



**Massachusetts Bay  
Transportation Authority**

# Transportation Executives Association Bargaining Update

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Ahmad Barnes

Sr. Director, Labor Relations

# TEA Bargaining Unit Summary

## TEA Classification Summary

TEA consists of various administrative and managerial positions, which work throughout the Administrative, Transportation, and Capital divisions, with the majority being Superintendents, Deputy/Assistant Directors, and Medical Assistants

Position Title	Headcount
Superintendents	34
Medical Assts	10
Deputy/Asst Directors	7
Other Classifications	16
<b>Total</b>	<b>67</b>

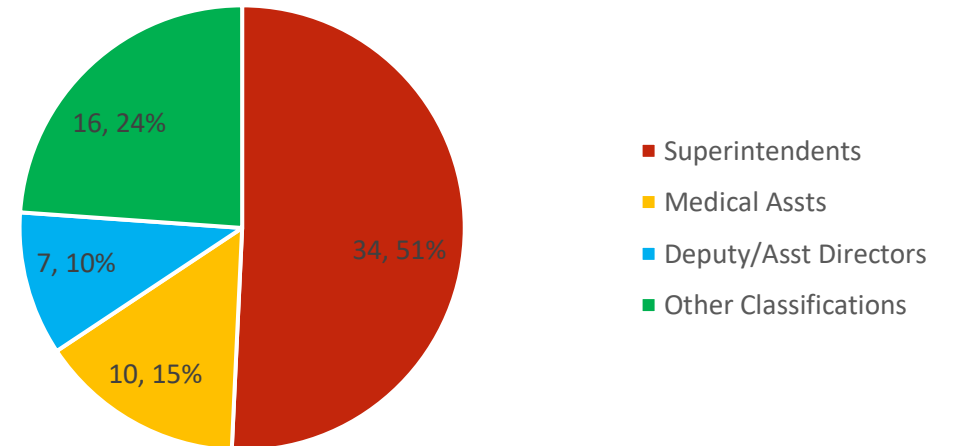
## Average Wage

The average salary for a Bargaining Unit member is \$97,763

Position Titles	Average Salary
Superintendents	\$ 109,438.68
Deputy/Asst Director	\$ 109,057.56
Medical Assts	\$ 54,056.41
Other Classifications	\$ 98,065.51

## Breakdown of Bargaining Unit

Bargaining Unit Headcount by Classification



# TEA Negotiations

## Authority Proposals

- 2-Year Contract Duration
- 2.5% Wage Increase Effective July 2021 & 2022
- Equity Adjustment Effective July 2022 for Transportation Division Superintendents
- One-Time Pandemic Pay \$2,000
- Add Juneteenth as a recognized holiday
- Conversion to Bi-Weekly Vacation Accrual
- Removal of Two Classifications from Union
  - Additional Headcount being Reclassified
- Extension of Probationary Period to 180 days and 120 days for New Hires and Existing Employees respectively

## TEA Proposals

- 2-Year Contract Duration
- Equity Adjustment for All Classifications, effective July 2021
- 2.5% Increase for All Classifications, effective July 2022
  - Permanent Removal of Performance Management Requirement for Annual Increases
- Salary Collision Clause
- One-Time Pandemic Pay \$4,000
- On-Call & Shift Differentials
- Comp Time Guarantee
- One-Week Vacation & Sick Leave Buy Back
- \$100 per month Parking reimbursement
- \$1,000 per year Licenses/Certification Reimbursement
- Add Juneteenth as a recognized holiday
- Addition of Floating Holiday



# Tentative Agreement Costing

## Wage Proposal Cost Comparison

	FY21 Wages	FY22 Wages	FY23 Wages	Total Additional Cost
Union Proposal	\$6,582,745.47	\$ 8,060,186.85	\$ 8,261,691.71	
	Estimated Retro	\$1,477,441.38	\$1,678,946.24	\$3,156,387.62
	FY21 Wages	FY22 Wages	FY23 Wages	Total Additional Cost
Authority Proposal	\$6,582,745.47	\$ 6,747,314.03	\$ 7,183,638.08	
	Estimated Retro	\$164,568.56	\$600,892.61	\$765,461.17
	FY21 Wages	FY22 Wages	FY23 Wages	Total Additional Cost
Tentative Agreement	\$6,582,745.47	\$ 6,747,314.03	\$ 7,285,364.05	
	Estimated Retro	\$164,568.56	\$702,618.58	\$867,187.14

## Agreement Summary

- 2-Year Contract Duration
- 2.5% Wage Increase Effective July 2021 & 2022
- Equity Adjustment Effective October 2022
- One-Time Pandemic Pay \$2,000
- Maintain Performance Management Requirement for Future Annual Increases
- **Conversion to Bi-Weekly Vacation Accrual**
- **Removal of Two Classifications from Union**
  - Additional Headcount being Reclassified
- **Only \$102k over Pattern Wages**

## Tentative Agreement Cost

Proposal	Cost Estimate
Wages	\$ 867,187.14
Pandemic Pay	\$ 124,000.00
<b>Total Cost</b>	<b>\$ 991,187.14</b>



# Vote Language

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## **IT IS VOTED:**

That the General Manager is hereby authorized to enter into a Collective Bargaining Agreement with the Transportation Executives Association (TEA) 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.

