



Massachusetts Bay Transportation Authority

Metropolitan Council of the Building and Construction Trades Collective Bargaining Contract Authorization

MBTA Board of Directors Meeting

Dan Kazakis

Sr Director of Labor Relations

May 23, 2024

2023 Bargaining Cycle

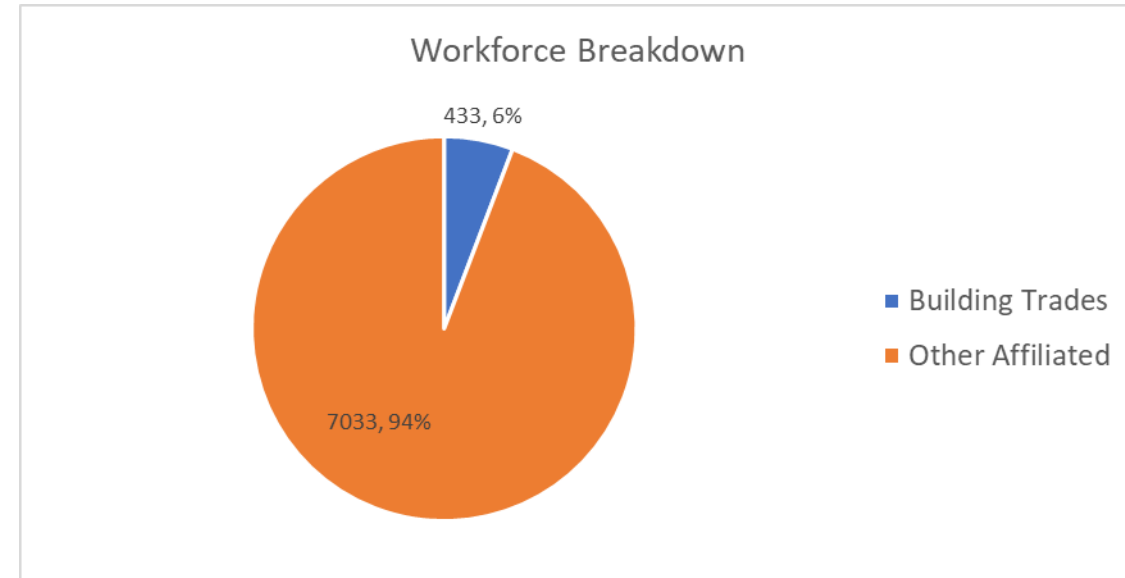
Union Summary

The Building Trades is a conglomeration of 13 construction trades unions that bargain as one collective. Historically, this union’s agreements have been offset from Local 589 and other unions by a year, meaning their current contract runs through June 30, 2024.

Negotiation Timeline

As the terms of the Agreement with Local 589 establish the fiscal parameters for the rest of the MBTA Unions, bargaining with Building Trades was conducted in November 2023, following the ratification and Board approval of the L589 Agreement, for FY25-28:

- August 3, 2023: Board of Directors Approve L589 Agreement
- October 2023: Negotiations with Building Trades begin
- November 2023 – April 2024: Negotiations Continue
- April 2024: Tentative Agreement Reached



Classification	Headcount
Wireperson	194
Painter	36
Worker, Sheet Metal	30
Bridgeperson	30
Laborer, Building	29
Other Classifications	114
Total	433

Tentative Agreement Summary

Building Trades Tentative Agreement

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

- Four-Year Contract Duration, July 1, 2024 through June 30, 2028, totaling 19.0% in increased wages over four years
 - Inclusive of a 1% “equity adjustment” in the second year of the contract, in lieu of the L589 longevity incentives which were of equivalent value
- Retirement Eligible Retention Incentive
- Increase in Third Shift Differential from \$1.50/hr (~3%) to 7.5%
- Increase Meal Allowance from \$3.50 to \$10
- Clarification Language on Bereavement Leave and expanded definition of “Immediate Family”
- Changes in holiday pay for Thanksgiving and Christmas
- Clarify bidding procedures for existing employees to fill vacancies on the basis of seniority
- Agreement to ensure restroom and break facilities are properly cleaned and temperature controlled
- Ability to hire retirees on a part-time basis

Provision	Cost Estimate
New Wages	\$ 10,913,446.00
Retention Bonus	\$ 545,920.00
Total Cost	\$ 11,459,366.00

*total cost over the four-year term of the contract

Effective Date	% Increase
July 2024	7.00%
July 2025	5.00%
July 2026	3.50%
July 2027	3.50%

*inclusive of 1% equity adjustment in July 2025



Contract Authorization



Vote Language

IT IS VOTED:

That the General Manager is hereby authorized to enter into a Collective Bargaining Agreement with Metropolitan Council of the Building and Construction Trades for the term from July 1, 2024 to June 30, 2028 and to execute any necessary or ancillary documents in the name and on behalf of the Massachusetts Bay Transportation Authority to effectuate this Agreement.

