

Washington Metropolitan Area Transit Authority
Board Action/Information Summary

☒ Action ☐ Information

MEAD Number:
202064

Resolution:
☒ Yes ☐ No

TITLE:

Local 922 Agreement

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 agreement with Local 922, covering wages, hours and work rules for the bargaining unit comprised of nearly 400 operating, maintenance, clerical and administrative personnel employed in the Landover Bus Division.

DESCRIPTION:

On February 7, 2019, management and Local 922 reached agreement on the 2016-2020 Collective Bargaining Agreement, which was subsequently ratified by the union membership on February 10, 2019. The agreement covers a four-year period from November 1, 2016 to October 31, 2020 for the close to 400 operating, maintenance, clerical and administrative employees.

Key Highlights:

Details of the agreement are outlined in the attached fact sheet.

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, 2016. This agreement is contingent upon ratification of the Authority Board of Directors. Local 922 members ratified the agreement on February 10, 2019. 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.

The agreement provides basic economic terms for FY2017-FY2021 (until contract term) as well as increased employer contributions to health care and modification in work rules. The parties agreed to a wage freeze from November 1, 2016 to October 31, 2017, a 1.0% general wage increase effective November 1, 2017, a 2.5% general wage increase effective November 1, 2018, a 1.5% general wage increase effective November 1, 2019, and a 1.5% general wage increase effective July 1, 2020. This agreement with Local 922 brings closer parity with the Arbitration Award issued in the Interest Arbitration between WMATA and Local 689, ATU.

Discussion:

Not Applicable to this action.

FUNDING IMPACT:

Budget:	Operating Budget, FY2018-FY2021
Project/Account:	20200010
Project Manager:	N/A
Project Department/Office:	Non-departmental
This Action:	FY2018 - \$0.02 million; FY2019 - \$1.12 million; FY2020 - \$2.27 million; FY2021 (until contract term) - \$1.10 million
Remarks:	Metro's increased contract cost for four years of the agreement (November 1, 2016 to October 31, 2020) for which economic terms have been established is \$4.72 million.

TIMELINE:

Previous Actions	No prior approvals
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RECOMMENDATION:

Approval of the attached resolution which approves the Memorandum of Understanding between WMATA and Local 922, IBT including the economic terms for FY2017-FY2021 (until contract term), for the 2016-2020 Collective Bargaining Agreement 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

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 2012-2016 CBA between WMATA and Local 922 International Brotherhood of Teamsters (Local 922) expired on October 30, 2016; and

WHEREAS, WMATA and Local 922 negotiated and agreed to the terms of a new CBA for 2016-2020 (2016-2020 CBA), the material terms of which are shown in Attachment A; and

WHEREAS, The estimated impact of the 2016-2020 CBA to WMATA's fiscal year (FY) 2018 budget is \$0.023 million and the estimated impact of the 2016-2020 CBA to WMATA's FY 2019 budget is \$1.123 million, which will be funded by additional contributions from the jurisdictions no later than June 30, 2019; and

NOW, THEREFORE, be it

RESOLVED, That the Board approves the 2016-2020 CBA between WMATA and Local 922 that contains the material terms shown in Attachment A; and be it further

RESOLVED, That the General Manager/Chief Executive Officer (GM/CEO) is authorized to execute the 2016-2020 CBA; and be it further

RESOLVED, That the GM/CEO and Chief Financial Officer are authorized to seek additional funding from the local jurisdictions to cover the total estimated impact of \$1.146 million to the FY 2018 and FY 2019 budgets; and be it finally

RESOLVED, That, in order to comply with the parties' mutual promises to expeditiously implement the 2016-2020 CBA, this Resolution shall be effective immediately.

Reviewed as to form and legal sufficiency,



Patricia Y. Lee
General Counsel

WMATA File Structure No.:
14.2 Collective Bargaining Agreements

PROPOSED

FACT SHEET

TENTATIVE AGREEMENT BETWEEN WMATA AND LOCAL 922, IBT

PARTIES TO AGREEMENT: Washington Metropolitan Area Transit Authority and Local 922, IBT

CONTRACT PERIOD: November 1, 2016, through October 31, 2020

MAJOR CONTRACT FEATURES:

<u>General Wage Increase</u>	<u>Wage Increase</u>	<u>Effective Date</u>
	0.0%	November 1, 2016
	1.0%	November 1, 2017
	2.5%	November 1, 2018
	1.5%	November 1, 2019
	1.5%	July 1, 2020

<u>Employer Share of Health Care Premium</u>	<u>Share</u>	<u>Effective Date</u>
	\$900/mo./participant	March 1, 2019
	\$950/mo./participant	November 1, 2019

Contract Work Rules

Increase the Line Platform Instructor pay from \$0.75 to \$3.00 – the parties reached a temporary agreement on this issue on 11/14/18; creates parity with L689.

Increase report time from one hour to two hours – the parties reached a temporary agreement on this issue on 11/14/18; creates parity with L689.

Standardize the calculation of vacation and bereavement pay to four hours per 20 hours per week for part-time employees – the parties reached a temporary agreement on this issue on 11/8/18.