



**Massachusetts Bay
Transportation Authority**

**Local 104 Collective Bargaining
Contract Authorization**

Ahmad Barnes
Chief Workforce Officer

Dan Kazakis
Sr. Director of Labor Relations

Local 104 Bargaining Unit Summary

Local 104 Classification Summary

Local 104 currently consists of repairers, technicians, and groundpersons.

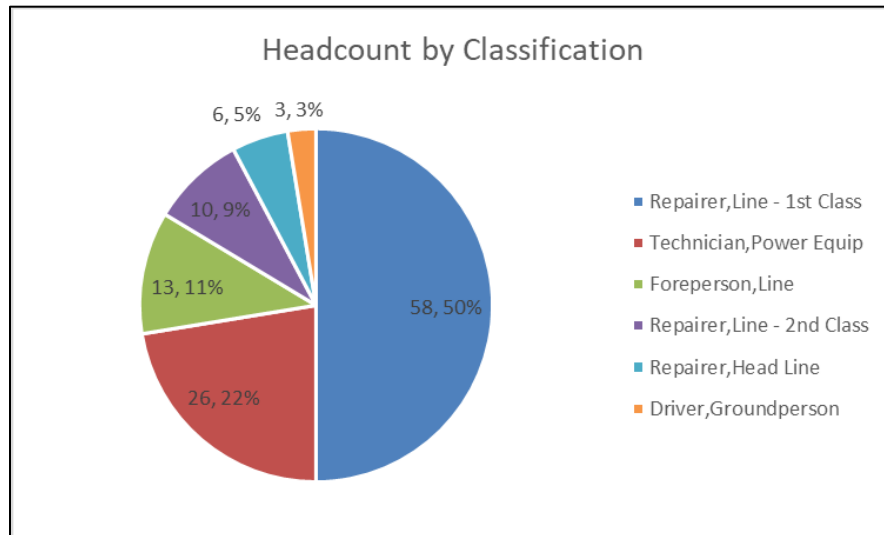
Classification	Headcount
Repairer,Line - 1st Class	58
Technician,Power Equip	26
Foreperson,Line	13
Repairer,Line - 2nd Class	10
Repairer,Head Line	6
Driver,Groundperson	3

Average Wage

The average salary for a Bargaining Unit member is \$97,146

Classification	Headcount	Average Base Wages
Driver,Groundperson	3	\$ 68,459.73
Foreperson,Line	13	\$ 110,177.60
Repairer,Head Line	6	\$ 105,185.60
Repairer,Line - 1st Class	58	\$ 100,172.80
Repairer,Line - 2nd Class	10	\$ 71,635.20
Technician,Power Equip	26	\$ 95,146.40
Grand Total	116	\$ 97,146.40

Breakdown of Bargaining Unit



FY23 Budgeted Headcount vs. Active Headcount

Classification	Active Headcount	Budgeted Headcount	Variance
Repairer,Line - 1st Class	58	60	2
Driver,Groundperson	3	8	5
Repairer,Line - 2nd Class	10	10	0
Technician,Power Equip	26	26	0
Foreperson,Line	13	16	3
Repairer,Head Line	6	7	1
Total	116	127	11

Local 104 Agreement Summary

Local 104 Agreement Summary

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

- Two-Year Contract Duration
 - Delay in timing due to uncertainty surrounding pension
- 2.5% Wage Increases, effective July 2021 and July 2022
- One-Time Pandemic Pay of \$2,000
- Add Juneteenth as a recognized holiday, remove Bunker Hill Day
- Increase Personal Days from one (1) to two (2) days
- Increase 3rd Shift Differential from \$1.50/hr to \$2/hr
- Establishment of a Line Repairer Apprenticeship Program
 - Replaces prior program to allow recruitment of more diverse candidates with less experience and ensures smoother transition up steps of program

Projected Cost

Under the Agreement, the Union’s membership would receive approximately \$1.09M in new base compensation.

Total Contract Cost

Proposal	Contract Cost Estimate
Base Wages	\$ 850,408.00
Pandemic Pay	\$ 196,000.00
Personal Day	\$ 45,532.40
Total	\$ 1,091,940.40

†Assumes a 10% participation, based on budgeted headcount

Effective Dates

Effective Date	Increase
7/4/2021	2.5%
7/3/2022	2.5%



Vote Language

IT IS VOTED:

That the General Manager is hereby authorized to enter into a Collective Bargaining Agreement with the Local 104 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.



Appendix



Apprenticeship Program for Line Repairers

Step	Classification	Time in Step	Wage as % of 1st Class Rate
1	Driver Groundperson	6	60%
2	Driver Groundperson	6	65%
3	Driver Groundperson	6	70%
4	2nd Class Line Repairer	6	75%
5	2nd Class Line Repairer	12	85%
6	2nd Class Line Repairer	12	90%
7	1st Class Line Repairer	N/A	100%
	Total Months to Top Rate	48	

