

**Massachusetts Bay
Transportation Authority**

Local 600 Collective Bargaining Contract Authorization

Daniel Kazakis

Sr. Director of Labor Relations

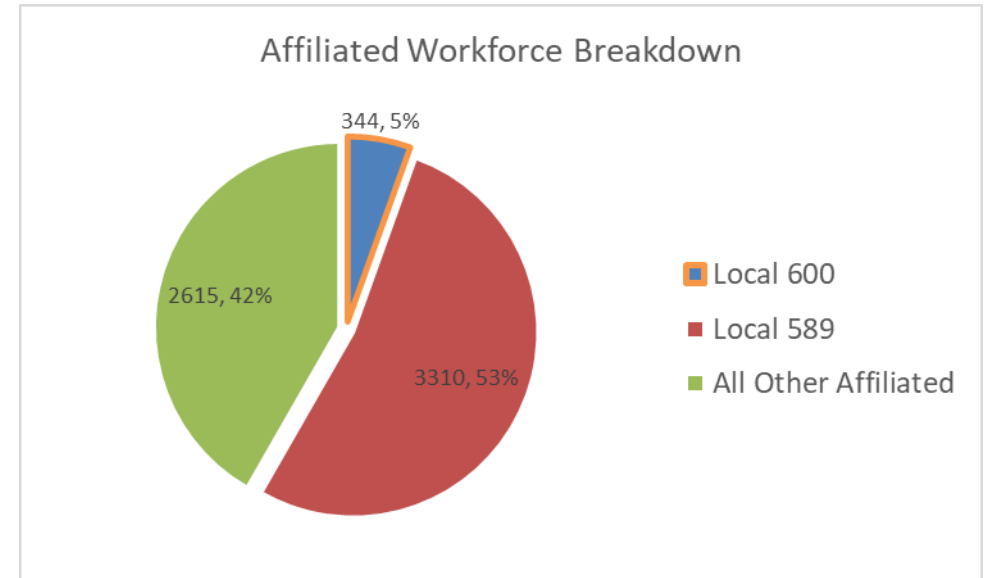
November 2023

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 with Local 600 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 7, 2023: L600 Negotiations Begin
- September 29, 2023: L600 Negotiations Continue
- October 3, 2023: Tentative Agreement Reached
- November 2023: Board of Directors vote on L600 Agreement



Bargaining Unit Summary

Local 600 Classification Summary

Local 600 is made up of Inspectors, Bus Inspectors, Chief Inspectors, and Coordinating Inspectors.

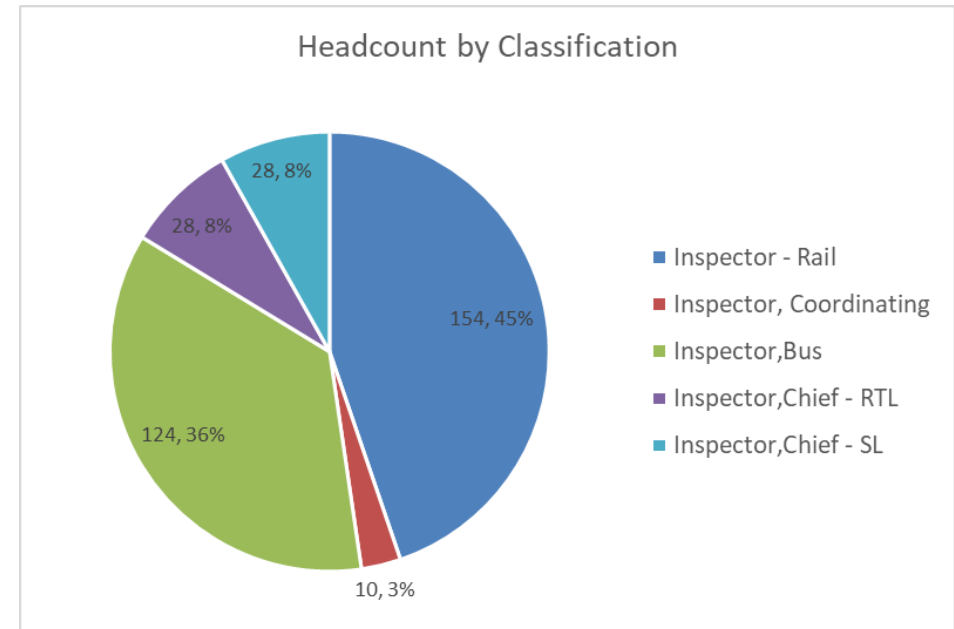
| Classification | Headcount |
|-------------------------|------------|
| Inspector - Rail | 154 |
| Inspector, Coordinating | 10 |
| Inspector, Bus | 124 |
| Inspector, Chief - RTL | 28 |
| Inspector, Chief - SL | 28 |
| Headcount | 344 |

Average Wage

The average salary for a Bargaining Unit member is \$97,282.37.

| Classification | Average Base Salary |
|----------------------------|---------------------|
| Inspector - Rail | \$ 92,872.00 |
| Inspector, Coordinating | \$ 104,000.00 |
| Inspector, Bus | \$ 95,059.86 |
| Inspector, Chief - RTL | \$ 97,240.00 |
| Inspector, Chief - SL | \$ 97,240.00 |
| Average Base Salary | \$ 97,282.37 |

Breakdown of Bargaining Unit



*Includes Headcount from Part-Time and Training positions



Tentative Agreement Summary

Local 600 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
- Totaling 18% in increased wages over 4 years
- Retirement Eligible Retention Incentive
- Establishes a Longevity Incentive for existing employees
- Side Letter Agreements on Training, Rehiring of Retirees
- Clarification Language on Bereavement Leave and expanded definition of “Immediate Family”
- Increase Holiday Pay to 1.5x on Thanksgiving and Christmas to encourage and reward employees for working on these holidays
- Expansion of definition of “aggravated assault” for employees assaulted while working

| Provision | Cost Estimate |
|--------------------|------------------------|
| New Base Wages | \$ 7,539,807.00 |
| Longevity | \$ 368,617.60 |
| Retention Bonus | \$ 1,141,489.00 |
| Total Value | \$ 9,049,913.60 |

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

| Longevity Incentive | | |
|---------------------|-------|-----------|
| YOS | Total | Increment |
| 10 | 0.50% | 0.50% |
| 15 | 1.00% | 0.50% |
| 20 | 2.00% | 1.00% |
| 25 | 3.00% | 1.00% |



Contract Authorization



Vote Language

IT IS VOTED:

That the General Manager is hereby authorized to enter into a Collective Bargaining Agreement with Local 600 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.

