

Washington Metropolitan Area Transit Authority

Board Action/Information Summary

☒ Action ☐ Information

MEAD Number:
202149

Resolution:
☒ Yes ☐ No

TITLE:

Local 689, ATU Labor Contract 2020 - 2024

PRESENTATION SUMMARY:

To request the WMATA Board of Directors approve the contract settlement between WMATA and Local 689, Amalgamated Transit Union.

PURPOSE:

Approval of the attached resolution which approves the contract settlement between WMATA and Local 689, ATU including the economic terms for FY2021 – FY2024, for the 2020-2024 Collective Bargaining Agreement between Metro and Local 689, ATU and authorizes the General Manager/Chief Executive Officer to execute a new Collective Bargaining Agreement accomplishing this action.

DESCRIPTION:

The parties agreed to the wages, benefits and working conditions for the 2020 – 2024 period which led to settlement. The attached fact sheet summarizes the significant provisions set forth in the settlement agreement dated December 11, 2019.

The settlement agreement covers basic economic terms for FY2021 – FY2024, as well as wage restructuring, post-retirement health benefits, and subcontracting. The agreement states that Local 689 will receive a general wage increase of 2.0% effective July 1, 2020, a 2.5% general wage increase effective July 1, 2021, a 2.5% general wage increase effective July 1, 2022, and a 2.5% general wage increase effective July 1, 2023.

Key Highlights:

The agreement covers the four years between July 1, 2020 and June 30, 2024. The agreement provides a COLA for anything over a 2.5% increase in CPI-W, wage restructuring for new bus and car cleaners, and wage progression is accelerated to the top rate after 72 months.

A trust is established for the purpose of funding post-retirement health care benefits for active members of the plan hired on or after January 1, 2010, the number of part-time retirees increases from 50 to 100, and the BlueChoice Advantage plan replaces the existing BluePreferred PPO. The agreement also

prohibits subcontracting for certain operations job classifications as well as bus and rail maintenance work. The Cinder Bed bus operation will transition back in-house by January 1, 2022.

Background and History:

The Washington Metropolitan Area Transit Authority (the “Authority”) and Local 689 (the “Union”), hereby agree to amend and extend the existing collective bargaining agreement (the “CBA”) between the parties will be amendable on July 1, 2020 as set forth herein. This agreement is contingent upon ratification by the Authority 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:

The four year net financial impact of the agreement is estimated at \$150.4 million, including General Wage Increase (GWI) of 2 to 2.5 percent is \$187.4 million, wage progression proposal that increased top operator rate to 70 percent, transition of Cinderbed employees from Transdev and savings from part time retiree hiring.

TIMELINE:

Previous Actions	No prior approvals
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RECOMMENDATION:

Approval of the attached resolution which approves the contract settlement between WMATA and Local 689, ATU including the economic terms for FY2021 – FY2024, for the 2020-2024 Collective Bargaining Agreement between Metro and Local 689, ATU and authorizes the General Manager/Chief Executive Officer to execute a new Collective Bargaining Agreement accomplishing this action.

PRESENTED AND ADOPTED: December 20, 2019

SUBJECT: APPROVAL OF LOCAL 689 AMALGAMATED TRANSIT UNION COLLECTIVE BARGAINING AGREEMENT

2019-48

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

WHEREAS, Resolution 2011-30 requires Board approval for all collective bargaining agreements (CBA); and

WHEREAS, The 2016-2020 CBA between WMATA and Local 689 Amalgamated Transit Union (Local 689) will expire on June 30, 2020; and

WHEREAS, WMATA and Local 689 negotiated and agreed to the terms of a new CBA for 2020-2024 (2020-2024 CBA), the material terms of which are shown in Attachment A;

NOW, THEREFORE, be it

RESOLVED, That the Board approves the 2020-2024 CBA between WMATA and Local 689 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 2020-2024 CBA; 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
General Counsel

WMATA File Structure No.:
14.2 Collective Bargaining Agreements

**Motioned by Ms. Gidigbi, seconded by Mr. Marootian
Ayes: 7- Mr. Smedberg, Ms. Gidigbi, Mr. Goldman, Mr. Letourneau, Mr. Marootian, Mr. Graham and Mr. McMillin**

ATTACHMENT A

FACT SHEET

TENTATIVE AGREEMENT BETWEEN WMATA AND LOCAL 689, ATU

PARTIES TO AGREEMENT: Washington Metropolitan Area Transit Authority and Local 689, ATU

CONTRACT PERIOD: July 1, 2020, through June 30, 2024

MAJOR CONTRACT FEATURES:

<u>General Wage Increase</u>	<u>Wage Increase</u>	<u>Effective Date</u>
	2.0%	July 1, 2020
	2.5%	July 1, 2021
	2.5%	July 1, 2022
	2.5%	July 1, 2023
<u>Cost of Living Increase</u>	COLA for anything over 2.5% increase in CPI-W	
<u>Performance Based Pay</u>	Starting July 1, 2021 if ridership increases by $\geq 2\%$ from the prior fiscal year then an additional 1% general wage increase.	
<u>Post-Retirement Health Benefits</u>	Employees hired on or after January 1, 2010, to fund separate Health & Welfare Trust with 1% of gross payroll.	
<u>Subcontracting</u>	Prohibited for bus operators, train operators, janitors, Rail Station Managers, and Division Clerks and certain bus and rail maintenance work. Cinder Bed bus operation to transition back in-house by January 1, 2022.	
<u>Filling Vacancies</u>	30% of Train Operator and Station Manager vacancies can be filled by direct, external hire. 100% of new Train Operator and Station Manager positions for first year operations of Silver Line Phase 2 may be direct, external hire.	

<u>Wage Restructuring</u>	Base wage rate for new bus and car cleaners is 60% of top Operator Rate.
<u>General Wage Progression</u>	Wage progression is accelerated to top rate after 72 months.
<u>Health Care Plans</u>	After July 1, 2020, existing BluePreferred PPO will be replaced with BlueChoice Advantage Plan.
<u>Part-time Retirees</u>	Use of Part-Time Retirees increased from 50 to 100 for people retiring from a Local 689-represented position.