

# Consent Item (A) 11-17-2022

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

☒ Action ☐ Information

MEAD Number:  
203400

Resolution:  
☒ Yes ☐ No

### TITLE:

IBT, Local 639 - Collective Bargaining Agreement

### PRESENTATION SUMMARY:

To request the WMATA Board of Directors approve the negotiated Collective Bargaining Agreement ("CBA") with the International Brotherhood of Teamsters, Local Number 639 ("Local 639").

### PURPOSE:

To request approval of the Agreement with IBT, Local 639, covering wages, hours and work rules for the bargaining unit comprised of Special Police Officer personnel of WMATA. The attached fact sheet summarizes the negotiated Agreement.

### DESCRIPTION:

On October 6, 2022, the Parties reached agreement on the 2021-2026 IBT, Local 639 Collective Bargaining Agreement (CBA). The agreement provides basic economic terms for FY2022-FY2026. The Parties agreed upon a 2.75% general wage increase effective October 1, 2021; a 3.5% general wage increase effective October 1, 2022; a 4.0% general wage increase effective October 1, 2023; a 3.5% general wage increase effective October 1, 2024; and a 3.5% general wage increase effective October 1, 2025. The Local 639 membership ratified the agreement on October 13, 2022. The agreement for approximately 91 Special Police Officers covers a period of four-years and nine-months.

### Key Highlights:

The agreement covers approximately five fiscal years between October 1, 2021, and June 30, 2026. The Parties agreed to a provision that aligns the contract end date with WMATA's fiscal year which will simplify administering the contract moving forward. The average increase over the course of the CBA is 3.45%.

Parties also agreed to increase the annual leave accumulation carryover from 30 days to 35 days; as well as to increase the annual uniform cleaning allowance from \$550 to \$600. Language has been clarified that Local 639 will also receive Juneteenth as a federally recognized holiday each year.

### Background and History:

The Washington Metropolitan Area Transit Authority (the "Authority") and International Brotherhood of Teamsters, Local 639 (the "Union"), agree to amend and extend the existing Collective Bargaining Agreement (the "CBA") between the Parties that became amendable on October 1, 2021. This Agreement is contingent upon ratification of the Authority's Board of Directors.

References to sections and subsections are to those contained in the CBA. 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 Year 2022-2026                                                                              |
| Project/Account:           |                                                                                                                      |
| Project Manager:           | NA                                                                                                                   |
| Project Department/Office: |                                                                                                                      |
| This Action:               | Amount requested for approval                                                                                        |
| Remarks:                   | Metro's increased contract cost for this agreement for which economic terms have been established is \$3,721,223.00. |

| Budget            | FY 2022-2026                                                           | FY21 <sup>a</sup>                                                                        | FY22 <sup>b</sup> | FY23      | FY24      | FY25        | FY26 <sup>c</sup> | Total       |
|-------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------|-------------------|-----------|-----------|-------------|-------------------|-------------|
|                   |                                                                        | \$2,725                                                                                  | \$184,152         | \$435,525 | \$739,217 | \$1,033,728 | \$1,325,986       | \$3,721,334 |
|                   |                                                                        | <sup>a</sup> 6 months - uniform adjusted to reflect calendar year payment.               |                   |           |           |             |                   |             |
|                   |                                                                        | <sup>b</sup> 9 months - agreement begins October 1.                                      |                   |           |           |             |                   |             |
|                   |                                                                        | <sup>c</sup> 12 months - agreement ends June 30, 2026 to align with Metro's fiscal year. |                   |           |           |             |                   |             |
| Budget:           | Approved total project budget, or approved amended budget              |                                                                                          |                   |           |           |             |                   |             |
| This Action:      | Amount requested for approval                                          |                                                                                          |                   |           |           |             |                   |             |
| Prior Approval:   | Commitments & obligations against the budget as recorded in PeopleSoft |                                                                                          |                   |           |           |             |                   |             |
| Remaining Budget: | Budget- (subtotal + prior approval)                                    |                                                                                          |                   |           |           |             |                   |             |

**TIMELINE:**

|                                               |                                                                                                                                                                                                              |
|-----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Previous Actions</b>                       | Current collective bargaining agreement ended September 30, 2021, but all provisions remain in effect until the new contract is ratified by the Board.                                                       |
| <b>Anticipated actions after presentation</b> | Upon ratification by the Board, WMATA will implement all newly negotiated provisions of the CBA, update contract language and coordinate with the Union to provide copies of finalized bargaining agreement. |

**RECOMMENDATION:**

Approval of the CBA between WMATA and the Internal Brotherhood of Teamsters, Local 639, for the 2021-2026 period. Following ratification, the existing CBA will be updated to reflect the negotiated Agreement.

SUBJECT: APPROVAL OF INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 639 COLLECTIVE BARGAINING AGREEMENT

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

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

WHEREAS, The 2016-2021 CBA between WMATA and International Brotherhood of Teamsters, Local 639 ("Local 639") expired on September 30, 2021; and

WHEREAS, WMATA and Local 639 have negotiated and agreed to the terms of a new CBA for 2021-2026, the material terms of which are shown in Attachment A;

NOW, THEREFORE, be it

*RESOLVED*, That the Board approves the 2021-2026 collective bargaining agreement between WMATA and International Brotherhood of Teamsters, Local 639, the material terms of which are shown in Attachment A; and be it further

*RESOLVED*, That the General Manager & Chief Executive Officer is authorized to execute the 2021-2026 collective bargaining agreement between WMATA and International Brotherhood of Teamsters, Local 639; and be it finally

*RESOLVED*, That in order to comply with the parties' mutual promises to expeditiously implement the 2021-2026 collective bargaining agreement between WMATA and International Brotherhood of Teamsters, Local 639, this Resolution shall be effective immediately.

Reviewed as to form and legal sufficiency,

/S/ \_\_\_\_\_  
Patricia Y. Lee  
Executive Vice President and General Counsel

**FACT SHEET****TENTATIVE AGREEMENT BETWEEN WMATA AND IBT, LOCAL 639****PARTIES TO AGREEMENT:**

Washington Metropolitan Area Transit Authority

(WMATA) and the International Brotherhood of Teamsters, Local 639 ("Local 639").

Local 639 has approximately 91 employees performing special police security functions. The financial features of this four-year and nine-month contract have been reviewed for sufficiency by WMATA's Office of Management and Budget Services (OMBS).

**CONTRACT PERIOD:**

October 1, 2021 through June 30, 2026

**MAJOR CONTRACT FEATURES:****Wage Increase:**

| <u>Wage Increase and Cost</u> |             | <u>Effective Date</u> |
|-------------------------------|-------------|-----------------------|
| 2.75%                         | \$ 184,152  | October 1, 2021       |
| 3.50%                         | \$ 435,525  | October 1, 2022       |
| 4.00%                         | \$ 739,217  | October 1, 2023       |
| 3.50%                         | \$1,033,728 | October 1, 2024       |
| 3.50%                         | \$1,325,986 | October 1, 2025       |

**Funding Impact:**

The average increase over the four-year and nine-month period is 3.45%. WMATA's increased contract cost over the contract term is \$3,721,334.

**Annual Leave:**

Increase annual leave carryover from 30 days to 35 days.

**Uniform Allowance:**

Increase the uniform cleaning allowance from \$550 to \$600 each year.

**Contract Duration:**

The contract was negotiated to end June 30, 2026 which is in alignment with WMATA's fiscal year and other bargaining unit contracts.

Holiday:

Language has been clarified to include Juneteenth as a federally recognized holiday.

PROPOSED