



**MINUTES**

**Meeting of the Massachusetts Bay Transportation Authority  
 Board of Directors**

**February 29, 2024, AT 12:00 P.M.**

**10 Park Plaza, 2<sup>nd</sup> Floor Board Room, Suite 2890  
 Boston, MA 02116**

***Public participation and comment occurred via written communication, voice message and in-person public comment.***

***This meeting was broadcast virtually.***

**BOARD MEMBERS  
 PARTICIPATING IN-  
 PERSON:**

Chair Tom Glynn, Director Robert Butler, Director Thomas Koch, Director Tom McGee, Director Charlie Sisitsky, Director Mary Skelton Roberts, Director Chanda Smart, Secretary Monica Tibbits-Nutt

**BOARD MEMBER  
 PARTICIPATING  
 REMOTELY:**

Director Eric Goodwine

**Others Presenting  
 and/or Participating for  
 Various Portions of the  
 Meeting:**

General Manager Phillip Eng, MassDOT Chief Safety Officer Pat Lavin, Chief Operating Officer Ryan Coholan, Acting Chief Administrative Officer Jeff Cook, Chief Safety Officer Tim Lesniak, former Chief Administrative Officer David Panagore, Assistant General Manager of Diversity, Equity, & Inclusion Jabes Rojas

**Others Present:**

General Counsel Douglas McGarrah, Counsel-Corporate Governance Noah Potash

**OPEN OF MEETING/Call to order by the Chair**

Chair Tom Glynn called the meeting of the Massachusetts Bay Transportation Authority (“MBTA”) Board to order at 12:00 p.m. Noah Potash called the roll of the MBTA Board of Directors participating, being a quorum of the MBTA Board:

<b>Chair Glynn</b>	<b>Yes</b>
<b>Director Butler</b>	<b>Yes</b>
<b>Director Goodwine</b>	<b>Yes</b>
<b>Director Koch</b>	<b>Yes</b>
<b>Director McGee</b>	<b>Yes</b>

<b>Director Sisitsky</b>	<b>Yes</b>
<b>Director Skelton Roberts</b>	<b>Yes</b>
<b>Director Smart</b>	<b>Yes</b>
<b>Secretary Tibbitts-Nutt</b>	<b>Yes</b>

Chair Glynn began by noting that there was a time constraint for the meeting and invited Keolis workers to address the Board.

Ed Flaherty, President of Local 2054, said that the workers had gone 238 days without a contract and that their wages were below the industry standard and peers like Amtrak. He noted the high cost of living in the area and that workers do not have sick time. He asked the Board to look at the changes of the past 20 years and to include safeguards for workers when putting the next contract out to bid. He said that public transportation is not about profit and noted that many of his union members now qualify for SNAP benefits. General Manager Phil Eng thanked the Keolis workers for coming and said that he was looking for a good resolution to the ongoing negotiations. He emphasized the importance of providing a good quality-of-life. Mr. Flaherty said that although the NRLA makes striking difficult, workers will strike when they are legally able to do so.

Chair Glynn said that the Secretary would recognize former Chief Administrative Officer David Panagore. Secretary Tibbitts-Nutt thanked Mr. Panagore for everything he had done for the agency and conferred a citation from the Governor. Mr. Panagore thanked the Secretary and said he had never worked with a finer, more dedicated group of people. Mr. Eng said that the sentiment on his end is the same and that Mr. Panagore's dedication would be missed.

## **1. Safety Briefing**

MassDOT Chief Safety Officer Pat Lavin pointed out the emergency exit routes in the board room and then reviewed healthy heart tips.

## **EXECUTIVE SESSION**

2. Chair Glynn said that the next item on the agenda was an executive session to discuss strategy with respect to collective bargaining. He said that he had determined that an open meeting could have a detrimental effect on the bargaining position of the MBTA. He noted that the Board would return to open session following the discussion.

**On motion duly made and seconded, it was by roll call:**

### **VOTED:**

**To enter executive session to discuss strategy with regard to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body.**

<b>Chair Glynn</b>	<b>Yes</b>
<b>Director Butler</b>	<b>Yes</b>
<b>Director Goodwine</b>	<b>Yes</b>
<b>Director Koch</b>	<b>Yes</b>
<b>Director McGee</b>	<b>Yes</b>
<b>Director Skelton Roberts</b>	<b>Yes</b>
<b>Director Sisitsky</b>	<b>Yes</b>
<b>Director Smart</b>	<b>Yes</b>
<b>Secretary Tibbitts-Nutt</b>	<b>Yes</b>

*Note: The Board entered executive session at 12:15 p.m. and returned to open session at 12:33 p.m. Director Butler recused himself from the executive session and did not participate.*

## **OPEN SESSION/ACTION ITEMS**

### **3. Consent Agenda**

Chair Glynn explained that a vote to adopt the consent agenda would approve the January meeting minutes, authorize the General Manager to enter into a Collective Bargaining Agreement with Local 453, approve the annual fuel hedge authorization, and approve the procurement of a third-party safety consultant. He noted that Director Butler

would abstain from the collective bargaining portion of the vote.

