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**SIDELETTER BETWEEN  
THE TRANSPORT WORKERS' UNION, LOCAL 200  
AND  
THE SAN FRANCISCO MUNICIPAL TRANSPORTATION AGENCY  
REGARDING EXPERT EMPLOYEE PREMIUM**

WHEREAS, the current Collective Bargaining Agreement (CBA) between the San Francisco Municipal Transportation Agency (SFMTA) and the Transport Workers' Union, Local 200 (Union), includes provisions for the Expert Employee Premium for employees in the 9136 Training Specialist, 9139 Transit Supervisor, 9153 Transportation Controller, and 9160 Transit Operations Specialist classifications (CBA, Art. III.C, Sec. 15); and

WHEREAS, in accordance with paragraph 191 of the CBA, the Union and SFMTA have met and conferred over the eligibility of additional classifications for the Expert Premium;

NOW THEREFORE, the Union and SFMTA agree as follows:

1. Effective July 1, 2023, the 7412 Automotive Service Worker Assistant Supervisor and 9520 Transportation Safety Specialist will be eligible for the Expert Employee Premium, with the same qualification criteria set forth in Article III.C, Section 15. Expert Employee Premium of the 2022-2024 CBA.
2. Effective July 1, 2023, the 9144 Investigator, Taxi & Accessible Services classification will be added to the list of eligible classifications for the Expert Employee Premium. The qualification criteria for this classification shall be as follows:
  - 1) Tier 1: Employees will be paid a Tier 1 Premium of two percent (2%) of the hourly rate of pay per hour for all pay periods in which they meet all of the following conditions:
    - a. Worked at least 1776 regular hours (excluding overtime hours but including time the employee would have worked but for leave taken under the Family and Medical Leave Act, the California Family Rights Act, the Uniformed Services Employment and Re-Employment Rights Act, California Kin



Care, or as required by law) in the previous twelve (12) months;

- b. Conducted enforcement activities in all of the following permit programs in the previous twelve (12) month period:
    - Taxis
    - Commuter Shuttles
    - Electric Scooters
    - Bikeshare
  - c. Served no disciplinary suspensions in the previous twelve (12) month period.
- 2) Tier 2: Employees will be paid a Tier 2 Premium of four percent (4%) of the hourly rate of pay per hour for all pay periods in which they meet all of the following conditions:
- a. All requirements of Tier 1;
  - b. Of the employee's agreed upon regular schedule in the previous twelve (12) month period, at least 25% of the hours were outside of the regular business hours of Monday through Friday, 09:00 to 17:00;
  - c. No substantiated violations of safety rules in the previous twelve (12) month period.
- 3) Tier 3: Employees will be paid a Tier 3 Premium of six percent (6%) of the hourly rate of pay per hour for all pay periods in which they meet all of the following conditions:
- a. All requirements of Tiers 1 and 2;
  - b. Received no written reprimands or written warnings in the previous twelve (12) month period.



3. The parties agree to incorporate the terms in this Sideletter in the next amended or successor CBA.

For the San Francisco Municipal  
Transportation Agency

A handwritten signature in blue ink, appearing to read 'Jeffrey P. Tumlin', is written over a horizontal line.

May 25, 2023

Jeffrey P.  
Tumlin  
Director of Transportation

Date

For the Transport Workers' Union,  
Local 200

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Leroy Wilson  
Date 5/17/23  
President

Approved as to Form

A handwritten signature in black ink, appearing to read 'Jonathan Rolnick', is written over a horizontal line.

May 25, 2023

Jonathan Rolnick  
Chief Labor Attorney

Date