

ATU Local 689 Collective Bargaining Agreement



Metro Mission, Vision, Goals, Objectives and Values

Integrating Reliability, Compliance and Efficiency

Mission:
Your Metro - Connecting you to possibilities

Vision:
The region's trusted way to move more people safely and sustainably

Goals	Service excellence	Talented teams	Regional opportunity and partnership	Sustainability	
Objectives	<ul style="list-style-type: none"> • Safety and security • Reliability • Convenience 	<ul style="list-style-type: none"> • Recruitment and retention • Engagement, empowerment, and recognition • Professional and technical skill development 	<ul style="list-style-type: none"> • Regional network and partner empowerment and transit equity • Community partnership and engagement 	<ul style="list-style-type: none"> • Financial sustainability • Environmental sustainability 	
Values	Safe	Customer centric	Equity focused	Ethical	Innovative

Departments and Offices



Financial Management



Regulatory Compliance



Reputation



Safety and Security



Service Delivery



Strategic



Technology

Cost Management, Operational Safety, Recruitment and Retention, and Increased Efficiency

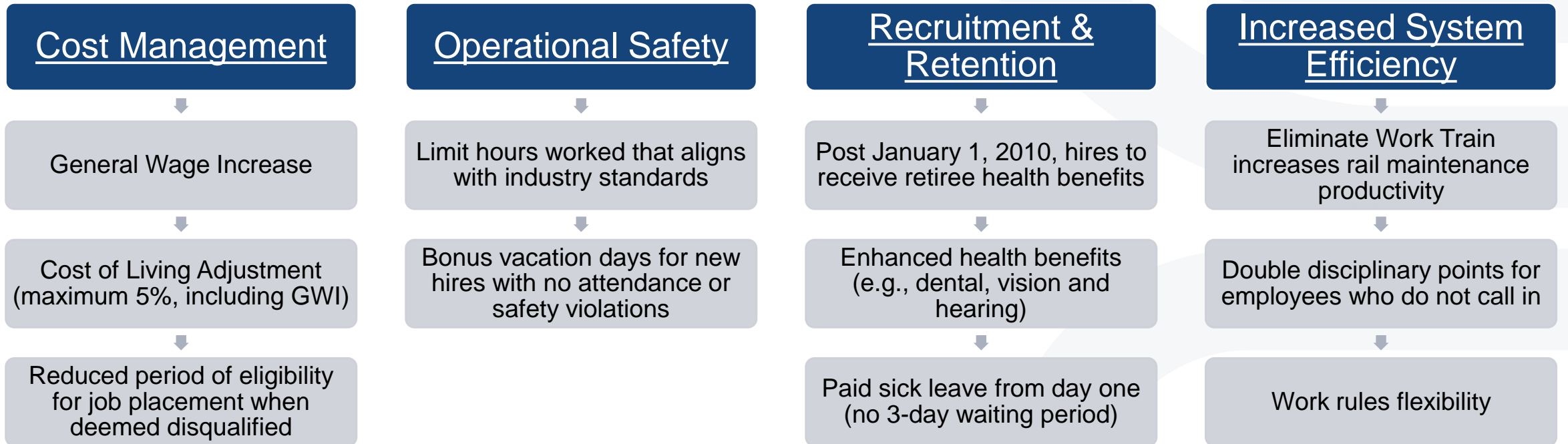
Purpose

Core Business Unit Objectives

Responsibility and Contribution to Metro's Mission, Vision, Goals and Objectives, and Values



Terms of the Agreement



Cost Management

- General Wage Increase

<u>Wage Increase</u>	<u>Effective Date</u>
0.0%	July 1, 2024
3.0%	July 1, 2025
3.0%	July 1, 2026
3.5%	July 1, 2027

- No Cost of Living Adjustment (COLA) for contract year 1 (July 1, 2024 – June 30, 2025). For contract years 2, 3, and 4, COLA plus GWI not to exceed 5.0%
- Reduce eligibility period for job placement when deemed disqualified

Operational Safety

- Limit hours of work to be consistent with industry APTA standard; responds to Corrective Action Plans (CAP)
- New employees will be eligible to earn 1 vacation day for each calendar quarter of employment with perfect attendance and no safety infractions

Recruitment and Retention

- Employees hired after January 1, 2010, will be covered under the Transit Employees' Health and Welfare Plan (the "Plan") and pay 35% of required contributions for retiree health coverage. An ATU retiree health trust fund of \$31M of verified liquid unencumbered assets will be transferred to WMATA Plan.
- Enhanced dental, hearing and vision benefits.
- Eliminate 3-day waiting period for use of sick leave. Creates a more modern and flexible work environment that will also manage OT needs and cost.

