

**SFMTA Bargaining 2024 - Executive Summary of Tentative Agreements**  
**Transport Workers' Union (TWU), Local 250A (9163 Transit Operators)**

Topic	Change
Term	July 1, 2024 to June 30, 2027
Wages	<p><b>First Year:</b>            1.5% effective July 1, 2024            1.5% effective January 4, 2025            1% effective close of business June 30, 2025</p> <p><b>Second Year:</b>            1% effective July 1, 2025            1.5% effective January 3, 2026            2% effective close of business June 30, 2026</p> <p><b>Third Year:</b>            2% effective January 2, 2027            2.5% effective close of business June 30, 2027</p> <p>Because of the wage structure of this proposal, no wage deferrals/offramps will be utilized.</p>
Additional Wage Increases	<ul style="list-style-type: none"> <li>• 1% wage increase effective July 1, 2024.</li> <li>• 1% wage increase effective July 1, 2025.</li> </ul>
Salary Schedule	Effective July 1, 2024, adds a new lower salary step at 65% of the top step. Operators hired on or after July 1, 2024, will enter at the new step one, and advance to the next step (step two) after 6 months of service.
Uniforms	Changes uniform replacement schedule to every other year instead of every year.
High Volume Service Days	Provides that on any day SFMTA designates as a “High Volume Service Day,” SFMTA may offer an incentive of up to an additional 8 hours pay for Operators who work on that day.
Corrective Action Based on Collision or Incident	For corrective action based on a collision or incident, changes the Skelly Hearing Officer to be a Manager other than the Manager proposing corrective action, rather than requiring it be a Manager from another Division, except in cases of a Division with only one Manager. Adds an alternative to dismissal based on a collision or incident, with Union approval, to reassign an Operator to another mode for which the Operator is qualified.
Jury Duty	Provides that an Operator on jury duty whose regular shifts are outside of court hours shall not be required to work those shifts beginning the Saturday before the date indicated on the summons and continuing through the

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	duration of the Operator's jury service, provided the Operator gives prior notice of the jury duty to their supervisor.
Vacation/Time Off Sign-Ups	Changes the annual vacation/time off sign up to occur in January of each year instead of November, and provides that the annual time off period will be from the first full week of February through the last full week of January of the following year, instead of the calendar year.
Joint Labor Management Committee	Provides that SFMTA and the Union shall jointly select a JLMB Coordinator, who shall provide a weekly report to Management on Operator engagements and topics discussed.
Past Practice	Clarifies that, while past practices are not binding unless explicitly included in the Agreement, they may be used as one form of extrinsic evidence to interpret an ambiguous term of the MOU.
Union Business Leave for the Recording Secretary	Provides that, effective July 1, 2024, the Recording Secretary shall be released to the Union for recurring meetings and included in the list along with Division Chairpersons to be released when requested, and that the Union will reimburse SFMTA for all costs of this business leave in accordance with the July 16, 2021 Side Letter.
Union Business Leave for Officers	Incorporates into the MOU and adds as an appendix the July 16, 2021 Side Letter to provide 80 hours of paid Union Leave per pay period for up to three Officers.
Sideletter re Joint Labor Management Committee	Adds that the full executive board will be invited to attend each JLMB meeting, that meetings will be held in person, and that the meetings shall last for up to 2 hours. Adds that, for FY 24-25, the JLMB shall have standing agenda items to discuss parking and impacts of the headway system, and the parties agree to discuss issues of a proposed modal extra board and ways to ensure prompt handling of disciplinary appeals. The sideletter will expire on June 30, 2027.
Sideletter re PERB Case	Adds agreement that the Union shall request that PERB place Unfair Practice Case No. SF-CE-1932-M in abeyance to allow the parties time for further settlement discussions, that SFMTA will not be obligated to pay any monetary remedy until July 1, 2027, and that interest on backpay, if any, shall be tolled for the term of the MOU.
Corrective Action	Changes "discipline" and "disciplinary" to "corrective action" throughout the MOU.

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Clean up	Removes the hyphen in the Union's name from "250-A" to "250A".
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