

Washington Metropolitan Area Transit Authority
STAFF SUMMARY SHEET



ROUTING	TO	BY DATE	FOR	DATE
6	GMGR		X APPROVAL	May 2, 2005
7	BOARD		X VOTE	
			CONCURRENCE	
			INFORMATION	
SUBJECT:				
WMATA/Local 639, IBT Memorandum of Understanding to Amend and Extend the Collective Bargaining Agreement that Expired Sept. 30, 2003.				
PREPARED BY:			EXTENSION:	
LABR - D. Richard Froelke			x2119	
DEPARTMENTAL APPROVAL:				
WDDP - William F. Scott, II				x2600

IMPLICATIONS (The implications checked below are involved in this action, and are discussed below or provided as a

- CIP RAIL CAPITAL CONST. MANPOWER CONSULTANTS NONE
 OPERATING BUDGET PUBLIC INFORMATION LEGAL SAFETY

(NARRATIVE)

PURPOSE:

To request the WMATA Board of Directors' approve the negotiated Memorandum of Understanding with Local 639, IBT covering wages, hours and working conditions for the bargaining unit comprised of WMATA's Special Police Officers. The attached fact sheet summarizes the negotiated Memorandum of Understanding which was overwhelmingly ratified by vote of the Local 639, IBT membership on April 15, 2005.

DISCUSSION:

In compliance with the Authority's normal process for approving labor contracts, the WMATA Board was briefed on the terms and conditions for a proposed negotiated settlement with Local 639, IBT in Executive Session. On March 24, 2005, the parties reached tentative agreement to amend and extend the 1998-2003 Collective Bargaining Agreement through September 30, 2007. The tentative agreement fixes the basic economic terms for FY 2004, FY 2005, and FY 2006, and provides a wage reopener for FY 2007. The Union membership ratified the tentative agreement on April 15, 2005.

COORDINATION	Initial	Date		ENCLOSURE(S):
RAIL			2 COMP	
BUSV			<i>[Signature]</i> 6/3	
CIVR			5 COUN	
HMRS			<i>[Signature]</i> 6-7-05	
PDEC	<i>[Signature]</i>	6/3/05	4 SCOS	GENERAL MANAGER ACTION: <input type="checkbox"/> Approved. <input checked="" type="checkbox"/> Approved for Submission to the Board. <i>[Signature]</i> /for/ 6/8/05 Signature Date
EXTA			Deputy/ Admin.	
ADA				BOARD ACTION (When Required): Approved by the Board of Directors on _____
FIMA	<i>[Signature]</i>	6-2-05		
PROC				
GOVR				
AUDT				
SAFE			3 Deputy/ Oper.	
1 LABR	<i>[Signature]</i>	5-3-05		
CAPR	<i>[Signature]</i>	6/16/05		

Secretary

ALTERNATIVE:

None.

IMPACT ON FUNDING:

The Authority's operating contract cost under the terms of the Memorandum of Understanding for FY 2005 and FY 2006 is approximately \$174,000. The cost of the contract for FY 2005 is within budget. Sufficient funding has been allocated in the FY 2006 proposed budget to cover pay increases applicable to that year.

As the result of the negotiation settlement with the Special Police Local 639, guard houses at five WMATA yards will be installed utilizing the Branch Avenue Rail Yard guard booth drawings which are determined to be the standards for future booth construction. This will fulfill the terms of the labor contract. A separate Board action to approve construction funding of the five booth replacements will be forthcoming.

RECOMMENDATION:

That the WMATA Board of Directors' approve the attached resolution which amends the 1998-2003 collective bargaining agreement through September 30, 2007 and authorize the General Manger/Chief Executive Officer to execute the Memorandum of Understanding accomplishing this action. The attached fact sheet summarizes the negotiated Memorandum of Understanding which was overwhelmingly ratified by vote of the Local 639, IBT membership on April 15, 2005.

