



**Massachusetts Bay
Transportation Authority**

Police Association Collective Bargaining Contract Authorization

Dan Kazakis

Sr. Director of Labor Relations

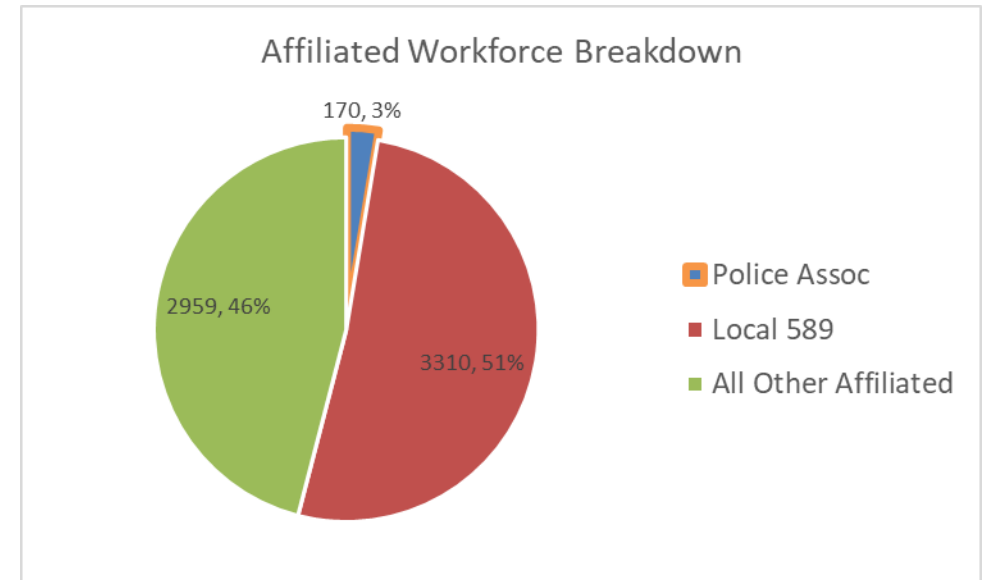
November 2023

2023 Bargaining Cycle

Negotiation Timeline

As the terms of the Agreement with Local 589 establish the fiscal parameters for the rest of the MBTA Unions, bargaining began with the Police Association in September 2023, following the ratification and Board approval of the L589 Agreement for FY24-27:

- August 3, 2023: Board of Directors Approve L589 Agreement
- September 2023: Negotiations Begin
- October 5, 2023: Tentative Agreement Reached
- November 2023: Board of Directors vote on Police Association Agreement



*This unit represents front-line patrol officers within the MBTA Transit Police. Transit Police Sergeants and Lieutenants are represented by the MBTA Sergeants Assoc. and the MBTA Superior Officers Assoc, respectively.



Tentative Agreement Summary

Police Association Tentative Agreement

The tentative agreement was reached and later ratified by the Union in October 2023, with terms including:

- Four-Year Contract Duration, July 1, 2023 – June 30, 2027
- Total of 18% in increased wages over 4 years
- Retirement Eligible Retention Incentive
- Establishes a Longevity Incentive for existing employees
- Clarification Language on Bereavement Leave and expanded definition of “Immediate Family”

Provision	Cost Estimate
New Base Wages	\$ 3,739,789.00
Longevity	\$ 175,676.80
Retention Bonus	\$ 181,192.00
Total Value	\$ 4,096,657.80

*Total costs over the four-year term of the contract

YOS	Total	Incriment
10	0.50%	0.50%
15	1.25%	0.75%
20	3.25%	2.00%
25	4.25%	1.00%



Contract Authorization



Vote Language

IT IS VOTED:

That the General Manager is hereby authorized to enter into a Collective Bargaining Agreement with Police Association for the term from July 1, 2023 to June 30, 2027 and to execute any necessary or ancillary documents in the name and on behalf of the Massachusetts Bay Transportation Authority to effectuate this Agreement.

