



**Massachusetts Bay  
Transportation Authority**

**Collective Bargaining Contract Authorization  
Merger of MBTA Plumbers, Local 69  
with Local 12/Building Trades**

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Dan Kazakis

Sr Director of Labor Relations

June 2024

# History of Plumbers Bargaining Unit

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- Unlike the other construction trades, MBTA-employed plumbers have never been a part of the Building Trades Council
- Historically, the plumbers bargained as part of Local 589
- In 2011, the plumbers split from Local 589 and formed their own union – the Independent Association of MBTA Plumbers – Local 69
  - Has caused issues with recruiting qualified, licensed employees compared with recruiting of other construction trades

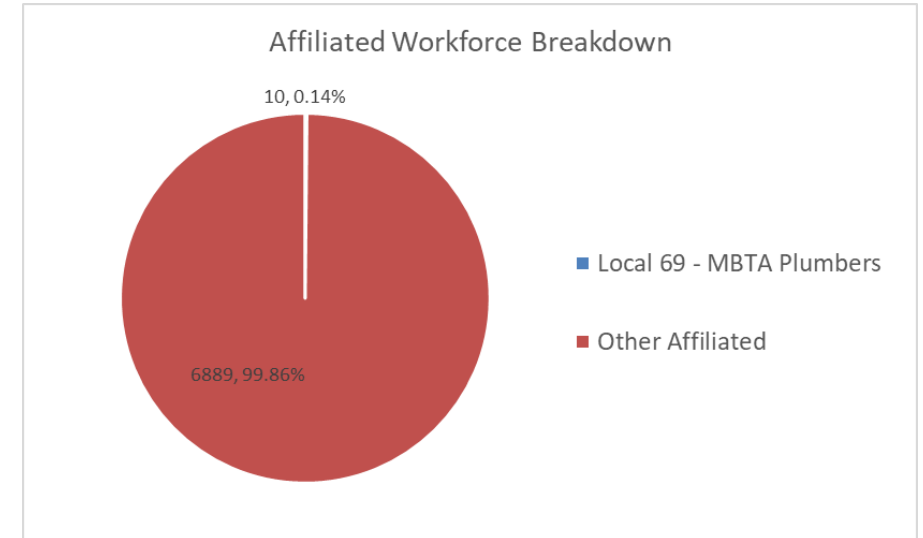


# 2023 Bargaining Cycle

## Negotiation Timeline

As the terms of the Agreement with Local 589 establish the fiscal parameters for the rest of the MBTA Unions, bargaining with Building Trades was conducted between November 2023 and April 2024. As final negotiations with the Building Trades occurred, negotiations with the MBTA Plumbers' Union, Local 69, began in April 2024:

- August 3, 2023: Board of Directors Approve L589 Agreement
- September 2023: Negotiations with Building Trades begin
- April 2024: Building Trades Tentative Agreement Reached
- April 2024: MBTA Plumbers, Local 69 Negotiations begin
- May 2024: Board of Directors approves Building Trades CBA
- May 2024: MBTA Plumbers Tentative Agreement Reached



Classification	Headcount
Plumber	10



# Tentative Agreement Summary

## MBTA Plumbers, Local 69 Tentative Agreement

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

- Merger with Local 12 and assumption of the bargaining unit into the Building Trades
- All terms of Building Trades agreement, as ratified by the Board in May 2024, will be applied to Authority-employed plumbers:
  - Four-Year Contract Duration (July 1, 2024 through June 30, 2028), totaling 19.0% in increased wages over four years
  - Retirement eligible retention incentive
  - 7.5% Third Shift Differential
  - Expanded Bereavement Leave
  - Changes in holiday pay for Thanksgiving and Christmas
- Elimination of Existing Wage Progression, to establish consistency with Local 12 and other Building Trades unions
- Equity Adjustments for Year 3 and 4 to match internal and external Trades comparators
- Authority will establish recruiting relationship with Local 12

Provision	Cost Estimate
Progression Elimination	\$ 143,062.40
Annual/Equity Increases	\$ 308,464.00
<b>Total Cost</b>	<b>\$ 451,526.40</b>

Effective Date	% Increase	Hourly Equity Increases
July 2024	7.00%	-
July 2025	5.00%	-
July 2026	3.50%	\$ 2.00
July 2027	3.50%	\$ 2.00



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# Contract Authorization



# Vote Language

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## IT IS VOTED:

To authorize the MBTA General Manager, or his designee, to enter into an agreement with the Independent Association of MBTA Plumbers-Local 69, the United Association of Plumbers and Gasfitters-Local 12, and the Metropolitan Council of the Building and Construction Trades to voluntarily recognize the accretion of the current plumbers bargaining unit into Local 12, and apply the terms of the Collective Bargaining Agreement between the Authority and the Metropolitan Council of the Building and Construction Trades to the plumbers bargaining unit, under the terms described herein, and to execute any necessary or ancillary documents in the name and on behalf of the Massachusetts Bay Transportation Authority to effectuate this Agreement.

