

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

Action  
 Information

MEAD Number:  
99717

Resolution:  
 Yes  No

## **PURPOSE**

To request the WMATA Board of Directors approval of the negotiated Memorandum of Understanding with L922, IBT covering wages, hours and working conditions for the bargaining unit comprised of WMATA's nearly 400 Operating, Maintenance, Clerical and Administrative Personnel employed in the Landover Bus Division.

## **DESCRIPTION**

In compliance with the Authority's normal process for approval of labor contracts, the WMATA Board was briefed in executive session that the terms and conditions for a Local 922 proposed negotiated settlement would mirror in major respects the recent agreement with Local 689, ATU. On November 17, 2006, pursuant to the terms of an earlier 2004 Memorandum of Understanding, the parties reached tentative agreement to complete work on the 2004-2008 Collective Bargaining Agreement. The tentative agreement fixes the basic economic terms for FY07 and FY08 as well as work rule modifications, which essentially constitute a "me too" with the Local 689 ATU 2004-2008 CBA. The Local 922 membership ratified the tentative agreement on November 21, 2006. There is no alternative proposal.

## **FUNDING IMPACT**

The Authority's total contract cost for the two years of the agreement, FY07 and FY08, is \$2.25 million. The cost of the contract for FY07 is under the operating budget by approximately \$211,558, which is caused by negotiated health benefit cost savings. Sufficient funding is being allocated in the FY08 pro-forma budget to cover pay increases applicable to that year.

## **RECOMMENDATION**

That the WMATA Board of Directors' adopt the attached resolution which approves the Memorandum of Understanding completing the economic terms for FY07 and FY08, as well as other work rule modifications for the 2004-2008 Collective Bargaining Agreement between WMATA and Local 922 IBT, and authorizes the Acting General Manager to execute a new Collective Bargaining agreement accomplishing this action.

PRESENTED & ADOPTED:

SUBJECT: LABOR CONTRACT SETTLEMENT LOCAL 922, IBT

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

WHEREAS, A majority of the Operating, Maintenance, Clerical, and Administrative Personnel of the Washington Metropolitan Area Transit Authority's (WMATA) Landover Bus Division are represented for purposes of collective bargaining by Local 922 International Brotherhood of Teamsters; and

WHEREAS, The 2004-2008 Labor Agreement covering the wages, hours and working conditions of these employees for FY05 and FY06 were established in January 2005 pursuant to an approved Memorandum of Understanding (MOU); and

WHEREAS, WMATA and Local 922 thereafter returned to the bargaining table to negotiate the economic terms for FY07 and FY08 and all other non-economic terms left open by the MOU; and

WHEREAS, A 2006 MOU memorializing a settlement between the parties has been tentatively reached by WMATA and the Union; and

WHEREAS, The MOU completes the terms of the 2004-2008 Labor Agreement; and

WHEREAS, The significant provisions of the MOU are described in the attached fact sheet; and

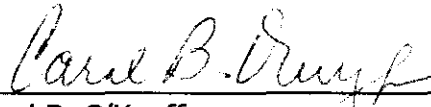
WHEREAS, A majority of the voting union membership ratified the MOU on November 21, 2006; now, therefore be it

*RESOLVED*, That the tentative MOU reached between WMATA and Local 922 of the International Brotherhood of Teamsters covering the wages, hours, and working conditions of these employees is approved by the Board of Directors, as well as the conforming amendments to the WMATA/Local 922 Retirement Plan as provided in the MOU; and be it further

*RESOLVED*, That the Acting General Manager is authorized to execute a new Collective Bargaining Agreement completing the terms of the 2004-2008 Labor Agreement until replaced by a successor agreement; and be further

*RESOLVED*, That this Resolution shall be effective immediately,

Reviewed as to form and legal sufficiency,



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Carol B. O'Keeffe  
General Counsel

Proposed

**FACT SHEET  
TENTATIVE AGREEMENT BETWEEN  
WMATA and LOCAL 922 ATU**

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**PARTIES IN AGREEMENT:** Washington Metropolitan Area Transit Authority (WMATA) and Local 922, International Brotherhood of Teamsters

**CONTRACT PERIOD:** November 1, 2004 through October 31, 2008

**CONTRACT FEATURES:**

<u>Wages Across the Board</u>	<u>Wage Increase</u>	<u>Effective Date</u>
	2.0%	January 1, 2007
	1.0%	July 1, 2007
	2.0%	January 1, 2008
	1.0%	July 1, 2008

Renewal of the COLA provision in 2008 if inflation exceeds 4% in the last year of the contract.

Equity Adjustments

AA Mechanics to 114% of Top Operator Rate w/ proportionate increase for Mechanic Leads.

Depot Clerks instructing trainees will receive fifty cents (50¢) per hour in addition to regular pay.

Guides and Lectures will receive one dollar (\$1.00) per hour for these services.

Health and Welfare

November 1, 2006, WMATA will not adjust the per capita monthly contribution established in November 2005 of \$750.00. Effective November 1, 2007, the monthly per capita contribution shall be \$800.00.

Training Pay

Rules contained in Local 689 ATU CBA expressly adopted for Local 922 IBT personnel.

### Temporary Shift Changes

Non-operating department employees requested by WMATA to change shifts temporarily shall be paid at fifty cents (50¢) per hour premium consistent with the Local 689 CBA term.

### WMATA/Local 922 Retirement Plan

Effective November 1, 2007, retirements of employees having 27 years of service or more will receive a pension multiplier of 1.95% of average compensation for each year of service in excess of 27 at retirement.

### Letters of Understanding

1. Health and Welfare Premium Gainsharing Credit consistent with Local 689 ATU formula.
2. Lump sum bonus for meeting goals of controlling absenteeism at Landover Bus Division.
3. Lump sum bonus for meeting goal of reducing accidents and Workers' Compensation expenses at Landover Bus Division.

### **Non-Economic Highlights of Tentative Agreement**

The following changes closely track earlier work rule changes agreed to with Local 689 ATU:

- Quit by employee within one (1) year of hire will trigger obligation to repay CDL training costs incurred by WMATA.
- Clarifies use of seniority for vacations, work assignments and vacancies.
- Adopt either direct deposit or debit cards for all payroll payments to current employees. New employees will only have direct deposit option.
- Allows annual leave day to be taken for court appearances not required by WMATA.
- Clarifies vacation carryover rules.
- Permits use of accrued vacation time to care for an ill spouse, child or self.
- Funeral leave extended by one (1) day if funeral is more than 150 miles from employee's home.
- Bus Maintenance Agreement modifies to accommodate new ASE bus transit certification program.
- Technical skills program amended and restated.
- Allowable limit of part time employees set at ten percent (10%) of the number of full time employees.