Board Document

OVERVIEW			
PRESENTATION NAME	IBT Local 639 Negotiations	**DOCUMENT NO.**	300157
ACTION OR INFORMATION	Action		
STRATEGIC TRANSFORMATION PLAN GOAL	Talented teams;		
RESOLUTION	Yes		
EXECUTIVE OWNER			
EXECUTIVE TEAM OWNER	Dickerson, Sherri T.;		
ORGANIZATION	Human Capital		
DOCUMENT INITIATOR	Virgie L. Chaffen		
OTHER INFORMATION			
COMMITTEE	Board Meeting (Consent)	**COMMITTEE DATE**	10/22/2026
PURPOSE/KEY HIGHLIGHTS	Request Board approval of the contract settlement between WMATA and International Brotherhood of Teamsters, Local 639, (IBT), including the economic terms for FY 2027 – FY 2029, for the contractual years July 1, 2026 to June 30, 2029, and authorize the General Manager & Chief Executive Officer to execute a new Collective Bargaining Agreement (CBA) accomplishing this action.		
DISCUSSION	The parties agreed to the wages, benefits, and working conditions for the 2026 to 2029 period, which led to settlement. The attached fact sheet summarizes the significant provisions set forth in the settlement agreement dated September 21, 2026. The settlement agreement covers basic economic terms for contractual years July 1, 2026 to June 30, 2029, as well as wage increases, increased employee flexibility and modernized regulatory oversight		

	requirements for operation compliance. The agreement states that Local 639 will receive a 1.50% wage increase for contract year 1 (July 1, 2026 to June 30, 2027), a 2.25% general wage increase effective July 1, 2027, a 2.50% general wage increase effective July 1, 2028.
INTERESTED PARTIES	International Brotherhood of Teamsters, Local 639 (IBT).
RECOMMENDATION/NEXT STEPS	Approval of the CBA for contractual years July 1, 2026, to June 30, 2029. Next step: A new CBA will be developed at the conclusion of this period.
FUNDING IMPACT	The three-year net financial impact of the agreement reflects an estimated cost impact of $550,000 exclusive of General Wage Increases.

SUBJECT: APPROVAL OF LOCAL 639, INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 639, COLLECTIVE BARGAINING AGREEMENT

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

WHEREAS, Resolution 2011-30 requires the Board of Directors to approve collective bargaining agreements ("CBA"); and

WHEREAS, The 2021-2026 CBA between WMATA and Local 639, International Brotherhood of Teamsters, Union ("Local 639") expired on June 30, 2026; and

WHEREAS, WMATA and Local 639 negotiated and agreed to the terms of a new CBA for the term July 1, 2026 to June 30, 2029, including certain material terms which are identified in Attachment A;

NOW, THEREFORE, be it

RESOLVED, That the Board of Directors approves the collective bargaining agreement between WMATA and Local 639, International Brotherhood of Teamsters, Union 2026-2029, including certain material terms which are identified in Attachment A; and be it further

RESOLVED, That the General Manager and Chief Executive Officer is authorized to execute the collective bargaining agreement between WMATA and Local 639, International Brotherhood of Teamsters, Union for 2026-2029, including certain material terms which are identified in Attachment A; and be it finally

PROPOSED

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,

_____/s/_____
Patricia Y. Lee
Executive Vice President, Chief Legal Officer, and General Counsel

WMATA File Structure No.:
14.2 Labor Bargaining Agreements

PROPOSED

Attachment A

FACT SHEET

TENTATIVE AGREEMENT BETWEEN WMATA AND International Brotherhood of Teamsters, LOCAL 639

PARTIES TO AGREEMENT: Washington Metropolitan Area Transit Authority (WMATA) and the International Brotherhood of Teamsters, Local 639 ("Local 639").

Local 639 represents approximately 71 employees performing special police security functions.

CONTRACT PERIOD: **July 1, 2026 through June 30, 2029**
(3 years)

MAJOR CONTRACT FEATURES:

Wage Increase:	Wage Increase	Effective Date
	1.50%	July 1, 2026
	2.25%	July 1, 2027
	2.50%	July 1, 2028

Retention: Increased flexibility in the use of accrued sick leave for family care responsibilities.

Uniform Allowance: Increased uniform cleaning allowance to $650 per employee for each contract year.

Updated Licensing Authorities: Updated the licensing authority language to reflect regulatory oversight for current and future licensing and regulatory requirements.

Contract Duration: Three-year contract term ending June 30, 2029, creates a more frequent opportunity to revisit wages, benefits, and working conditions while maintaining contract stability.