

**Massachusetts Bay
Transportation Authority**

Sergeants Association Contract Authorization

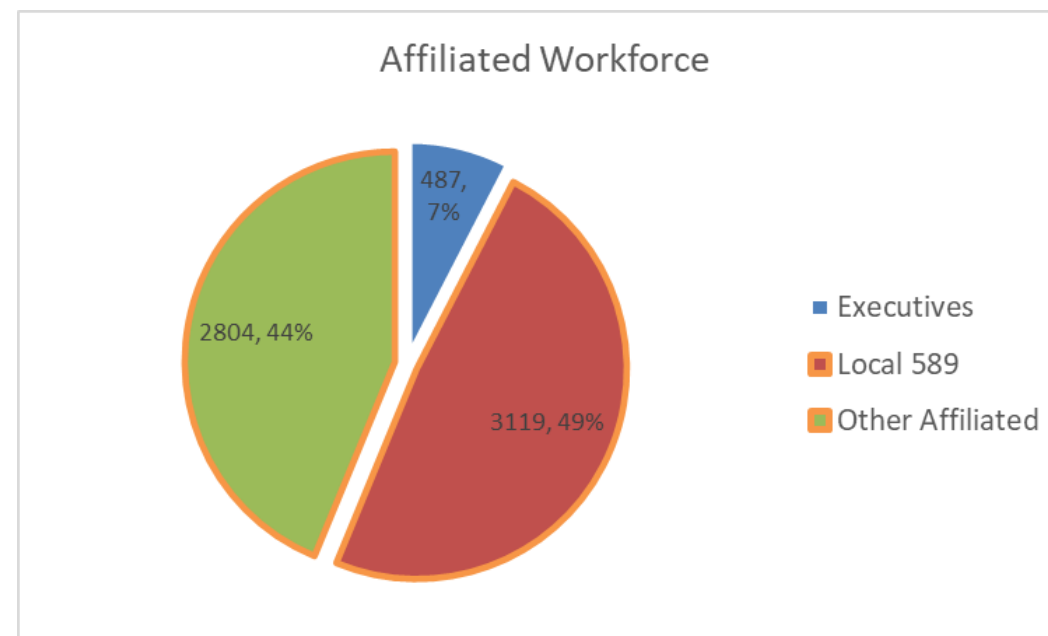
Ahmad Barnes

Sr. Director, Labor Relations

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 49% 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 26 Unions on the property that account for the remaining affiliated workforce, creating a contract bargaining cycle.



Sergeants Association Agreement Summary

Tentative Agreement Summary

The tentative agreement was reached on March 10, 2023 with the following terms:

- 5-Year Contract Duration through June 30, 2023
- Pattern Increases through FY 2022
- One-Time Pandemic Pay of \$2,000
- 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
- Revised Transition Career Award Program
- \$250 Non-Pensionable Civil Disturbance Stipend
- \$400 Health & Welfare Contribution

Projected Cost

Under the Agreement, the Union's membership would receive approximately \$603k in new base compensation.

Total Contract Cost

Agreement Provision	Cost
Retro Pay	\$ 458,666.00
New Wages	\$ 71,192.57
Pandemic Pay	\$ 64,000.00
Health & Welfare	\$ 9,200.00
Total Cost	\$ 603,058.57

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	4.75%



Vote Language

IT IS VOTED:

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

