



**Massachusetts Bay
Transportation Authority**

Superior Officers Association Contract Authorization

Dan Kazakis

Sr. Director, Labor Relations

Superior Officers Association Agreement Summary

Tentative Agreement Summary

The tentative agreement was reached on August 14, 2023, with the following terms:

- 5-Year Contract Duration through June 30, 2023
- Pattern Increases through FY 2022
- One-Time Pandemic Pay of \$2,000
- Addition of Juneteenth as an observed holiday
- Increase Bereavement Leave to Five (5) days
- Addition of Ten (10) Days of Parental Leave
- Revised Transition Career Award Program
- \$250 Non-Pensionable Civil Disturbance Stipend
- \$400 Health & Welfare Contribution
- Elimination of duplicative complaints and grievances
- Limitation of retroactive payments only to current employees and retirees
- Administrative language clean-ups

Projected Cost

Under the Agreement, the Union’s membership would receive approximately \$435K in new base compensation.

Total Contract Cost

Agreement Provision	Cost
Base Wage Retro	\$ 365,217.60
Pandemic Pay	\$ 22,250.00
H&W Fund	\$ 4,800.00
Parental Leave	\$ 42,168.00
Total Cost	\$434,435.60

Effective Dates

Effective Date	Increase
7/1/2018	1.5%
7/1/2019	1.5%
7/1/2020	1.5%
12/1/2020	1.5%
7/1/2021	2.5%
7/1/2022	4.75%



Vote Language

IT IS VOTED:

That the General Manager is hereby authorized to enter into a Collective Bargaining Agreement with the Superior Officers Association for the term from July 1, 2018, 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.

