

SFMTA Bargaining 2022 - Executive Summary of Tentative Agreements
Transport Workers' Union (TWU), Local 200

Topic	Change
Term	July 1, 2022 to June 30, 2024
Wages	<p>First Year: 5.25%, effective July 1, 2022</p> <p>Second Year: 2.5%, effective July 1, 2023, except if the March 2023 Joint Report prepared by the Controller, the Mayor's Budget Director, and the Board of Supervisors' Budget Analyst projects a budget deficit for Fiscal Year (FY) 2024 that exceeds \$300 million, then the base wage adjustment will be delayed, to be effective January 6, 2024.</p> <p>2.25%, effective January 1, 2024, except if the March 2023 Joint Report projects a budget deficit for FY2024 that exceeds \$300 million, then the base wage adjustment will be delayed, to be effective close of business June 30, 2024.</p>
Transportation Controllers/Trainees Break	Updates provision for Transportation Controllers/ Trainees breaks when working 12-hour shifts.
Clean-up: Transportation Management Center (TMC) Premium	Updates language regarding 2.5% TMC premium.
Supervisor Recognition Program	<p>Adds employee recognition program that awards the following allowances:</p> <p>9136 Training Specialist of the Quarter - \$750 per quarter 9139 Inspector of the Quarter - \$750 per quarter 9139 Dispatcher of the Quarter - \$750 per quarter 9139 TMC Supervisor of the Quarter - \$750 per quarter 9139 Scheduler of the Year - \$750 per year 9153 Controller of the Quarter - \$1,000 per quarter 9160 Field Manager of the Year - \$1,500 per year 9160 Specialist of the Year - \$1,500 per year</p>

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Expert Employee Premium	<p>Adds Expert Employee Premium for 9136 Training Specialist, 9139 Transit Supervisor, 9153 Transportation Controller, and 9160 Transit Operations Specialist classifications, including three (3) Tiers with awards of 2%, 4%, and 6%, for meeting increasing performance-based eligibility requirements.</p> <p>Commitment to meet and confer over inclusion of performance appraisal ratings in the requirements for the premium, at which point the amounts will increase to 3%, 5% and 7.5%.</p> <p>Provides for additional premium of 0.5% for 9139 Transit Supervisors at Tier 1 who have not voluntarily transferred out of their assignment for three years.</p> <p>Provides for additional premium of 1% for 9139 Transit Supervisors at Tier 2 who have not voluntarily transferred out of their assignment for six years.</p> <p>Provides for additional premium of 1.5% for 9139 Transit Supervisors at Tier 3 who have not voluntarily transferred out of their assignment for nine years.</p>
Overtime Earned	Requires that all requests for overtime earned time off be approved by the group or Department Manager.
Holidays	Recognizes Juneteenth (June 19); changes Columbus Day to Indigenous Peoples' Day/Italian-American Heritage Day.
Tuition Reimbursement	Increases total allocated amount from \$6,000 to \$7,500 per year. Prohibits carry-over of unused funds to the next fiscal year. Increases individual employee utilization from \$500 to \$750, with ability to supplement with department training funds. Eliminates repayment requirement.
Clean-up: Recognition	Updates list of represented classifications.
Grievance Handling	Allows Local 200 Executive Board Member to represent employees in grievance process instead of just shop steward.
Election of Remedies	Removes requirement to elect either grievance or EEO process for discrimination complaints.
Training	Provides for certain training to be available during evening hours, and for minimum notice of training outside an employee's regular work hours.
Voluntary Transfer Process (VTP) (Classification 9139 and 9136)	Creates separate VTP for 9136 Transit Training Specialist classification and lowers turnover limit between work units from 30% to 15%. Requires meet and confer if new department or work units are created.
On leave and Scheduled for VTP	Updates requirements regarding the ability to take part in VTP and SFMTA's notice obligations for employees on leave.

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Changing Assignments	Adds greater flexibility allowing employees the right to request a withdrawal from selected VTP within three months after effective VTP date.
Posting Daily Detail	Adds obligations to SFMTA regarding posting of Daily Details.
Scheduled Time – Off Sign Ups	Updates return to work requirements for employees to be eligible to participate in scheduled time off sign up.
Probationary Period	Extends probationary period to one year after successful completion of training. Total probationary period limits based on 9153/non 9153 classification.
Clean-up: Wages	Deletes past one-time wage adjustment provision.
Clean-up: Compensation For Various Work Schedules	Deletes language regarding proportionate calculation of work hours.
Safety, Training, and Scheduling Division Premium	Deletes Safety and Training Division and Scheduling Division Premium Pay.
Emergency Transit Manager I Assignments	Deletes provision that allowed for 9139 to be assigned 9140 Emergency Transit Manager I shifts in emergencies.
Clean-up: Corner Books	Deletes language no longer in use regarding Corner Books.
Floating Holidays	Changes floating holidays calculation to hours instead of days, and allows for employees to carry over unused floating holidays into next fiscal year.
Bereavement Leave	Updates language to mirror list defined in Civil Service Commission Rules.
Clean-up: Coverall	Deletes provision requiring MTA to provide coveralls.
Clean-up: Uniform	Deletes outdated language regarding “appropriate female uniforms”.
Clean-up: Appendix B: Past Practices Language	Deletes duplicate language regarding Transportation Controllers and Trainees breaks during 12-hour shifts, and deletes “Transportation Controllers and Trainees rotate their consoles on a weekly basis.”