreement was reached on June 22, 2022 and ratified by the Union on July 9, 2022 with the following terms:

- 2 Year Contract Duration
- 2.5% Wage Increase Effective July 2021
- Classification Equity Adjustment Effective October 2022
- One-Time Pandemic Pay \$2,000
- Update classification titles to Service Technician and PM Technician (eliminate Technician B classification)
- Testing for entry into the Technician classification
- Increase Sick Leave Accrual to 12 Days per year from 10 days
- Eliminate 50% sick leave balance requirement for Personal Day
- Add Juneteenth as a recognized holiday
- Increase Tool Allowance by \$100, to \$350 per year
- Increase Boot & Shoe Allowance to \$150 per year
- Updated Side Letter for State of Good Repair Capital Improvements (\$100M)

Projected Cost

Under the Agreement, the Union’s membership would receive approximately \$2.9M in new base compensation assuming a Bargaining Unit headcount of 346.

Total Contract Cost

Proposals	FY 2023
Retro 7/1/2021 through 10/1/2022	\$ 814,061.00
*Equity Adjustment & Reclassification 10/2022	\$ 2,107,600.00
Pandemic Pay	\$ 702,000.00
Boot Allowance	\$ 17,450.00
Tool Allowance	\$ 34,900.00
Total Cost	\$ 3,676,011.00

Effective Dates

Effective Date	Increase
7/1/2021	2.5%
10/1/2022	Equity



Vote Language

IT IS VOTED:

That the General Manager is hereby authorized to enter into a Collective Bargaining Agreement with the Lodge 264 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.

