



**Massachusetts Bay
Transportation Authority**

Local 453 Collective Bargaining Contract Authorization

Dan Kazakis

Sr Director of Labor Relations

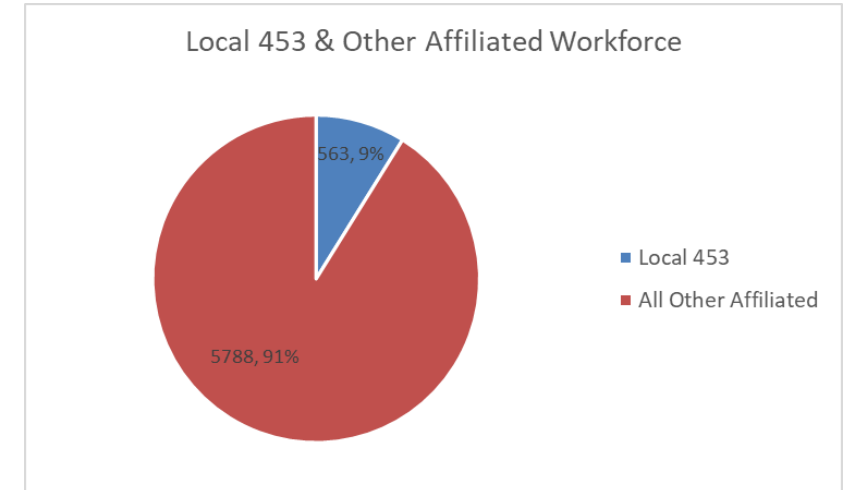
February 2024

2023-2027 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 with Local 453 began in anticipation of an agreement with Local 589 for FY24-27:

- June 2023: Bargaining Begins with Local 453
- August 3, 2023: Board of Directors Approve L589 Agreement
- August 2023 – January 2024: Bargaining continues
- January 2024: Tentative Agreement reached
- February 2024: Agreement presented for Board Approval



Top 5 Classification by Headcount	
Position	Headcount
Engineer, Resident	45
Coord, Project	29
Coord, Sr Project	28
Supv Trans - Bus	28
Supv Trans - Subway	27

Tentative Agreement Summary

Local 453 Tentative Agreement

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

- Four-Year Contract Duration, totaling 19.0% in increased wages
 - Inclusive of a 1% “equity adjustment” to be split between Year 3 and 4 (0.5% each year) in lieu of the L589 Longevity Incentives
- Clarification Language on Bereavement Leave and expanded definition of “Immediate Family”
- Addition of an “On-Call Stipend” of up to \$100 per day or \$250 per weekend (Fri. pm to Mon. am)
- Increase of Temporary Transfer (“TC”) pay to \$250/week, from \$100/week
- Compensatory Time (“Comp Time”)
- Clarification of PPE Clothing and Equipment reimbursements
- Ability to rehire retirees

Overall Salary Increases

Effective Date	% Increase
July 2023	7.00%
July 2024	4.00%
July 2025*	4.00%
July 2026*	4.00%
Total	19.00%

*inclusive of “equity adjustment”

Costs over four-year term of contract

Provision	Cost Estimate
New Wages	\$ 10,701,035.63
Comp Time*	\$ 682,936.95
Total	\$ 11,383,972.58

*this is total comp time liability, in the unlikely event that all currently accrued comp time were paid out and not used



Tentative Agreement Summary (cont.)

- Compensatory (“Comp”) Time
 - Purpose: Comp Time is intended to compensate salaried/overtime-exempt employees who work beyond their standard work-day or who work on their day off by allowing them to take time off in the future or be paid for the same
 - Status Quo:
 - Currently, the Local 453 CBA permits employees to earn Comp Time, but has no other language surrounding how or when it is accrued, calculated, or used
 - This has led to a hodgepodge of differing Comp Time guidelines across departments, resulting in unpredictable accruals, inconsistent recording of time, employees not being permitted to use their time, and no ability to receive a pay out of the value of such Comp Time
 - Tentative Agreement:
 - Standardize accruals at an hour-worked for an hour-earned of comp time across the bargaining unit
 - Minimum 4-hour accrual for those called in to work on their day off
 - Encourage use, consistent with operational need
 - Mandate that accruals be recorded within HRCMS/Payroll system for standard, accurate accounting
 - Cap on accruals to prevent accumulation of unusable balances
 - Side Letter to permit limited payout of accrued Comp Time for those with large balances, under supervision of Chief Workforce Officer



Contract Authorization



Vote Language

IT IS VOTED:

That the General Manager is hereby authorized to enter into a Collective Bargaining Agreement with Local 453 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.