PRESENTED & ADOPTED: June 16, 2005

SUBJECT: LABOR CONTRACT SETTLEMENT LOCAL 639, IBT
#2005 - ___
RESOLUTION
OF THE
BOARD OF DIRECTORS
OF THE
WASHINGTON METROPOLITAN AREA TRANSIT AUTHORITY

WHEREAS, a majority of Special Police Officers of the Metropolitan Area Transit Authority are represented for purposes of collective bargaining by Local 639 of the International Brotherhood of Teamsters; and

WHEREAS, the Labor Agreement covering the wages, hours and working conditions of these employees expired September 30, 2003; and

WHEREAS, a Memorandum of Understanding memorializing a settlement between the parties has been tentatively reached by the Authority and the Union; and

WHEREAS, the Memorandum of Understanding amends and extends the Labor Agreement through September 30, 2007; and

WHEREAS, the significant provisions of the Memorandum of Understanding are described in the attached fact sheet; and

WHEREAS, the Board of Directors was briefed and provisionally approved this Memorandum of Understanding in Executive Session subject to union membership ratification; and


WHEREAS, a majority of the voting union membership ratified the Memorandum of Understanding on April 15, 2005.

NOW THEREFORE, BE IT RESOLVED that the tentative Memorandum of Understanding reached between the Authority and Local 639 of the International Brotherhood of Teamsters covering the wages, hours and working conditions of these employees is approved by the Board of Directors; and

BE IT FURTHER RESOLVED that the General Manager/Chief Executive Officer is authorized to execute the Memorandum of Understanding amending and extending the Labor Agreement through September 30, 2007.

BE IT FURTHER RESOLVED that this resolution be effective immediately.

Reviewed as to form and legal sufficiency.



Carol B. O'Keeffe
General Counsel

FACT SHEET ON MEMORANDUM OF UNDERSTANDING
BETWEEN WMATA AND LOCAL 639 IBT

PARTIES IN AGREEMENT: Washington Metropolitan Area Transit Authority and Local 639 of the International Brotherhood of Teamsters.

CONTRACT PERIOD: Amends and extends the Collective Bargaining Agreement that expired September 30, 2003 through September 30, 2007.

FUTURE NEGOTIATIONS: There will be a wage reopener to determine any wage adjustment to be effective October 1, 2006 (FY 2007).

CONTRACT FEATURES:

WAGES:	<u>Wage Increase</u>	<u>Effective Date</u>
	Zero	10/01/03
	2.0%	10/01/04
	2.0%	10/01/05
	Reopener	10/01/06

LUMP SUM BONUSES: Upon union ratification and Board of Director's approval, a 2.0% lump sum bonus will be paid based upon the adjusted wage rate, effective in May 2005.

HEALTH AND WELFARE:

Employees will be enrolled in the Local 639 Teamsters Health and Welfare Plan with a wide array of benefits. Employees will no longer participate in the WMATA health benefit plans effective July 1, 2005. WMATA will pay a defined contribution in the following premium amounts per paid hour up to 40 hours per work week:

Currently	\$3.32
June 2005	\$3.52
June 2006	\$4.02

RETIREMENT

No change to current program except in retiree health care. Because the Teamster Health and Welfare Plan will not cover WMATA retirees, the few current WMATA retirees will remain in the WMATA retiree health plan consistent with present practice. Future SPO retirees will not be covered by the WMATA plan but will receive a monthly stipend of \$539.50 or \$6,474.00 annually to reimburse future retirees for health benefit insurance expenses.

SPECIAL POLICE CERTIFICATES

WMATA will reimburse employees for renewal of these certificates.

PROTECTIVE VESTS

WMATA will provide each SPO with a protective vest which may be worn at the SPO's discretion.

UPGRADING GUARD BOOTHS

Letter commitment to replacing and/or upgrading twenty-five year old deteriorating guard booths at Brentwood, Alexandria, New Carrollton, West Falls Church, and Shady Grove based upon the Branch Avenue Guard Booth to be accomplished with capital funds.