

**SFMTA Bargaining 2022 - Executive Summary of Tentative Agreements**  
**Transport Workers' Union (TWU), Local 250-A (9132 Transit Fare Inspectors)**

| <b>Topic</b>               | <b>Change</b>  |
|----------------------------|--|
| Term                       | July 1, 2022 to June 30, 2024  |
| Wages                      | <p><b>First Year:</b><br/>5.25%, effective July 1, 2022</p> <p><b>Second Year:</b><br/>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> |
| Field Training Officer Pay | Adds new Field Training Officer premium of \$35 per day.   |
| Lead Person Pay            | Changes lead pay premium from 5.5% of base hourly rate to a flat rate of \$25.00 per day.  |
| Swing Shift Differential   | Shift differential to begin at 3 pm instead of 5 pm to reflect changed hours of service.   |
| Holidays                   | Recognizes Juneteenth (June 19); changes Columbus Day to Indigenous Peoples' Day/Italian-American Heritage Day.  |
| Tuition Reimbursement      | Increases annual allocation from \$2500 to \$7500. Deletes obsolete language regarding previous funds carried over. Eliminates quarterly reporting requirement to Union. Defines permissible uses of funds and sets a cap of \$750 per person per fiscal year.   |
| Lunch/Break Room           | Adds requirement that SFMTA provide breakrooms during special events near the worksite, and a daily \$10 lunch allowance for employees who work six (6) hours or more.   |
| Management Rights          | Expands management rights language to be consistent with other MOUs.   |
| Discipline Process         | Prohibits consideration of discipline more than two years old in determining level of discipline for subsequent offenses.  |
| Election of Remedies       | Removes requirement that employees elect either grievance or internal EEO process for complaints of discrimination, harassment, retaliation, failure to accommodate, or denial of legally protected leave.   |

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| Assignment of Work                                  | Updates quarterly bid eligibility requirements and procedures. Changes Field Training Officer sign up to occur quarterly and clarifies that lead assignments other than FTO continue to be made at SFMTA's discretion. Adds provision for bidding for new swing shift slots created in connection with new hires. |
| Work Schedules During Training                      | Adds new language allowing SFMTA to modify employees' normal work schedule for training with 2-weeks' advance notice.   |
| Payroll Procedures                                  | Revises language to reflect current procedure.  |
| Overtime Compensation and Compensatory Time         | Updates language regarding usage of rotating list for scheduled overtime according to seniority and their regular day off. Increases consequences for "no show" in limiting ability to sign up for voluntary overtime shifts.   |
| Workers' Compensation (Employee Injured By Battery) | Adds new language for informational purposes only regarding employees injured by battery and describes how sick leave pay will be applied.  |