

**Board Document**

OVERVIEW			
PRESENTATION NAME	Approval of Fafernal Order of Police/Metro Transit Police Labor Committee, Inc. Collective Bargaining Agreement	DOCUMENT NO.	300008
ACTION OR INFORMATION	Action		
STRATEGIC TRANSFORMATION PLAN GOAL	Talented teams;		
RESOLUTION	Yes		
EXECUTIVE OWNER			
EXECUTIVE TEAM OWNER	Dickerson, Sherri T.;		
ORGANIZATION	People, Culture, and Inclusion		
DOCUMENT INITIATOR	Virgie L. Chaffen		
OTHER INFORMATION			
COMMITTEE	Board Meeting	COMMITTEE DATE	1/30/2025
PURPOSE/KEY HIGHLIGHTS	Request Board approval of the contract settlement between WMATA and Fraternal Order of Police/Metro Transit Police Labor Committee Inc., Lodge 1 (FOP/MTPLC), including the economic terms for FY2025 – FY2029, for contractual years October 1, 2024, to September 30, 2029, and authorize the General Manager & Chief Executive Officer to execute a new Collective Bargaining Agreement (CBA).		
DISCUSSION	The parties agreed to the wages, benefits, and working conditions for the October 1, 2024, to September 30, 2029 period, which led to settlement. The attached fact sheet summarizes the significant		



Board Document

	<p>provisions set forth in the settlement agreement dated December 4, 2024. The settlement agreement covers basic economic terms for FY2025 – FY2029, as well as wage increase formula, increased recruiting sustaining efforts, and additional operation efficiencies. The agreement states that FOP/MTPLC will receive wage increases based upon the average of the five (5) highest percent wage increases implemented by each of the six (6) reporting jurisdiction (District of Columbia, Montgomery County, Prince Georges County, Arlington County, Fairfax County and Alexandria).</p>
INTERESTED PARTIES	<p>Fraternal Order of Police/Metro Transit Police Labor Committee Inc., Lodge 1 (FOP/MTPLC).</p>
RECOMMENDATION/NEXT STEPS	<p>Approval of the CBA for FY2025-2029. Next step: A new CBA will be developed at the conclusion of this period.</p>
FUNDING IMPACT	<p>The five-year net financial impact of the agreement reflects an estimated cost impact of \$7 million, exclusive of General Wage Increases.</p>

PRESENTED AND ADOPTED: January 30, 2025

**SUBJECT: APPROVAL OF FRATERNAL ORDER OF POLICE/METRO TRANSIT POLICE
LABOR COMMITTEE, INC. COLLECTIVE BARGAINING AGREEMENT**

2025-02

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

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

WHEREAS, The 2020-2024 CBA between WMATA and Fraternal Order of Police/Metro Transit Police Labor Committee, Inc. (FOP/MTPLC) expired on September 30, 2024; and

WHEREAS, WMATA and FOP/MTPLC negotiated and agreed to the terms of a new CBA for October 1, 2024, to September 30, 2029, the material terms of which are shown in Attachment A;

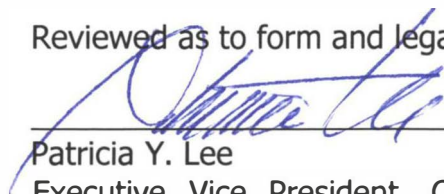
NOW, THEREFORE, be it

RESOLVED, That the Board of Directors approves the 2024-2029 collective bargaining agreement between WMATA and Fraternal Order of Police/Metro Transit Police Labor Committee, Inc. 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 2024-2029 collective bargaining agreement between WMATA and Fraternal Order of Police/Metro Transit Police Labor Committee, Inc. that contains the material terms shown in Attachment A; and be it finally

RESOLVED, That this Resolution shall be effective 30 days after adoption in accordance with Compact Section 8(b).

Reviewed as to form and legal sufficiency,



Patricia Y. Lee
Executive Vice President, Chief Legal Officer, and
General Counsel

WMATA File Structure No.:
14.2 Collective Bargaining Agreements

Motioned by Ms. Santos, seconded by Ms. Kline

Ayes: 6- Ms. Santos, Mr. McAndrew, Ms. Kline, Dr. Hadden Loh, Mr. Letourneau and Ms. Martin-Proctor

FACT SHEET

Tentative Agreement between WMATA and Fraternal Order of Police/Metro Transit Police Labor Committee, Inc. (FOP/MTPLC)

PARTIES TO AGREEMENT: Washington Metropolitan Area Transit Authority and FOP/MTPLC

CONTRACT PERIOD: **October 1, 2024 through September 30, 2029**
(5 years)

MAJOR CONTRACT FEATURES:

<u>Wages Across the Board</u>	<u>Wage Increase</u>	<u>Effective Date</u>
		October 1, 2024*
		October 1, 2025*
		October 1, 2026*
		October 1, 2027*
		October 1, 2028*

*The General Wage Increase for each contract year will be based upon the average of the 5 highest percent wage increases implemented by each of the 6 reporting jurisdictions (District of Columbia, Montgomery County, Prince George's County, Arlington County, Fairfax County and City of Alexandria).

Reduced Pay Gap Created a stop gap pay process for employees when affected by a workers' compensation event.

Sick Leave Eliminated the need to convert sick leave benefit accruals to annual compensatory time.

Shift Differential Increased shift differential premium to \$1.50 per hour to attract and retain essential staff during hard to fill shift hours.

OPERATIONAL EFFECIENCY

Enhanced Dispute Resolution Improved the expedited arbitration process.

Code of Standards Increased investigation threshold time frame with variable look back periods.

RECRUITMENT AND RETENTION

Longevity Incentive Employees will be eligible to earn a 1% increase to their base compensation at the end of the 16th, 20th, and 22nd years of continuous service.

Multilingual Incentive Established the first ever multilingual incentive for employees who use multilingual skills to better communicate with our customers.

Enhanced Retirement Increased Deferred Retirement Option Program eligibility from 3 years to 5 years facilitating retention of senior staff.