



**Massachusetts Bay  
Transportation Authority**

**Local 104 Collective Bargaining  
Contract Authorization**

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**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.

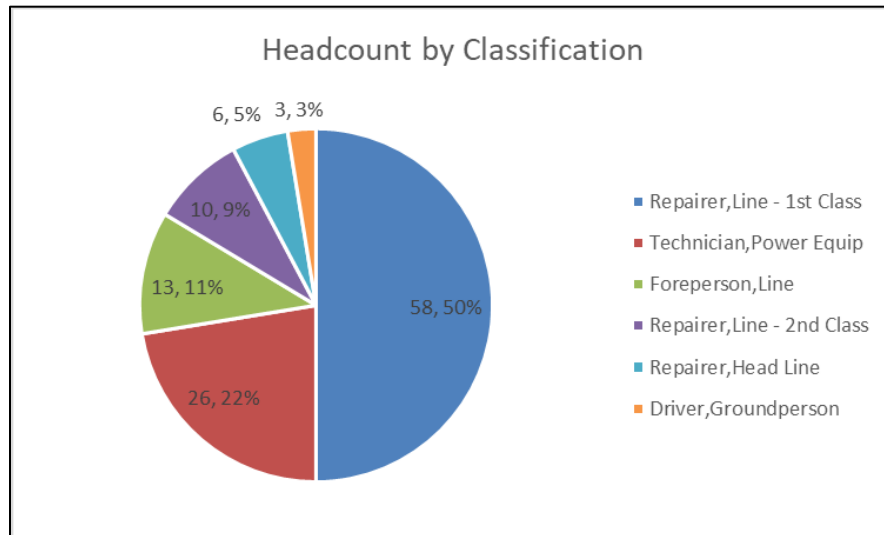
Classification	Headcount
Repairer,Line - 1st Class	58
Technician,Power Equip	26
Foreperson,Line	13
Repairer,Line - 2nd Class	10
Repairer,Head Line	6
Driver,Groundperson	3

## 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
<b>Grand Total</b>	<b>116</b>	<b>\$ 97,146.40</b>

## 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
<b>Total</b>	<b>116</b>	<b>127</b>	<b>11</b>

# 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 3<sup>rd</sup> 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
<b>Total</b>	<b>\$ 1,091,940.40</b>

†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

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## **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.**



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# 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%
	<b>Total Months to Top Rate</b>	<b>48</b>	