**On motion duly made and seconded, it was by roll call:**

**VOTED:**

**To adopt the consent agenda.**

<b>Chair Glynn</b>	<b>Yes</b>
<b>Director Butler</b>	<b>Yes</b>
<b>Director Goodwine</b>	<b>Yes</b>
<b>Director Koch</b>	<b>Yes</b>
<b>Director McGee</b>	<b>Yes</b>
<b>Director Sisitsky</b>	<b>Yes</b>
<b>Director Skelton Roberts</b>	<b>Yes</b>
<b>Director Smart</b>	<b>Yes</b>
<b>Secretary Tibbits-Nutt</b>	<b>Yes</b>

### **Public Comment Period #1**

Garrett Wollman asked for more transparency regarding items in the consent agenda and Chair Glynn said staff would address the issue.

Evan Foss stated his support for low-income fares, Keolis workers, and greater transparency. He requested that presentations be provided earlier and that the MBTA repair emergency exhaust fans.

Camilo Auyero of GreenRoots expressed support for electrification and discussed details.

Kathy Paul of the Mass Senior Action Council (“MSAC”) said that the low-income fare is intended to improve equity and thus should be extended to RIDE Premium trips. She provided a detailed history of MBTA Fare policy. Chair Glynn asked for someone to explain the RIDE Premium distinction to the Board and MSAC Executive Director Carolyn Villers explained that when the MBTA was facing a budget deficit in 2012, it deemed RIDE service beyond the ADA-mandated distance to be ‘premium.’ She noted

that under the low-income fare proposal, ADA service will fall from \$3.35 to \$1.70, while Premium service will remain at \$5.60 and provided an example of a senior who had to pay for premium service. Director McGee thanked MSAC for their leadership and continued advocacy. Director Skelton Roberts asked if the issue is that Premium fares would stay the same and Ms. Villers said that Premium RIDE trips are the only mode excluded from low-income fares, along with Flex trips. Mr. Eng said he appreciated the feedback and that he would weigh the proposals.

#### **4. Report from the General Manager**

General Manager Phillip Eng delivered his report, reviewing FY25 Transportation Investments and discussing recent Washington, D.C. leadership meetings, including a White House roundtable. He then addressed the February 15<sup>th</sup> power disruption, noting that trains began moving again within 20-30 minutes. Chair Glynn asked why the disruption happened and Mr. Eng said that the feeder cable was over 30 years old, and was okay when inspected in 2022, concluding that the extent of the damage makes it hard to determine the cause. Director Smart asked if water damage could have been a factor and Chief Operating Officer Ryan Coholan said that the lead splice should have withstood any water. The General Manager continued with a discussion of a Red Line thermal event at Kendall. He then noted that the FTA had approved the closure of CAP 7, related to Maintenance of Way reporting to leadership. He provided an update on the Track Improvement Program, noting that the areas under speed restrictions have been reduced from 36 miles in September 2023 to 19.5 miles as of February 16<sup>th</sup>. Mr. Eng discussed the strong return of commuter rail ridership compared to other agencies and improved on-time performance. He then discussed a pilot for adverse weather risk management. The

General Manager discussed signage and wayfinding improvements at Nubian Station following previous public comment from Peter K. He noted that the MBTA had recently won AdWheel Awards for Best Electronic Media and Best Special Event. Mr. Eng said he was proud of Workforce DEI, noting that over one-third of the workforce is Black. Director Skelton Roberts said it was ironic that the commuter rail was exceeding expectations, but employees were reporting poor treatment. The General Manager agreed and said that he would stay on top of the issue. Director Skelton Roberts offered kudos on improved communications on closures. Director Smart congratulated the General Manager on reductions of speed restrictions and Nubian Square signage. At the General Manager's request, Acting Chief Administrative Officer Jeff Cook introduced himself and discussed his background.

## **5. Safety Programs Update**

Chief Safety Officer Tim Lesniak presented the Safety Programs Update, noting that both incidents discussed by the General Manager remain under investigation. He discussed safety risk management ("SRM") and reviewed the SRM process and enhancements under FTA Special Directive 23-10 CAP requirements. Mr. Lesniak reviewed work to grow the SRM process and reviewed SRM workshops. He concluded by reviewing Safety Performance indicators by mode. Secretary Tibbits-Nutt asked how often indicators are reviewed and Mr. Lesniak said that they are reviewed annually, but staff also reassess whenever a particular indicator improves or worsens.

