

## Consent Item (E) 07-28-2022

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

☒ Action ☐ Information

MEAD Number:  
203377

Resolution:  
☒ Yes ☐ No

#### TITLE:

OPEIU, Local 2 Agreement

#### PRESENTATION SUMMARY:

To request the WMATA Board of Directors approve the negotiated Collective Bargaining Agreement ("CBA") with the Office and Professional Employees International Union, Local No. 2, ("OPEIU, Local 2").

#### PURPOSE:

To request approval of the Agreement with Local 2, covering wages, hours and work rules for the bargaining unit comprised of Professional, Technical, Administrative and Clerical personnel of Metro. The attached fact sheet summarizes the negotiated Agreement in the form of a Memorandum of Understanding (MOU).

#### DESCRIPTION:

On June 16, 2022, the Parties reached agreement on the 2021-2025 OPEIU, Local 2 Collective Bargaining Agreement (CBA). The agreement provides basic economic terms for FY2022-FY2025. The Parties agreed upon a 5.0% general wage increase effective July 1, 2021; a 4.5% general wage increase effective July 1, 2022; a 3.0% general wage increase effective July 1, 2023; and a 3.0% general wage increase effective July 1, 2024. The Local 2 membership ratified the agreement on June 22, 2022. The agreement covers a four-year period for approximately 1,200 professional, technical, administrative, and clerical employees.

#### Key Highlights:

The agreement covers four fiscal years between July 1, 2021 and June 30, 2025. The average increase over the four-year period is 3.875%.

Staff successfully reached an agreement to establish a "universal date" for all Local 2 employees. This change allows WMATA to streamline the performance evaluation cycles which align with the Fraternal Order of Police/Metro Transit Police Labor Committee, Local 639, IBT, and non-represented employee groups. The universal date also simplifies administering the contractual "step" increase by eliminating the "anniversary date" for eligible employees on the TA Salary Schedule and "wage increase" for employees on the TS Salary Schedule.

Parties also agreed to language clarifying the existing categories of Local 2 employees eligible for overtime when working on recognized holidays. It clarifies which employees within the TA and TS job grades are entitled to overtime at the rate of time and one-half, and which employees are eligible for the straight time rate. Local 2 will also receive the federally observed Juneteenth holiday each year.

**Background and History:**

The Washington Metropolitan Area Transit Authority (the "Authority") and OPEIU, Local 2 (the "Union"), hereby agree to amend and extend the existing Collective Bargaining Agreement (the "CBA") between the Parties that became amendable on July 1, 2021, as set forth herein. 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 FY2022-FY2025
Project/Account:	20200010
Project Manager:	NA
Project Department/Office:	Non-departmental
This Action:	Amount requested for approval \$61,315,555
Remarks:	Metro's increased contract cost for the four years of the agreement for which economic terms have been established is \$61,315,555.

		FY2022-FY2025			
Budget:	Approved total project budget, or approved amended budget				
This Action:	Amount requested for approval	FY2022	FY2023	FY2024	FY2025
		\$6,937,565	\$13,501,369	\$18,079,075	\$22,797,546
Prior Approval:	Commitments & obligations				

	against the budget as recorded in PeopleSoft				
Remaining Budget:	Budget- (subtotal + prior approval)	FY2022	FY2023	FY2024	FY2025
		N/A	N/A	N/A	N/A

**TIMELINE:**

<b>Previous Actions</b>	Current collective bargaining agreement ended June 30, 2021, but all provisions remain in effect until 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 Union to provide copies of finalized bargaining agreement.

**RECOMMENDATION:**

Approval of the CBA between WMATA and OPEIU, Local 2 for the 2021-2025 period and authorization to the General Manager/Chief Executive Officer to execute an MOU and update the existing CBA to reflect the negotiated agreement.

SUBJECT: APPROVAL OF LOCAL 2, OFFICE OF PROFESSIONAL EMPLOYEES  
INTERNATIONAL UNION, 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 collective bargaining agreements ("CBA"); and

WHEREAS, The 2016-2021 CBA between WMATA and Local 2, Office and Professional Employees International Union ("Local 2") expired on June 30, 2021; and

WHEREAS, WMATA and Local 2 negotiated and agreed to the terms of a new CBA for 2021-2025, including certain material terms which are identified in Attachment A;

NOW, THEREFORE, be it

*RESOLVED*, That the Board of Directors approves the collective bargaining agreement between WMATA and Local 2, Office and Professional Employees International Union for 2021-2025, including certain material terms which are identified in Attachment A; and be it further

*RESOLVED*, That the General Manager and Chief Executive Officer is authorized to execute the collective bargaining agreement between WMATA and Local 2, Office and Professional Employees International Union for 2021-2025, including certain material terms which are identified in Attachment A; and be it finally

*RESOLVED*, That in order to comply with the parties' mutual promises to expeditiously implement the collective bargaining agreement between WMATA and Local 2, Office and Professional Employees International Union for 2021-2025, this Resolution shall be effective immediately.

Reviewed as to form and legal sufficiency,

/s/  
Patricia Y. Lee  
Executive Vice President and General Counsel

## TENTATIVE AGREEMENT BETWEEN WMATA AND OPEIU, LOCAL 2

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**PARTIES TO AGREEMENT:** Washington Metropolitan Area Transit Authority and Office and Professional Employee International Union, Local 2 ("Local 2"). Local 2 is the Union comprised of the Professional, Technical, Administrative, and Clerical personnel. The Union has approximately 1,200 total employees performing professional, technical, administrative, and clerical functions. The financial features of this contract have been reviewed for sufficiency by OMBS.

**CONTRACT PERIOD:** July 1, 2021 through June 30, 2025

**MAJOR CONTRACT FEATURES:**

General Wage Increase:	<u>Wage Increase</u>	<u>Effective Date</u>
	5.0%	July 1, 2021
	4.5%	July 1, 2022
	3.0%	July 1, 2023
	3.0%	July 1, 2024

**Employee Annual Step Increases:** Changed the date by which employees represented by Local 2 would be eligible for a contractual Step increase which was previously their job classification "Anniversary Date" (for employees on the TA Salary Schedule) and a Wage increase (for employees on the TS Salary Schedule). The change establishes a "Universal Date" for all Local 2 employees to occur on July 1 of each year moving forward, beginning with fiscal year 2023.

**Rate of Pay for Working**

On Holidays: Clarified language regarding the eligibility by classification for rate of overtime worked on the Holiday. Determined which employees within the TA and TS grades are entitled to overtime at the rate of time and one-half and which are eligible for the straight time rate, to comply with the other CBA language on overtime.