

Washington Metropolitan Area Transit Authority
Board Action/Information Summary

Action Information

MEAD Number:
200367

Resolution:
 Yes No

TITLE:

Local 922 Memorandum of Understanding

PRESENTATION SUMMARY:

To request the WMATA Board of Directors approve the negotiated MOU with Local 922, International Brotherhood of Teamsters.

PURPOSE:

To request approval of the negotiated Memorandum of Understanding with Local 922, International Brotherhood of Teamsters covering wages, health care and pension for the bargaining unit comprised of nearly 400 operating, maintenance, clerical and administrative personnel employed in the Landover Bus Division. The attached fact sheet summarizes the negotiated Memorandum of Understanding which was ratified by vote of the Local 922 membership on October 13, 2013.

DESCRIPTION:

On August 29, 2013, the parties reached agreement on the 2012-2016 Collective Bargaining Agreement. The agreement fixed the basic economic terms for FY2013-FY2016 as well as work rule modifications for the same time period. The parties agreed that Local 922 will receive a 0% general wage increase effective November 1, 2012, a 3% general wage increase effective November 1, 2013, a 4% general wage increase effective November 1, 2014, and a 4% general wage increase effective November 1, 2015. In addition employees will contribute 1% of covered compensation to the Transit Employees Retirement Plan (TERP) effective November 1, 2014, 3% of covered compensation to the TERP effective November 1, 2015, and 3% every year thereafter until the market value funded ratio of the TERP equals or exceeds 100%. Local 922 membership ratified the tentative agreement on October 13, 2013.

The execution of this Memorandum of Understanding and foregoing interest arbitration covering wages, health care and pension allows us to work towards the goal of using every resource wisely.

Key Highlights:

The execution and approval of this Memorandum of Understanding will forego interest arbitration.

Background and History:

The Washington Metropolitan Area Transit Authority (the "Authority") and Local 922 (the "Union"), hereby agree to amend and extend the existing collective bargaining agreement (the "CBA") between the parties that became amendable on November 1, 2012 as set forth herein. This agreement is contingent upon ratification by the Union membership and the Authority's Board of Directors. References to sections and subsections are to those contained in the CBA. Sections and subsections are to be amended, or new sections or subsections added, as necessary to comply with these terms. All amendments are to be effective on the date of ratification by both parties, unless otherwise indicated. All sections and subsections not affected by these amendments are to continue in effect without change.

Discussion:

Not applicable to this action.

FUNDING IMPACT:

Budget:	Operating Budget, Fiscal 2013-2016
Project/Account:	20200010
Project Manager:	N/A
Project Department/Office:	Nondepartmental
This Action:	5,600,000
Remarks:	Metro's increased contract cost for four years of the agreement for which economic terms have been established is \$5,600,000.

TIMELINE:

No prior approvals.

RECOMMENDATION:

Approval of the attached resolution which approves the Memorandum of Understanding including the economic terms for FY2013-FY2016, for the 2012-2016 Collective Bargaining Agreement between Metro and Local 922, IBT and authorizes the General Manager to execute a new Collective Bargaining Agreement accomplishing this action.

PRESENTED AND ADOPTED: October 24, 2013

SUBJECT: LABOR CONTRACT SETTLEMENT, LOCAL 922, INTERNATIONAL BROTHERHOOD OF TEAMSTERS

2013-29

RESOLUTION
OF THE
BOARD OF DIRECTORS
OF THE
WASHINGTON METROPOLITAN AREA TRANSIT AUTHORITY

WHEREAS, A majority of the Operating, Maintenance, Clerical, and Administrative Personnel of the Washington Metropolitan Area Transit Authority's (WMATA), Landover Bus Division, are represented for purposes of collective bargaining by Local 922, International Brotherhood of Teamsters; and

WHEREAS, The 2008-2012 Labor Agreement covering the wages, hours and working conditions of these employees expired on October 31, 2012; and

WHEREAS, WMATA and Local 922 returned to the bargaining table to negotiate the terms of the 2012-2016 Collective Bargaining Agreement; and

WHEREAS, A Memorandum of Understanding (MOU) between the parties was executed on August 29, 2013; and

WHEREAS, The significant provisions of the MOU are described in the attached fact sheet; and

WHEREAS, The estimated impact to WMATA's Fiscal Year (FY) 2014 budget is \$0.7 million; and

WHEREAS, A majority of the voting union membership ratified the MOU on October 13, 2013; now, therefore be it

RESOLVED, That the tentative MOU reached between WMATA and Local 922 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 following the Board of Directors' acceptance of the FY2013 audited financial statements, the General Manager/Chief Executive Officer (GM/CEO) will present to the Board a recommendation to amend the FY2014 budget incorporating the impact of the FY2014 general wage increases and associated benefits expenses

Motioned by Ms. Bowser, seconded by Mr. Acosta

Ayes: 8 – Mr. Downs, Mr. Downey, Mr. Nichols, Mrs. Hudgins, Mr. Dyke, Ms. Bowser, Mr. Acosta and Mr. Goldman


covering employees represented by Local 922 International Brotherhood of Teamsters; and be it further

RESOLVED, That the FY2014 budget amendment to be proposed by the GM/CEO will utilize funding from the FY2013 budget surplus identified in the FY2013 audited financial statements as approved by the Board of Directors, which is projected to be sufficient to cover the FY2014 impact of the MOU; and be it further

RESOLVED, That the GM/CEO is authorized to execute a new Collective Bargaining Agreement completing the terms of the 2012-2016 Labor Agreement which will remain in effect until replaced by a successor agreement; and be finally

RESOLVED, That this Resolution shall be effective immediately,

Reviewed as to form and legal sufficiency,



Kathryn H.S. Pett
General Counsel

WMATA File Structure No.:
14.2 Collective Bargaining Agreements

**FACT SHEET
TENTATIVE AGREEMENT BETWEEN
WMATA and LOCAL 922,
INTERNATIONAL BROTHERHOOD OF TEAMSTERS**

PARTIES IN AGREEMENT: Washington Metropolitan Area Transit Authority and Local 922, International Brotherhood of Teamsters

CONTRACT PERIOD: November 1, 2012 through October 31, 2016

CONTRACT FEATURES:

<u>Wages Across the Board</u>	<u>Wage Increase</u>	<u>Effective Date</u>
	0.0%	November 1, 2012
	3.0%	November 1, 2013
	4.0%	November 1, 2014
	4.0%	November 1, 2015

Pension Provisions

<u>Employee Pension Contribution</u>	<u>Percent of Wage</u>	<u>Effective Date</u>
	0.0%	November 1, 2012
	0.0%	November 1, 2013
	1.0%	November 1, 2014
	3.0%	November 1, 2015

<u>Post-Retirement Adjustments</u>	<u>Increase</u>	<u>Effective Date</u>
	0.0%	November 1, 2012
	3.0%	November 1, 2013
	3.0%	November 1, 2014
	2.0%	November 1, 2015

Authority required to make annual minimum actuarial contributions to the plan regardless of the funded status, equal to the normal cost for the plan year.

Health and Welfare

Establish Joint Committee to review the recommendations of the Fatigue Management Study and implications on hours of service and overtime.

Contract Work Rules

Establish Assignment Shift Swaps pilot program.

Bus Maintenance Agreement;

Restructure Cleaner-Shifter classification by incorporating the duties and responsibilities into the Fleet Servicer classification.

Permit the hiring of graduates from local high schools or vocational schools into entry level positions provided they are at least 18 years old.

Newly hired mechanics will be furnished tools in lieu of a tool allowance.