



Massachusetts Bay Transportation Authority

Semi-Annual Labor Relations Update

Planning, Workforce, Development & Compensation Subcommittee

11 May 2023

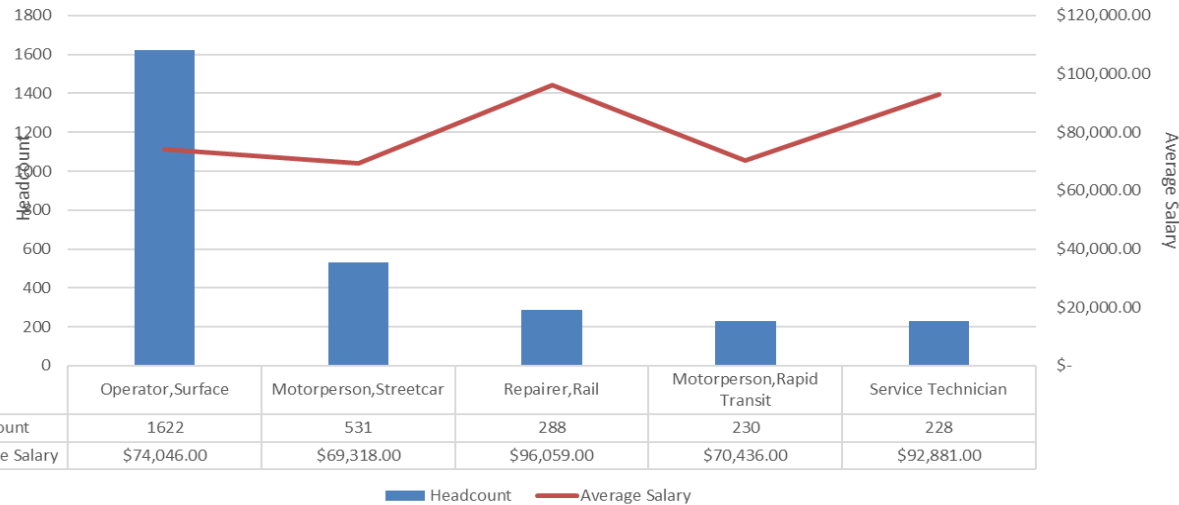
Agenda

1. Affiliated Workforce Overview
2. Sign On Bonus Program
3. Collective Bargaining Overview
4. 2018 Bargaining Cycle
5. 2021 Bargaining Cycle
6. 2023 Bargaining Cycle
7. Workforce Engagement

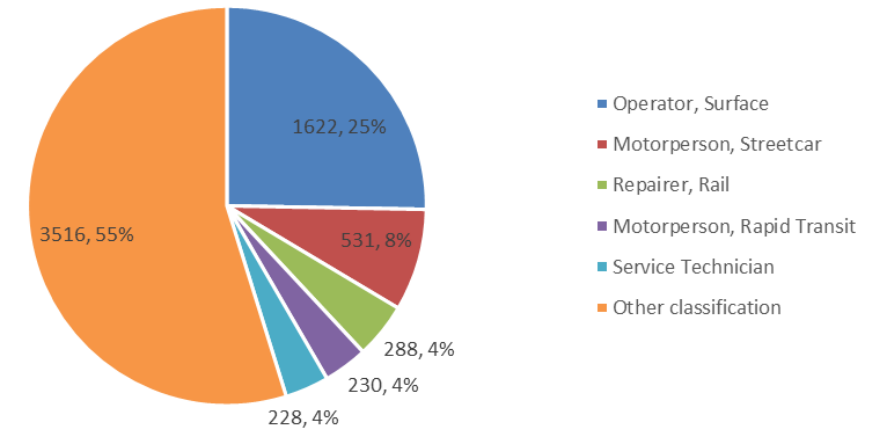


Affiliated Workforce Overview

Highest Headcount by Classification



Workforce Comparison



The 5 Most Populated Classifications at the Authority:

- Surface (Bus) Operator
- Streetcar (Light Rail) Motorperson
- Rail Repairer
- Rapid Transit (Heavy Rail) Motorperson
- Technician A (Bus Repair)

