

## FAQs: Returned Retirees

### Post-Retirement Bus Operator

#### General

##### **What is the purpose of this program?**

This program supports the rehiring of retired, former MBTA employees on a part-time basis in order to help the MBTA address staffing challenges. Rehired retirees are known as “Returned Retirees.”

##### **What classifications are part of the Returned Retiree Program?**

Currently, the Returned Retiree Program is available for retired Bus Operators.

##### **Are these positions full-time or part-time?**

The Returned Retiree Program allows for employees to work up to 1,200 hours per calendar year. (There is not a weekly cap specific to this program.)

##### **Who is eligible for this program?**

Eligibility is limited to former employees who held a rating in the classification in which they are being rehired in the past ten years. Rehired retirees are known as “Returned Retirees.”

##### **Where can I find current open positions under this program?**

The open position, and link to apply, can be accessed here:

<https://www.governmentjobs.com/careers/mbta/jobs/4195062/bus-operator-post-retirement>

#### Compensation, Benefits, and Pension

##### **How are Returned Retirees’ wages determined?**

Returned Retirees are paid at the top rate of their relevant classification.

##### **Are Returned Retirees’ pensions impacted?**

Returned Retirees’ pension payments are not impacted by participating in the program. During their time as Returned Retirees, they also do not make additional pension contributions.

##### **What benefits do Returned Retirees receive?**

Returned Retirees continue to receive the same benefits, without modification, that they have been receiving in retirement.

##### **Are Returned Retirees eligible for overtime?**

To the extent that a Returned Retiree works more than 40 hours in a week, they are paid overtime.

Returned Retirees are only paid for time actually worked, with no access to outside (aka, spread) time, holiday pays, or daily or weekly hours guarantees. However, Returned Retirees in an Operator, Motorperson, or Streetcar Motorperson classification are eligible for "Time Delayed" pursuant to Articles 215, 315, and/or 413, as applicable.

**Is the standard grievance procedure available to Returned Retirees?**

Returned Retirees are considered at-will employees, with no access to the parties' grievance procedure under Article 104, except as pertains to pay claims. Such retirees are not considered as on the "active payroll" for CBA purposes or otherwise in active status.

Roles and Responsibilities

**What rating or seniority do Returned Retirees hold?**

Returned Retirees hold no rating or seniority as a retiree and may be assigned to any area within their classification.

**What work shifts will be available to Returned Bus Operator Retirees?**

It is expected that Returned Bus Operator Retirees will work predominantly on weekends doing shuttle work during diversions and/or doing covers during morning rushes, however this may change over time.

Individuals covering morning shifts (Monday through Friday) will need to be able to work a minimum of 3 day per week and up to 5 days per week. It is expected that all shifts will end by 11am.

Individuals doing weekend shuttle work will need to be available on Saturday, Sunday, or both days. They may be assigned early, middle, or late shifts.

**What garages will Returned Bus Operator Retirees work out of?**

Returned Bus Operator Retirees will likely be asked to work out of Cabot Yard or Charlestown Garage initially, but opportunities to work out of other locations may become available.

How to Apply

**How do I apply?**

Eligible retirees can apply here:

<https://www.governmentjobs.com/careers/mbta/jobs/4195062/bus-operator-post-retirement>

**Who can help answer questions about this program?**

If you have additional questions, these will be addressed during the interview process.