

Washington Metropolitan Area Transit Authority  
**Board Action/Information Summary**

☒ Action ☐ Information

MEAD Number:  
202216

Resolution:  
☒ Yes ☐ No

**TITLE:**

Local 922, IBT CBA 2020 – 2024

**PRESENTATION SUMMARY:**

Information will be provided and the WMATA Board of Directors will be requested to approve the negotiated collective bargaining agreement (CBA) with Local 922 International Brotherhood of Teamsters (IBT) and authorize the General Manager to execute the CBA.

**PURPOSE:**

To request approval of the contract settlement between WMATA and Local 922 Union covering wages, benefits and working conditions for the bargaining unit comprised of operating, maintenance, clerical and administrative personnel of Metro.

**DESCRIPTION:**

On October 6, 2020, WMATA Labor Relations management and Local 922 reached agreement on the 2020 – 2024 Collective Bargaining Agreement which was subsequently ratified by the Union membership on October 12, 2020. The parties agreed to the wages, benefits and working conditions to be covered under the agreement effective November 1, 2020 – October 31, 2024. Details of the agreement are outlined in the attached Fact Sheet.

**Key Highlights:**

(These terms are the similar financial features as agreed to with ATU, Local 689)

The agreement covers the four years between November 1, 2020 through October 31, 2024.

The agreement includes a general wage increase in succeeding years of 2.0%-November 1, 2020, 2.5%-November 1, 2021, 2.5%-November 1, 2022 and 2.5%-November 1, 2023.

The agreement provides a cost of living increase for anything over a 2.5% increase in CPI-W, wage restructuring for new bus cleaners to be 60% of the top rate, and wage progression which is accelerated to get to the top rate after 72 months for Operating and Maintenance classifications and includes a provision for performance based pay, based upon an increase in Bus and Rail ridership.

The Authority shall contribute to the L922 Employees Health Trust, on behalf of each

employee and each retiree, a monthly contribution beginning on November 1, 2020-\$1,050.00, with an annual increase of \$65 per year for the next four years for a total of 27.4% over the term of this contract period.

### **Background and History:**

The parties have negotiated this agreement with Local 922 IBT contingent on the Board's approval. The terms are consistent with the ATU, Local 689 contract previously approved by the Board. Local 922 IBT represents approximately 282 members at one bus Division, the Landover Bus Division, Prince Georges County. This is the final agreement to be reached in the last round of labor negotiations. The cost of the agreement has already been accounted for in the FY2021 budget.

### **Discussion:**

Not applicable to this action.

### **FUNDING IMPACT:**

Budget:	Operating Budget, FY2021 - FY2024
Project/Account:	20200010
Project Manager:	N/A
Project Department/Office:	Non-Departmental
This Action:	\$ in Thousands FY2021: \$ 766 FY2022: \$1,882 FY2023: \$2,994 FY2024: \$4,128 FY2025*: \$3,037 *The contract term ends October 31, 2024. FY2025 amount represents four months of fiscal year 2025 within the contract period.
Remarks:	The Authority's increased contract cost for four years of the agreement for which economic terms have been established is \$12,807.

### **TIMELINE:**

<b>Previous Actions</b>	No previous approvals
<b>Anticipated actions after presentation</b>	October 2020: Local 922 2020-2024 CBA to be signed by parties

### **RECOMMENDATION:**

Approval of the attached resolution which approves the contract settlement between WMATA

and Local 922, IBT including the economic terms for FY2021 – FY2024, for the 2020-2024 Collective Bargaining Agreement between Metro and Local 922, IBT and authorizes the General Manager/Chief Executive Officer to execute a new Collective Bargaining Agreement accomplishing this action.

