



# Board Document

OVERVIEW			
<b>PRESENTATION NAME</b>	APPROVAL OF LOCAL 2, OFFICE AND PROFESSIONAL EMPLOYEES' INTERNATIONAL UNION, COLLECTIVE BARGAINING AGREEMENT	<b>DOCUMENT NO.</b>	300057
<b>ACTION OR INFORMATION</b>	Action		
<b>STRATEGIC TRANSFORMATION PLAN GOAL</b>	Talented teams;		
<b>RESOLUTION</b>	Yes		
EXECUTIVE OWNER			
<b>EXECUTIVE TEAM OWNER</b>	Dickerson, Sherri T.;		
<b>ORGANIZATION</b>	Human Capital		
<b>DOCUMENT INITIATOR</b>	Virgie L. Chaffen		
OTHER INFORMATION			
<b>COMMITTEE</b>	Board Meeting (Consent)	<b>COMMITTEE DATE</b>	9/25/2025
<b>PURPOSE/KEY HIGHLIGHTS</b>	Request Board approval of the contract settlement between WMATA and the Office And Professional Employee International Union, Local 2 (OPEIU), including the economic terms for FY 2026 – FY 2029, for the contractual years July 1, 2025 to June 30, 2029, and authorize the General Manager & Chief Executive Officer to execute a new Collective Bargaining Agreement (CBA) accomplishing this action.		



## Board Document

<b>DISCUSSION</b>	<p>The Parties agreed to the wages, benefits, and working conditions for the 2025 to 2029 period, which led to settlement. The attached fact sheet summarizes the significant provisions set forth in the settlement agreement dated September 9, 2025. The settlement agreement covers basic economic terms for contractual years July 1, 2025 to June 30, 2029, as well as wage increases, improved recruiting and retention efforts, and additional operation efficiencies. The agreement states that Local 2 will not receive a general wage increase for contract year 1 (July 1, 2025 to June 30, 2026) but will receive a one-time ratification bonus of \$1,500-for each active on the roll covered employee, a 4.0% general wage increase effective July 1, 2026, a 3.75% general wage increase effective July 1, 2027, and a 3.75% general wage increase effective July 1, 2029.</p>
<b>INTERESTED PARTIES</b>	<p>Office And Professional Employee International Union, Local 2 (OPEIU).</p>
<b>RECOMMENDATION/NEXT STEPS</b>	<p>Approval of the CBA for contractual year July 1, 2025 to June 30, 2029. Next step: A new CBA will be developed at the conclusion of this period.</p>
<b>FUNDING IMPACT</b>	<p>The four-year net financial impact of the agreement reflects an estimated cost impact of \$13.7 million, exclusive of General Wage Increases.</p>

**PRESENTED AND ADOPTED: September 29, 2025**

SUBJECT: APPROVAL OF LOCAL 2, OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, COLLECTIVE BARGAINING AGREEMENT

**2025-27**

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

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

WHEREAS, The 2021-2025 CBA between WMATA and Local 2, Office and Professional Employees International Union ('Local 2') expired on June 30, 2025; and

WHEREAS, WMATA and Local 2 negotiated and agreed to the terms of a new CBA for July 1, 2025 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 2, Office and Professional Employees International Union for 2025-2029, 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 2, Office and Professional Employees International Union for 2025-2029, including certain material terms which are identified 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. Smedberg**  
**Ayes: 6- Ms. Santos, Mr. Smedberg, Mr. McAndrew, Dr. Hadden Loh, Mr. Alcorn and Ms. Jarvis**

**FACT SHEET****TENTATIVE AGREEMENT BETWEEN WMATA AND Local 2, Office and Professional Employees International Union (OPEIU Local 2)**

**PARTIES TO AGREEMENT:** Washington Metropolitan Area Transit Authority and OPEIU LOCAL 2

**CONTRACT PERIOD:** **July 1, 2025 through June 30, 2029** (4 years)

**MAJOR CONTRACT FEATURES:**

<u>Wages Across the Board</u>	<u>Wage Increase</u>	<u>Effective Date</u>
	0%	July 1, 2025*
	4.00%	July 1, 2026
	3.75%	July 1, 2027
	3.75%	July 1, 2028

\*Active, on the roll employees will receive a one-time ratification bonus of \$1,500.00

Leave Benefits Enhanced the leave ability with voluntary vacation donations to fellow employees in critical need circumstances.

Created the paternity leave option and improved the parental leave capabilities

Insurance Enhancements Increased the dental benefits

Increased the voluntary benefit options of Accident, Critical Illness, and Hospital Indemnity insurance

**OPERATIONAL EFFECIENCY**

Enhanced Dispute Resolution Enhanced the arbitration resolution with a more expedited process by creating a dedicated panel of neutral arbitrators for hearings of disputes.

Code of Standards

Developed a committee to create a bargaining unit wide attendance policy

**RECRUITMENT AND RETENTION**

Probationary Period  
Enhancement

Modified the probationary period to be more aligned with industry standards

Retention Incentives

Created a residency requirement with incentives for the high demand and critical need workforce