



Massachusetts Bay Transportation Authority

Transportation Executives Association (TEA) Collective Bargaining Contract Authorization

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Sr Director of Labor Relations

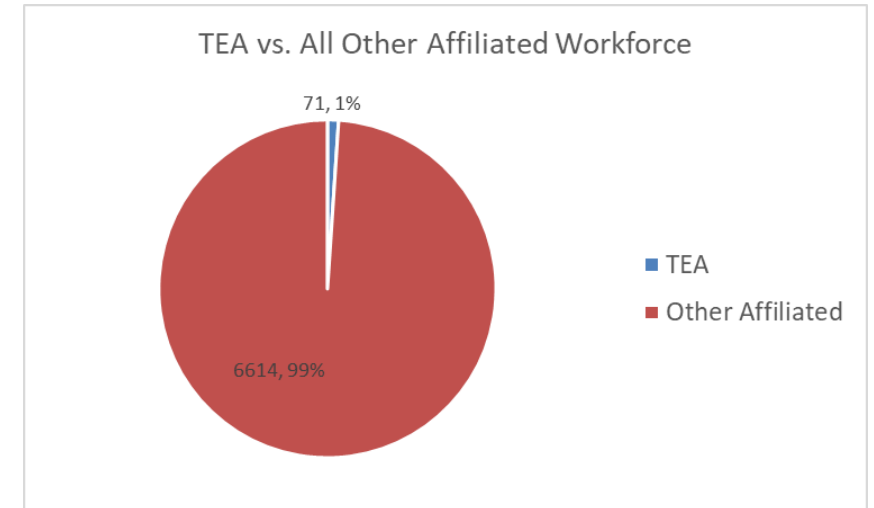
March 2024

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 TEA began following the agreement with Local 589 for FY24-27:

- August 3, 2023: Board of Directors Approve L589 Agreement
- September 2023: Bargaining Begins with TEA
- October 2023 - February 2024: Bargaining Continues with TEA
- February 2024: Tentative Agreement reached
- March 2024: Agreement presented for Board Approval



Classification	Headcount
Superintendents	38
Asst, Medical	12
Officer, Operations Information	6
Mgr, Workforce/Admin	4
Other Classifications	11

Tentative Agreement Summary

TEA 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, with an additional 1% Equity Pool for Salary Adjustments, in lieu of L589 Longevity Incentives
 - Equity adjustments are made as part of of Year 1 increase
- 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)
- Updates to Protected Sick Leave and Personal Leave language
- Increase of Temporary Transfer (“TC”) pay to \$250/week, from \$100/week
- Changes in Compensatory Time (“Comp Time”) language

Costs over four-year term of contract

Provision	Cost Estimate
Wages	\$ 1,219,530.00
Equity Adjustments	\$ 141,526.54
Comp Time*	\$ 152,818.21
Total	\$ 1,513,874.75

*this is the total comp time liability, in the unlikely event that all currently accrued comp time were to be paid out

Overall Salary Increases

Effective Date	% Increase
July 2023	7.00%
July 2024	4.00%
July 2025	3.50%
July 2026	3.50%
Total	18%



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 TEA 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 TEA 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.

