



Massachusetts Bay Transportation Authority

Local 717 Collective Bargaining Contract Authorization

April Board of Directors Meeting

Dan Kazakis

Sr Director of Labor Relations

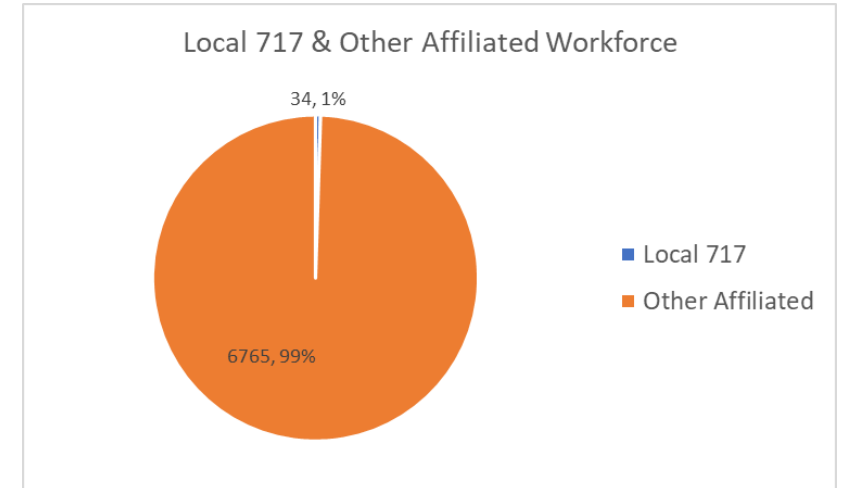
April 2024

2023 Bargaining Cycle

Negotiation Timeline

Following the Board approval of the Local 589 agreement, which establishes the fiscal parameters for the rest of the MBTA Unions, bargaining with Local 717 began in Q1 of CY2024. This was done in anticipation of the Local 717 agreement's expiration on June 30, 2024. The tentative agreement covers FY25-28:

- August 3, 2023: Board of Directors Approve L589 Agreement
- February 2024: Negotiations begin with Local 717
- March 2024: Tentative Agreement reached
- April 2024: Agreement presented for Board Approval



Position Title	Headcount
1st Class Elec. Workers	21
2nd Class Elec. Workers	13

*Both positions perform repair work on the electrical components of heavy rail engines at the Authority's Everett facility.



Tentative Agreement Summary

Local 717 Tentative Agreement

The tentative agreement was reached and later ratified by the Union in March 2024, with terms including:

- Four-Year Contract Duration, totaling 18.0% in increased wages
- Establishment of a Longevity Incentive for existing employees
- Retirement Eligible Retention Incentive
- Establishes a Longevity Incentive for existing employees
- Increase in Meal Allowance to \$10 from \$3.50
- Clarification Language on Bereavement Leave and expanded definition of “Immediate Family”
- Changes in Overtime language for Thanksgiving and Christmas
- Ability to hire retirees on a part-time basis
- Consolidation of bargaining unit into one “Electrical Worker” classification. Will allow for greater workforce flexibility and cross-training within bargaining unit

Costs over four-year term of contract

Provision	Cost Estimate
Wages	\$ 667,587.00
Longevity	\$ 30,596.80
Classification Consolidation	\$ 153,129.60
Total Cost	\$ 851,313.40

Overall Salary Increases

Effective Date	Increase %
July 2024	7.0%
July 2025	4.0%
July 2026	3.5%
July 2027	3.5%
Total	18.0%

Longevity Incentive

YOS	Total	Increment
10	1.25%	1.25%
15	2.50%	1.25%
20	3.75%	1.25%
25	5.25%	1.50%

Contract Authorization



Vote Language

IT IS VOTED:

That the General Manager is hereby authorized to enter into a Collective Bargaining Agreement with Local 717 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.