Increased System Efficiency

- The employee work train will be eliminated; increase rail maintenance productivity.
- Number of points necessary to be separated from the organization is reduced from 24 to 20 points. Employees who are tardy, but who fail to call in prior to the start of their shift receive double infraction points which could contribute toward more swift disciplinary action. This increases individual accountability and helps ensure employees attendance is better managed to ensure service delivery and manage labor costs.
- Miscellaneous work rules (example picks, light duty, etc.).

SUBJECT: APPROVAL OF LOCAL 689, AMALGAMATED TRANSIT UNION, 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 2020-2024 CBA between WMATA and Local 689, Amalgamated Transit Union (Local 689) expired on June 30, 2024; and

WHEREAS, WMATA and Local 689 negotiated and agreed to the terms of a new CBA for 2024-2028 (2024-2028 CBA), the material terms of which are shown in Attachment A;

NOW, THEREFORE, be it

RESOLVED, That the Board approves the 2024-2028 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 2024-2028 CBA; and be it finally

RESOLVED, That, in accordance with Compact § 8(b), this Resolution will be effective in thirty (30) days.

Reviewed as to form and legal sufficiency,

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

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, 2024, through June 30, 2028

MAJOR CONTRACT FEATURES:

Cost Management

<u>General Wage Increase</u>	<u>Wage Increase</u>	<u>Effective Date</u>
	0.0%	July 1, 2024
	3.0%	July 1, 2025
	3.0%	July 1, 2026
	3.5%	July 1, 2027

Cost of Living Increase (COLA) No COLA for contract year 1 (July 1, 2024 – June 30, 2025). For contract years 2, 3, and 4, COLA shall be paid only if the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) exceeds general wage increase for the relevant year up to a maximum combined total increase of 5.0% (i.e., cap of 5% includes the relevant year's GWI and any COLA).

Reduced Job Placement Period Reduced eligibility period from 3 years to 18 months for job placement when deemed disqualified.

Operational Safety

Limit Hours Worked Establish hours of service limit. No Bus or Rail operator shall be permitted or required to be on-duty more than 14 consecutive hours without a minimum of 10 consecutive hours off-duty. On-duty time shall be defined as all elapsed time between first report to time of final release for the day.

Bonus Vacation Day

New employees will be eligible to earn 1 vacation day for each calendar quarter of employment with perfect attendance and no safety infractions.

Recruitment and Retention

Health and Welfare

All employees hired on or after January 1, 2010, shall be covered under the Transit Employees' Health and Welfare Plan (the "Plan") as soon as reasonable after the transfer of verified liquid and unencumbered assets of not less than \$31 million from the Transit Employees' Retiree Health Fund to the Plan. Effective the first pay period (or as soon as reasonable) following ratification by the Local 689 membership and approval by the WMATA Board of Directors of the MOU, the one percent (1%) of gross payroll deducted pursuant to Section 2(b)(k) of the Plan shall be eliminated. After retirement, post-2010 hires pay thirty-five percent (35%) of required contributions for retiree health coverage. (Entire deal contingent on verification of the assets of the Transit Employees' Retiree Health Fund and the ability to transfer such assets to the Transit Employees' Health and Welfare Plan.)

Enhanced dental, hearing, and vision benefits.

Paid Sick Leave

Eliminate 3-day waiting period for use of sick leave.

Increased System Efficiency

Elimination of Work Train

The employee work train will be eliminated. All Station Managers scheduled to open/close mezzanines with no WMATA owned/controlled parking available to Station Managers will receive a stipend of two hundred dollars (\$200) per month. Parking spaces will be made available to Station Managers where WMATA does own or control parking.

Attendance

Employees who are tardy, but who fail to call in prior to the start of their shift receive double the number of points. Number of points necessary for discharge is reduced from 24 to 20 points.