## **Public Comment Period #2**

Peter Steiger of the Arborway Committee for Public Transit introduced Alan Smith,

who spoke in support of extending the E Branch of the Green Line 0.65 miles to Hyde Square in Jamaica Plain. He noted that the neighborhood currently lacks a rail connection, and the development corridor is attracting new residents. He said that many institutions on the corridor support the extension and that it would increase transit ridership. He concluded by asking the Board to support advancing a feasibility study.

Sebastian Luu of the T Riders Union acknowledged recent improvements but expressed concerns with the impact of service disruptions.

## **6. DEI Programs and Demographics Annual Update**

Assistant General Manager for Diversity, Equity and Inclusion Jabes Rojas presented the annual update on DEI Programs and Demographics, providing context on DEI and discussing Governance, Leadership and Employee Resource Groups (“ERGs”) and their structure. Mr. Rojas reviewed DEI expansion investments and new DEI training for 2022-24. He discussed investments in supplier diversity programs. He then reviewed Workforce Diversity Trends, noting positive trends in race and ethnicity. Mr. Rojas said the organization was exceeding the EEO goal for Black employees and there was a positive trend for Latino and Asian employees. He also noted that gender representation is an area for continual improvement. He reviewed positive trends for the unaffiliated workforce, which exceeded goals for Asian and Black employees, and attained goals for Latino and women employees. Secretary Tibbitts-Nutt asked about efforts to increase representation of women and Mr. Rojas cited partnerships with the Workforce division and the Office of Diversity and Civil Rights (“ODCR”), reaching out to diverse professional organizations, hiring fairs, looking at peer agency efforts and enhancing transparency. He

noted that 44% of the organization's leadership is female. Secretary Tibbitts-Nutt said that those initiatives have been ongoing for some time and asked about new initiatives. Mr. Rojas said that the DEI group is coordinating more with other teams and conducting more outreach. The Secretary asked about talking to organizations that are doing better on gender representation. Mr. Rojas said that his team had not identified any peers doing better. Secretary Tibbitts-Nutt said that the organization needed to do more than it has been doing and suggested looking at the private sector. Director Skelton Roberts asked about creating a pipeline by working with colleges. Mr. Rojas discussed work to identify feeder organizations. Director Smart and Mr. Rojas discussed the relationship between ODCR, DEI, and Workforce. Director Smart and Mr. Rojas discussed the DEI goals for 2024. Director Smart and Mr. Rojas discussed the culture in ODCR.

*Note: Secretary Tibbitts-Nutt left the meeting at 2:14 p.m.*

## **7. Second Annual Supplier Diversity Report**

Mr. Rojas presented the Supplier Diversity Report, explaining that the report is intended to measure the impact of the supplier diversity program and allow staff to understand opportunities, strengths, and challenges and to leverage synergies. He noted that the report covers payments and awards and discussed the methodology. Mr. Rojas reviewed key results, including \$198 million in payments to 252 diverse companies in FY23 and \$57.8 million in awards to 91 diverse companies in FY24 to date. He reviewed the diversity payment scorecard and discussed diversity awards, then concluded with a lookahead. Director Smart and Mr. Rojas discussed how firms are certified as diverse.

*Note: Agenda items 8 and 9 were deferred to a future meeting due to time constraints.*



## Adjournment

Chair Glynn requested a motion to adjourn the MBTA Board meeting.

**On motion duly made and seconded, it was by roll call:**

**VOTED: to adjourn at 1:38 p.m.**

<b>Chair Glynn</b>	<b>Yes</b>
<b>Director Butler</b>	<b>Yes</b>
<b>Director Goodwine</b>	<b>Yes</b>
<b>Director Koch</b>	<b>Yes</b>
<b>Director McGee</b>	<b>Yes</b>
<b>Director Sisitsky</b>	<b>Yes</b>
<b>Director Skelton Roberts</b>	<b>Yes</b>
<b>Director Smart</b>	<b>Yes</b>

### Documents relied upon for this meeting:

- February 29, 2024 Agenda
- Minutes of January 25, 2024 Board Meeting
- MBTA February Safety Briefing
- Local 453 - Collective Bargaining Authorization\_v3- 2024.01.29
- 1.25.2024 MBTA Board Meeting Minutes
- Local 453 - Collective Bargaining Authorization\_v3- 2024.01.29
- MBTA Energy Hedge Presentation FY25 Updated 1.30.2024
- RFP 163-23 Final Technical Review and Pricing KPS 2.5.24 revised
- 2. QCO Update Feb Board 2024
- TIP Update Full Board 02.29.2024 v2A
- GM Report to the Board 02.29.2024 v4A
- MBTA Board of Directors Deck February 21 2024 Updated
- DEI Programs & Demographics Update for Board 2.20.24\_ah
- 2nd Annual Supplier Diversity Rpt @ Full Board 2.14.24\_ah