

SFMTA Bargaining 2022 - Executive Summary of Tentative Agreements
Transport Workers' Union (TWU), Local 250-A (9163 Transit Operators)

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>
Uniform and Equipment Allowance	Changes allowance from \$25.00 to equivalent of one hour of pay at the top step.
Expert Operator Premium	Expands Expert Operator Premium by making existing 3% premium Tier 1, and adding Tiers 2 and 3 at 5% and 7.5%, respectively, with increasing performance-based eligibility requirements.
Operator of the Month Recognition Allowance	Change allowance to amount equivalent to set amount of hours at the top step as follows: Systemwide Operator – from \$500 to 13 hours. Operator of the Month – from \$400 to 10 hours. Runner-Up – From \$250 to 7 hours.
Life Insurance	Removed minimum service requirements for coverage.
Holidays	Recognizes Juneteenth (June 19)
Headway Premium	Requires the parties to meet and confer during the term of the MOU to discuss improvements in tracking and paying this premium.
Runs Subject to Daily Reassignments (SDR)	Provides that any reassignment caused by cancellation of a run counts as a Run Subject to Daily Reassignment eligible for the established 3% premium.
Supplementation of Accrued Paid Time Off	Expands Operators’ ability to supplement sick, vacation, and floating holiday pay with additional accrued paid time off so as to equal the Operator’s regular “run pay”.
Participation in Bid by Operators on Leave	Clarifies requirement that Operators return from leave two weeks before a Sign-Up in order to participate, except as prohibited by law.
Sign-ups for Time Off	Adds Floating Holidays to sign-ups for time off and clarifies timing of annual sign-ups.

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Adjustment in Schedules Between General Sign-Ups	Clarifies the limitation on changing Operators' schedules between sign-ups.
Processing of Customer Service Complaints	Clarifies that review of Customer Service Complaints will include review of related video. Eliminates requirement of meeting with Union Chair before an investigation may proceed and the requirement of a telephone conference with complainant.
Lateness and Absence Without Leave (AWOL)	Revises procedures, timeframes, and discipline levels for Lateness and AWOL.
Correcting Payroll Problems	Revises language to reflect current procedure.
Timing of Grievance Appeals	Deletes requirement that disciplinary dismissals be appealed within one working day of the Step 2 decision. Seven-day deadline for all other appeals from Step 2 decisions will apply instead.
Election of Remedies	Eliminates requirement that employees choose between grievance procedure and internal complaint processes for claims of discrimination, retaliation, harassment, or failure to accommodate a disability.
Union Chairpersons	Increases number of union chairpersons from eight to nine, reflecting increase in number of Divisions.