



**Massachusetts Bay  
Transportation Authority**

# Alliance Collective Bargaining Contract Authorization

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Daniel Kazakis

Sr. Director of Labor Relations

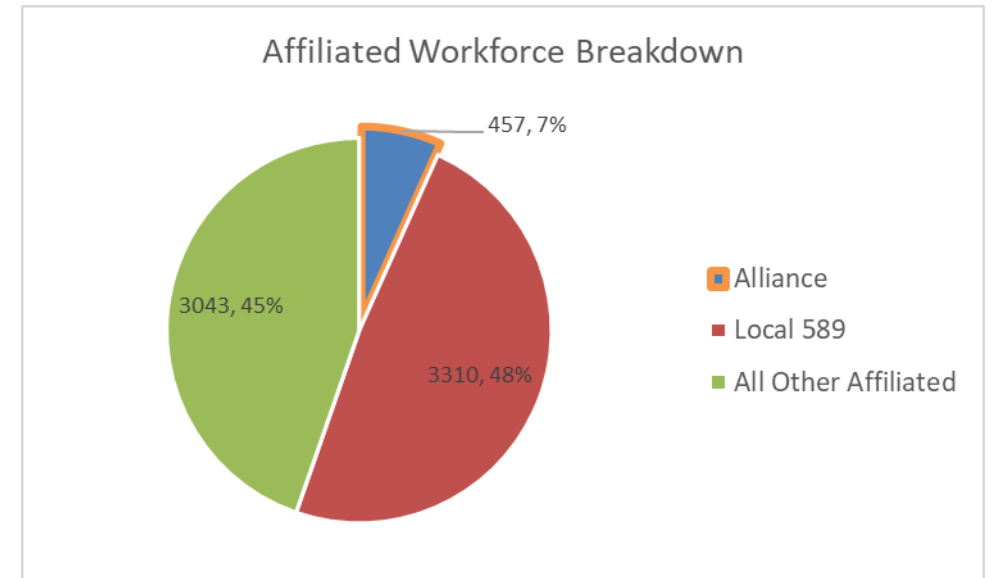
November 2023

# 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 in earnest with the Alliance of MBTA Unions in August 2023, following the ratification and Board approval of the L589 Agreement for FY24-27:

- June 2023: Alliance Negotiations Begin
- August 2023: Board of Directors Approve L589 Agreement
- August 2023: Continuation of Negotiations
- October 2023: Tentative Agreement Reached
- November 2023: Board of Directors vote on Agreement



# Bargaining Unit Summary

## Alliance Classification Summary

Alliance consists of Instructors, Yard Masters, Dispatchers, and Various Foreperson classifications.

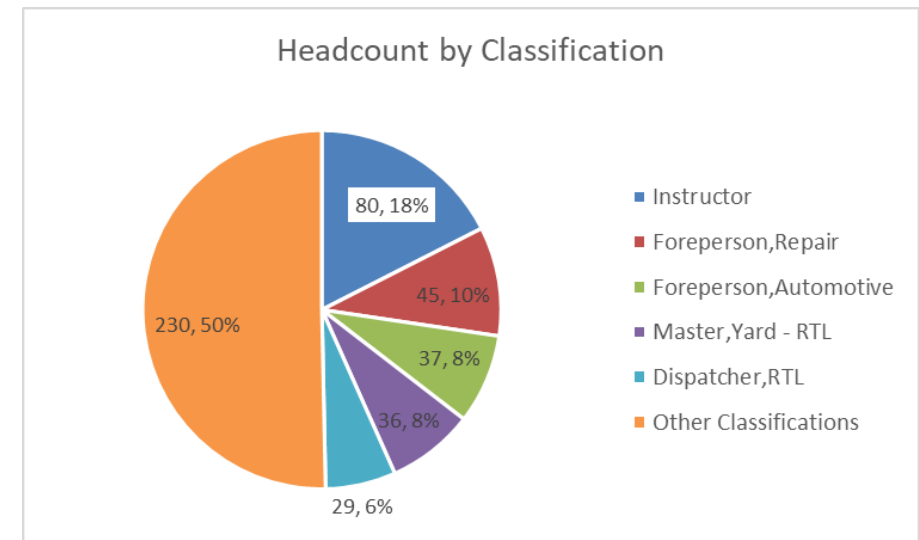
Classification	Headcount
Instructor	80
Foreperson,Repair	45
Foreperson,Automotive	37
Master,Yard - RTL	36
Dispatcher,RTL	29
Other Classifications	230
<b>Headcount</b>	<b>457</b>

## Average Wage

The average salary for a Bargaining Unit member is \$107,936.

Classification	Average Base Salary
Instructor	\$ 104,000
Foreperson,Repair	\$ 105,851
Foreperson,Automotive	\$ 105,248
Master,Yard - RTL	\$ 104,000
Dispatcher,RTL	\$ 106,267
Other Classifications	\$ 111,488
<b>Average Base Salary</b>	<b>\$ 107,936</b>

## Breakdown of Bargaining Unit



\*Includes Headcount from Part-Time and Training positions



# Tentative Agreement Summary

## Alliance 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 term of contract
  - Establishes Longevity Incentive for existing employees
  - Wage parity between Vehicle Mtc Forepersons
- Retirement Eligible Retention Incentive
- Expansion of 3<sup>rd</sup> Shift Differential (7.5%) to encourage experienced employees to work critical shift
- Side Letter on Rehiring of Retirees and Use of Contractors
- Clarification Language on Bereavement Leave and expanded definition of “Immediate Family”
- Clarification of language surrounding seniority, shift and location bids, and work responsibilities
- Personal Leave flexibility- permit employees to utilize in 2 hour increments
- Increase Holiday Pay to 1.5x on Thanksgiving and Christmas to encourage and reward employees for working on these holidays.

Provision	Cost Estimate
New Base Wages	\$ 9,147,257.60
Longevity	\$ 540,529.60
3rd Shift Differential	\$ 247,187.08
Retiree Retention Bonus	\$ 1,069,783.00
<b>Contract Cost Estimate</b>	<b>\$ 11,004,757.28</b>

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



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# Contract Authorization



# 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 Alliance of MBTA Unions 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.

