



Board Document

OVERVIEW			
PRESENTATION NAME	Local 922 CBA	DOCUMENT NO.	300003
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	Chevonne J. Ross		
OTHER INFORMATION			
COMMITTEE	Board Meeting	COMMITTEE DATE	12/12/2024
PURPOSE/KEY HIGHLIGHTS	Request Board approval of the contract settlement between WMATA and Local 922, International Brotherhood of Teamsters (Local 922), including the economic terms for FY2025 - FY2028, for contractual years 2024-2028, 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 2024 – 2028 period, which led to settlement. The attached fact sheet summarizes the significant provisions set forth in the settlement agreement dated _____, 2024. The settlement agreement covers basic economic terms for FY2025 – FY2028, as well as wage increases, increased recruiting sustaining efforts, additional system efficiencies, and enhanced operational safety.		



Board Document

	<p>The agreement states that Local 922 will not receive a General Wage Increase for contract year 1 (November 1, 2024 to October 31, 2025), a 3.0% General Wage Increase effective November 1, 2025, a 3.0% General Wage Increase effective November 1, 2026, and a 3.5% General Wage Increase effective November 1, 2027. The increases may be adjusted up to a maximum of 5.0% depending on the consumer price index.</p>
INTERESTED PARTIES	Local 922
RECOMMENDATION/NEXT STEPS	Approval of the CBA for FY2025-2028. Next step: A new CBA will be developed at the conclusion of this period.
FUNDING IMPACT	The four-year net financial impact of the agreement is estimated at \$3.8 million, including General Wage Increase (GWI) of 0 to 3.5 percent is \$7.5 million, and other adjustments totalling \$4.1 million.

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

2024-37

**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 Local 922, International Brotherhood of Teamsters (Local 922) expired on October 31, 2024; and

WHEREAS, WMATA and Local 922 negotiated and agreed to the terms of a new CBA for 2024-2028, the material terms of which are shown in Attachment A;

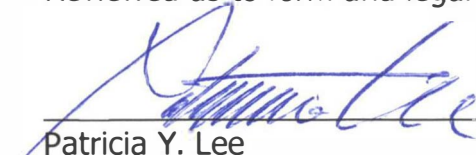
NOW, THEREFORE, be it

RESOLVED, That the Board of Directors approves the 2024-2028 collective bargaining agreement between WMATA and Local 922, International Brotherhood of Teamsters 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 2024-2028 collective bargaining agreement between WMATA and Local 922, International Brotherhood of Teamsters 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 Mr. Letourneau
Ayes: 8- Ms. Santos, Mr. Smedberg, Mr. McAndrew, Ms. Kline, Ms. Worth, Mr. Letourneau, Mr. Drummer and Ms. Martin-Proctor**

FACT SHEET**TENTATIVE AGREEMENT BETWEEN WMATA AND LOCAL 922, International Brotherhood of Teamsters (Local 922)**

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

CONTRACT PERIOD: **November 1, 2024 through October 31, 2028**

MAJOR CONTRACT FEATURES:

<u>General Wage Increase</u>	<u>Wage Increase</u>	<u>Effective Date</u>
	0.0%	November 1, 2024
	3.0%	November 1, 2025
	3.0%	November 1, 2026
	3.5%	November 1, 2027
<u>Cost of Living Increase (COLA)</u>	No COLA for contract year 1 (November 1, 2024-October 31, 2025). For contract years 2, 3, and 4 COLA shall be paid if the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), US City Average, rises above the general wage increase from May to May, the additional percentage will be applied, capped at a total wage increase of a 5.0% maximum adjustment per year, effective for contract years 2025, 2026, and 2027.	
<u>Reduced Job Placement Period</u>	Reduced eligibility period from 3 years to 18 months for job placement when deemed disqualified.	
<u>Attendance</u>	Employees who are tardy, but who fail to call in prior to the start of their shift receive double the number of points. Number of points necessary for discharge is reduced from 24 to 20 points.	
<u>Post-Retirement Health Benefits</u>	Enhanced post-retirement health and welfare benefits.	

OPERATIONAL SAFETY

Hours of Service

Establish hours of service limit. All employees shall be required to be on-duty for no more than 14 consecutive hours with a minimum of 10 continuous hours off-duty. On-duty time shall be defined as all elapsed time between first report until time of final release for the day.

Uniforms and Equipment

Enhanced uniform, tool, and protective equipment provided.

RECRUITMENT AND RETENTION

Bonus Vacation Day

New employees will be eligible to earn 1 vacation day for each calendar quarter of employment with perfect attendance and no safety infractions, up to three (3) days maximum.

Sick Leave

Eliminated the 3-day waiting period for use of sick leave.

Flexible work assignment

Creation of an assignment/shift swap program to aid in work-life balance.