



**Massachusetts Bay
Transportation Authority**

MBTA Local 453 - Tentative Agreement

FMCB Presentation- Public Session

June 20, 2016



Local 453 Negotiating Context

- Local 453 is the last union, with the exception of the police unions, to reach a collective bargaining agreement for fiscal years 2015-2018
- The Local 453 Agreement is unique. It does not follow the so-called past “pattern” established by the local 589 contract for FYs 2015-2018 and is not intended in anyway to establish a new “pattern” for contracts beginning in FY2019 and beyond.



Local 453/Key Considerations

Several reasons the agreement is unique:

- Local 453 is an executive union; members are salaried, receive no overtime, and have historically participated in the T's "deferred compensation" benefit plan
- Under this agreement Local 453 new hires will no longer participate in the deferred compensation plan.
 - Significant concession that aligns with this Board's desire to reduce and ultimately to eliminate this unfunded plan
- Local 453 agrees to a 3-year contract, bringing its endpoint in line with most of the other T unions.

*Note: Given the T's current fiscal priorities and constraints the results of collective bargaining through FY2018 should give rise to **no** expectations for the next round of bargaining.*



Proposed Key Terms of the Agreement

Duration

July 1, 2015 through June 30, 2018.

Wages

Increases: FY2016, 2.5%; FY2017, 3.5%; FY2018, 3.5%

The proposed increases for FY2016 and FY2017 are 1% more than the 589 “pattern”.

Wage Collision/Compression

The proposed Agreement addresses salary collision and compression issues between certain managers in this union and the subordinates they supervise. These adjustments will be effective January 1, 2016.

Deferred Compensation

New hires (defined as employees hired by the Authority after the Agreement is signed) will not be eligible for the deferred compensation benefit.

Personal Day

Members will receive one (1) additional personal day, for a total of two (2) personal days per year.