These 5 classifications make up 55% of the Authority workforce:

- These classification are in Operations and integral to service delivery
- The Top 4 positions are represented by Local 589
- Technician A is represented by Lodge 264



Sign On Bonus Program

7 Primary Feeder Pools for Essential Workforce Classification

A \$4,500 Bus Operator Sign On Bonus was in place since April 2022 Program has expanded to include 6 additional classifications:

- Streetcar Motorperson
- Heavy Rail Motorperson
- Fueler
- Service Technician
- Rail Repairer
- Track Laborer

Classification	Budgeted Headcount	Retirement Eligible	Total
Bus Operators	188	141	329
Streetcar Motorperson	25	45	70
Heavy Rail Motorperson	64	34	98
Fueller	26	4	30
Service Technicians	19	20	39
Rail Repairers	48	36	84
Track Laborer	26	17	43
			693

Sign On Bonus increased to \$7,500

Recruitment of 396 Budgeted Vacancies will be aided by the Sign On Bonus Program

297 Employees in the 7 classifications are currently retirement eligible in the impacted classifications

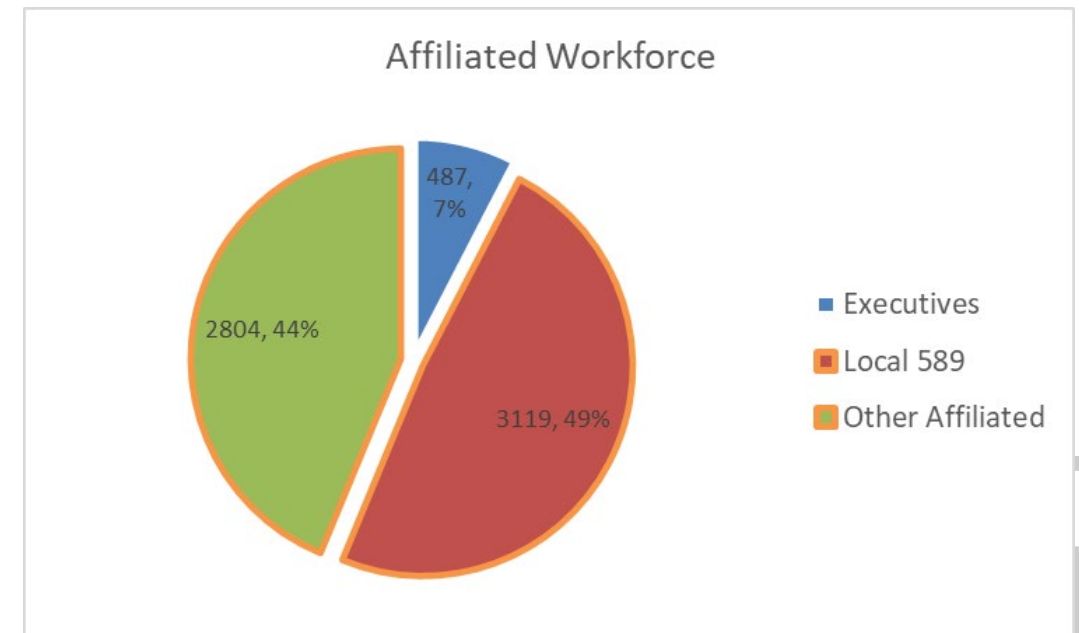
HR-On the Go marketing plan was aligned with CEX to launch expanded bonus April 15, 2023 through June 30, 2024



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 44% 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.