**SUBJECT: APPROVAL OF LOCAL 922 INTERNATIONAL BROTHERHOOD OF TEAMSTERS COLLECTIVE BARGAINING AGREEMENT**

**2020-37**

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

WHEREAS, Resolution 2011-30 requires approval by the Board of Directors for all collective bargaining agreements (CBA); and

WHEREAS, The 2016-2020 CBA between WMATA and Local 922 International Brotherhood of Teamsters (Local 922) will expire on October 31, 2020; and

WHEREAS, WMATA and Local 922 negotiated and agreed to the terms of a new CBA for 2020-2024 (2020-2024 CBA), the material terms of which are shown in Attachment A;

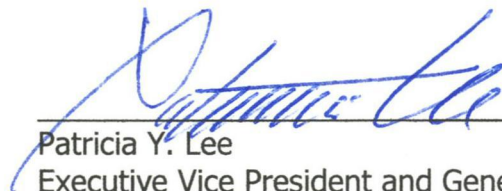
NOW, THEREFORE, be it

*RESOLVED*, That the Board approves the 2020-2024 CBA between WMATA and Local 922 that contains the material terms shown in Attachment A; and be it further

*RESOLVED*, That the General Manager and Chief Executive Officer is authorized to execute the 2020-2024 CBA; and be it finally

*RESOLVED*, That to allow for the execution of the 2020-2024 CBA before the expiration of the last CBA, this Resolution shall be effective immediately.

Reviewed as to form and legal sufficiency,

  
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Patricia Y. Lee  
Executive Vice President and General Counsel

WMATA File Structure No.:  
14.2 Collective Bargaining Agreements

**Motioned by Mr. Smedberg, seconded by Mr. Slater  
Ayes: 7- Mr. Smedberg, Ms. Gidigbi, Mr. Goldman, Mr. Letourneau, Mr. Marootian and Mr. McMillin  
Abstain: 1- Mr. Horner**

## TENTATIVE AGREEMENT BETWEEN WMATA AND LOCAL 922, IBT

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**PARTIES TO AGREEMENT:** Washington Metropolitan Area Transit Authority Local 922, IBT. Local 922, IBT is the Union for one WMATA Bus Division, the Landover Bus Division. The Division has approximately 282 total employees performing operations and maintenance functions. They have the same wage scale as ATU, Local 689. The financial features of this contract have already been accounted for by OMB in its budget considerations and does not need any additional contributions from any of the jurisdictions.

**CONTRACT PERIOD:** November 1, 2020 through October 31, 2024

**MAJOR CONTRACT FEATURES:**

**Health & Welfare Benefits:** The Authority shall contribute to the L922 Employees Health Trust, on behalf of each employee and each retiree, a monthly contribution with an annual increase of sixty-five dollars (\$65) per year as follows:

November 1, 2020:	\$1,015.00
November 1, 2021:	\$1,080.00
November 1, 2022:	\$1,145.00
November 1, 2023:	\$1,210.00

Newly hired employees are eligible for coverage following the successful completion of any applicable qualifying training period.

<b>General Wage Increase:</b>	<u>Wage Increase</u>	<u>Effective Date</u>
	2.0%	November 1, 2020
	2.5%	November 1, 2021
	2.5%	November 1, 2022
	2.5%	November 1, 2023

**Cost of Living Increase:** If the consumer price index (CPI) exceeds 2.5% measured from May to May annually, the General Wage Increase (GWI) effective the following

November 1 shall be improved by the CPI's percentage increase above 2.5%.

Performance Based Pay:	Beginning November 1, 2021 if ridership increases by an average of $\geq 2\%$ from the prior fiscal year, then a 1% permanent general wage increase will be provided the following fiscal year. The total general wage increase for each year shall not be more than 3.5%, excluding COLA if any.
Wage Restructuring:	Base wage rate for new Bus Cleaners is 60% of the 7 <sup>th</sup> year Operator rate. The restructured rate applies to newly hired employees after November 1, 2020. Incumbents in the Cleaner classification shall have their rates protected and shall receive all future wage adjustments. All incumbent employees and new hires shall continue to be eligible for Longevity Progression.
General Wage Progression:	<p>Operating (Operator) and Maintenance (Janitor and Cleaner) employee wage progression is accelerated per the following schedule</p> <p>First 12 months 70% of the classification rate Next 24 months 75% of the classification rate Next 24 months 85% of the classification rate Next 12 months 90% of the classification rate After 72 months 100% of the classification rate</p>
Contract Term:	This Collective Bargaining Agreement shall be effective for a period of four (4) years, November 1, 2020 through October 31, 2024.