

## Consent Item (B) 06-27-2019

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

☒ Action ☐ Information

MEAD Number:  
202086

Resolution:  
☒ Yes ☐ No

### TITLE:

IBT, Local 639 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 Drivers, Chauffeurs, and Helpers Local 639 International Brotherhood of Teamsters (Local 639), and authorize the General Manager to execute the CBA.

### PURPOSE:

To request approval of the agreement with Local 639 covering wages, hours and work rules for the bargaining unit comprised of approximately 101 Special Police Officers working throughout the Authority.

### DESCRIPTION:

On May 17, 2019, management and Local 639 reached agreement on the 2016-2021 CBA, which was subsequently ratified by the union membership May 30, 2019. The agreement covers a five-year period from October 1, 2016 to September 30, 2021 for the approximate 101 Special Police Officers.

### 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 639 ("Local 639"), hereby agree to amend and extend the existing collective bargaining agreement (the "CBA") between the parties that became amendable on October 1, 2016. This agreement is contingent upon ratification of the Authority Board of Directors. Local 639 members ratified the agreement on May 30, 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-FY2022. The parties agreed to a wage freeze from October 1, 2016 to September 30, 2017, and a wage restructuring per the tables included in the Memorandum of Agreement signed on May 17, 2019 and ratified by the union membership on May 30, 2019. The years of service pay scale (step) was reduced from 10 Steps to 7 Steps. Special Police Officers qualify for increases based on his or her years of service step on the relevant table as of each effective date.

All wage adjustments are a result of the adjustment of the step pay scale from a 10-step progression to a 7-step progression with increases annually applied to the steps as follows:

- Step rate will change at the rate of 1.0% effective October 1, 2017
- Step rate will change at the rate of 2.5% effective October 1, 2018
- Step rate will change at the rate of 1.5% effective October 1, 2019
- Step rate will change at the rate of 1.5% effective October 1, 2020

**Discussion:**

Not Applicable to this action.

**FUNDING IMPACT:**

Budget:	Operating Budget, FY2017-FY2022
Project/Account:	20200010
Project Manager:	John T.Kuo
Project Department/Office:	IBOP
This Action:	Total Impact: \$1,224,100
Remarks:	

**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 639, including the economic terms for FY2017-FY2022, for the 2016-2021 CBA and authorizes the General Manager/Chief Executive Officer to execute a new CBA accomplishing this action.

SUBJECT: APPROVAL OF LOCAL 639 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 639 International Brotherhood of Teamsters (Local 639) expired on September 30, 2016; and

WHEREAS, WMATA and Local 639 negotiated and agreed to the terms of a new CBA for 2016-2021 (2016-2021 CBA), the material terms of which are shown in Attachment A; and

WHEREAS, The estimated impact of the 2016-2021 CBA to WMATA's fiscal year (FY) 2019 budget is \$0.403 million, which will be funded by additional contributions from the jurisdictions no later than January 2, 2020;

NOW, THEREFORE, be it

*RESOLVED*, That the Board approves the 2016-2021 CBA between WMATA and Local 639 the material terms of which are shown in Attachment A; and be it further

*RESOLVED*, That the General Manager/Chief Executive Officer (GM/CEO) is authorized to execute the 2016-2021 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 \$0.403 million to the FY 2019 budget; and be it finally

*RESOLVED*, That, in order to comply with the parties' mutual promises to expeditiously implement the 2016-2021 CBA, this Resolution shall be effective immediately.

Reviewed as to form and legal sufficiency,



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Patricia Y. Lee  
General Counsel

WMATA File Structure No.:  
14.2 Collective Bargaining Agreements

## FACT SHEET

### TENTATIVE AGREEMENT BETWEEN WMATA AND LOCAL 639, IBT

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**PARTIES TO AGREEMENT:** Washington Metropolitan Area Transit Authority and Drivers, Chauffeurs, and Helpers Local 639, IBT

**CONTRACT PERIOD:** October 1, 2016 through September 30, 2021

#### **MAJOR CONTRACT FEATURES:**

The agreement provides basic economic terms for FY2017-FY2022. The Local 639 bargaining unit is comprised of approximately 101 Special Police Officers.

The parties agreed to a wage freeze from October 1, 2016 to September 30, 2017, and a wage restructuring per the tables included in the Memorandum of Agreement signed on May 17, 2019 and ratified by the union on May 30, 2019. The years of service pay scale (step) was reduced from 10 steps to 7 steps. Special Police Officers qualify for increases based on their years of service step on the relevant table as of each effective date.

All wage adjustments are a result of the adjustment of the step pay scale from a 10-step progression to a 7-step progression with increases annually applied to the steps as follows:

- Step rate will change at the rate of 1.0% effective October 1, 2017
- Step rate will change at the rate of 2.5% effective October 1, 2018
- Step rate will change at the rate of 1.5% effective October 1, 2019
- Step rate will change at the rate of 1.5% effective October 1, 2020

#### Contract Work Rules

One-hundred eighty-day (180) probationary period can be extended with 30 days written notice to employee and Union. Extension of probationary period will not exceed 365 days from date of hire.

Effective October 1, 2019, the Authority will no longer be responsible for coordinating the Commission renewal process for Special Police Officers. Also, effective October 1, 2019, on or about March 1, 2020, Special Police Officers will receive a flat rate of one-hundred-nineteen dollars (\$119.00) to renew their commission. Once a Special Police Officer has obtained his or her commission, the Special Police Officer will receive six hours of pay at straight time.

Shift Differential-When a Special Police Officer works from 2:45pm-11:15pm, the differential will increase from fifty cents (\$0.50) to seventy-five cents (\$0.75) per hour.

When a Special Police Officer works from 10:45pm-7:15am; the differential will increase from seventy-five cents (\$0.75) to one dollar (\$1.00) per hour.

No more than one-hundred eighty (180) hours of compensatory time may be carried over at the end of the fiscal year.