



**Massachusetts Bay
Transportation Authority**

Local 105 Collective Bargaining Contract Authorization

Ahmad Barnes

Chief Workforce Officer

Local 105 Bargaining Unit Summary

Local 105 Classification Summary

Local 105 currently consists of Construction Inspectors, Engineers, and Materials Testers.

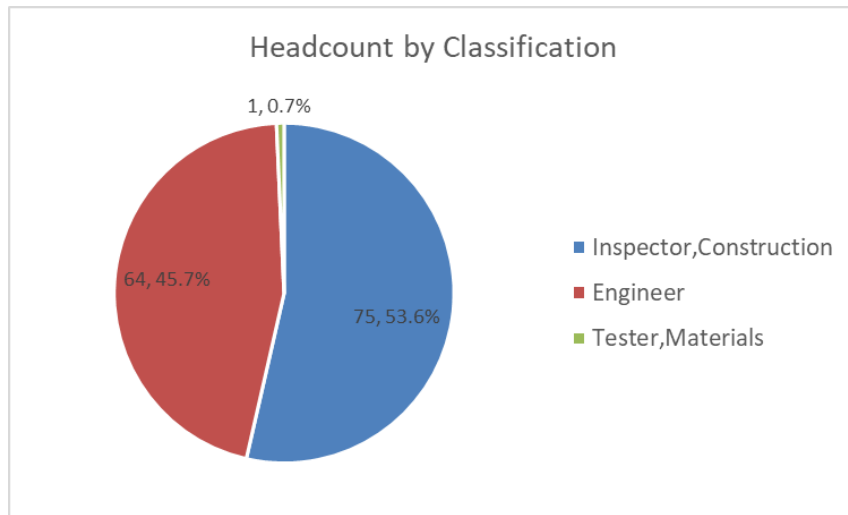
Position Title	Headcount
Inspector,Construction	75
Engineer	64
Tester,Materials	1

Average Wage

The average salary for a Bargaining Unit member is \$97,878

Position title	Headcount	Average Base Pay
Engineer	64	\$ 108,829.50
Inspector,Construction	75	\$ 88,701.18
Tester,Materials	1	\$ 85,259.20
Grand Total	140	\$ 97,878.11

Breakdown of Bargaining Unit



FY23 Budgeted Headcount vs. Active Headcount

Position Title	Active Headcount	Budgeted Headcount	Variance
Engineer	63	95	32
Inspector,Construction	74	97	23
Tester,Materials	1	3	2



Local 105 Agreement Summary

Local 105 Agreement Summary

The tentative agreement was reached and later ratified by the Union in May 2023 with the following terms:

- One-Year Contract Duration
- 2.5% Wage Increases, Effective July 2022 and June 2023
- One-Time Pandemic Pay of \$2,000
- Adjustments to the pay progressions for Construction Inspectors and Engineers
- Licensure/Accreditation Bonuses for Construction Inspectors
- Surge-Scheduling and Differential language
- Increase to two (2) Personal Days and eliminates 50% sick leave balance requirement
- Add Juneteenth as a recognized holiday

Projected Cost

Under the Agreement, the Union’s membership would receive approximately \$1.9M in new base compensation.

Total Contract Cost

Proposal	Contract Cost Estimate
Base Wages	\$ 1,496,716.00
Pandemic Pay	\$ 308,000.00
Licensure Bonuses†	\$ 97,000.00
Personal Day	\$ 57,100.32
Total	\$ 1,958,816.32

†Assumes a 10% participation, based on budgeted headcount

Effective Dates

Effective Date	Increase
7/3/2022	2.5%
6/18/23	2.5%



Vote Language

IT IS VOTED:

That the General Manager is hereby authorized to enter into a Collective Bargaining Agreement with the Local 105 for the term from July 1, 2022 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.



Appendix



Engineer Wage Progressions

Original Progression - 10 Years to Top Step					New Progression - 6 Years to Top Step				
Job Code	Job Title	Step	% Top	Years in Step	Job Code	Job Title	Step	% Top	Max Years In Step
020000	Engineer	1	65%	2	020000	Engineer	1	70%	1
020000	Engineer	2	75%	2	020000	Engineer	2	75%	1
020000	Engineer	3	85%	2	020000	Engineer	3	80%	2*
020000	Engineer	4	90%	2	020000	Engineer	4	90%	2*
020000	Engineer	5	95%	2	020000	Engineer	5	100%	N/A
020000	Engineer	6	100%	N/A	*Progression after 1 year with certifications/licensure				



Construction Inspector Progressions

Original Progression					New Progression				
Job Code	Job Title	Step	% Top	Years in Step	Job Code	Job Title	Step	% Top	Years in Step
024500	Construction Inspector	1	63%	1	024500	Jr Construction Inspector*	1	63%	2
024500	Construction Inspector	2	71%	2	024500	Construction Inspector	2	71%	2
024500	Construction Inspector	3	80%	3	024500	Construction Inspector	3	80%	3
024500	Construction Inspector	4	91.5%	2	024500	Construction Inspector	4	91.5%	2
024500	Construction Inspector	5	95%	2	024500	Construction Inspector	5	95%	2
024500	Construction Inspector	6	100%	N/A	024500	Construction Inspector	6	100%	N/A
					*New hires with 2+ years experience will skip this step at hire				

