



**Massachusetts Bay
Transportation Authority**

Police Association Contract Authorization

Ahmad Barnes

Sr. Director, Labor Relations

Police Assoc. Agreement Summary

Police Assoc. Proposal Summary

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

- 5-Year Contract Duration through June 30, 2023
- Pattern Increases through FY22
- New wage progression effective July 1, 2022
- One-Time Pandemic Pay of \$2,000
- One-Time Resolution Payment of \$2,500
- Civil Disturbance Stipend for (\$250)
- Sign on Bonus for new recruits
- Civil Service departure support
- Pension Fund negotiations timeline
- Addition of Juneteenth as an observed holiday
- Increase Bereavement Leave to Five (5) days
- Addition of Ten (10) Days of Parental Leave
- Agreement to support withdrawal from Civil Service
- \$250 non-pensionable Civil Disturbance Stipend
- \$400 Health & Welfare Contribution

Projected Cost

Under the Agreement, the Union’s membership would receive approximately \$9.9M in new base compensation.

Total Contract Cost

	FY 2023	FY 2024	Total Contract Cost
Retro Active Cost	\$3,792,842		\$3,792,842
Pandemic Pay	\$308,000		\$308,000
Health & Welfare	\$349,400		\$349,400
Sign On Bonus	\$153,000		\$153,000
Market Equity Adjustment	\$4,424,078	\$5,540,877	\$9,964,955
Jurisdictional Grievance Settlement	\$385,000		\$385,000
			\$14,953,197

Effective Dates

Effective Date	Increase
7/1/2018	1.5%
7/1/2019	1.5%
7/1/2020	1.5%
12/1/2020	1.5%
7/1/2021	2.5%
7/1/2022	Equity



Vote Language

IT IS VOTED:

That the General Manager is hereby authorized to enter into a Collective Bargaining Agreement with the Police Association for the term from July 1, 2018, 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.