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 2 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 Sergeants	June 30, 2018
Captains & Lieutenants	June 30, 2018



2021 Bargaining Cycle

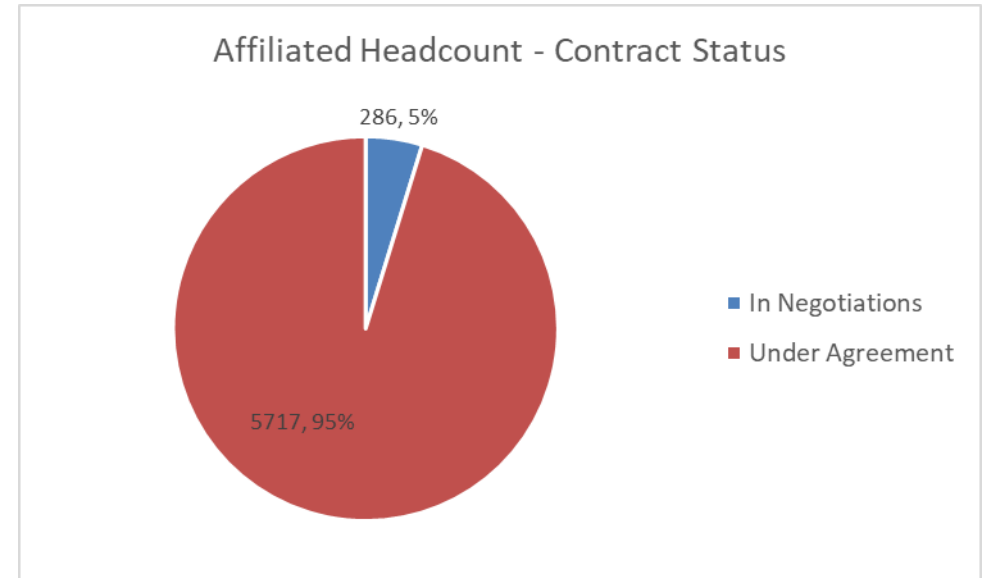
Local 589 Pattern

The terms of the Agreement with Local 589 establish the fiscal parameters for the rest of the MBTA Unions. Collective bargaining was ratified by Union member and approved by the Authority's Board of Directors in December 2021. Terms included:

- 2-Year Contract Duration, through June 30, 2023
- 5% Wage increases
- One-time Pandemic Pay of up to \$2,000
- Juneteenth National Independence Day Recognition
- Ability to provide a hiring bonus at the Authority's discretion

Status of Union Contracts

Since the ratification of the Local 589 agreement, the Authority has implemented same or similar agreements with 22 additional Unions, bringing **95.2% of the affiliated workforce under agreement.**



Workforce Under Agreement

Union	Contract Duration
L589 Boston Carmen's Union	July 1, 2021 - June 30, 2023
Alliance of MBTA Unions	July 1, 2021 - June 30, 2023
Lodge 264 Machinists	July 1, 2021 - June 30, 2023
L453 Office & Professional Employees	July 1, 2021 - June 30, 2023
Local 600 Starters & Inspector	July 1, 2021 - June 30, 2023
United Steelworkers, Local 9501	July 1, 2021 - June 30, 2023
Trans Exec Assoc (TEA)	July 1, 2021 - June 30, 2023
Police Association	July 1, 2018 - June 30, 2023
Building & Construction Trades	July 1, 2019 - June 30, 2024
Local 69, MBTA Plumbers	July 1, 2019 - June 30, 2024
Local 651 Blacksmiths	July 1, 2022 - June 30, 2024
Local 717 Electrical Workers	July 1, 2022 - June 30, 2024



Workforce in Active Negotiations

Union	Contract Duration
L104 Electrical Wrks	July 1, 2021 - June 30, 2023
L105 Technical Engineers	July 1, 2022 - June 30, 2024
Sergeants	July 1, 2018 - June 30, 2023
Superior Officers (Capt & Lts)	July 1, 2018 - June 30, 2023



Workforce Engagement

Workforce Engagement Activities

In pursuit of the Authority's continued efforts to ensure communication and collaboration with our Union partners, Labor Relations have regularly engaged Union Leadership on several ongoing projects and initiatives. Recent and upcoming discussions include:

- April 5, 2023 – Joint Labor-Management Committee meeting with the Safety Department (monthly)
- May 2, 2023 – ROW Recertification with Union Leadership
- May 2, 2023 – Workforce Design meeting (bi-weekly)
- May 3, 2023 – Union Coalition Meeting with QCOO
- May 9, 2023 – SPCI meeting



Appendix

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



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**



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

