

SFMTA Bargaining 2024 - Executive Summary of Tentative Agreements
Municipal Executives Association (MEA)

Topic	Change
Term	July 1, 2024 to June 30, 2027
Wages	<p>First Year: 1.5% effective July 1, 2024 1.5% effective January 4, 2025 1% effective close of business June 30, 2025</p> <p>Second Year: 1% effective July 1, 2025 1.5% effective January 3, 2026 2% effective close of business June 30, 2026</p> <p>Third Year: 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>
SFMTA Salary Plan	<p>Creates a Pilot Program to replace annual MTAM post-appointment adjustment and one-time payment program with increased internal authority to place managers into Range A, B, or C or extended range salary steps for various reasons and durations of time. Repurposes the annual Adjustment Committee to the Salary Adjustment Review Committee to review: the utilization of Ranges B and C; utilization of salary steps 6 through 9 for Range A; and review for fairness, equity, transparency, and compliance with merit principles. Provides that either party may elect on or about July 2025 to revert to prior MTAM program.</p>
SFMTA Joint Labor/ Management Committee	<p>Establishes an SFMTA JLMC to meet quarterly on matters of concern to either party, including but not limited to grievances and arbitrations, investigations, severances, reassignments, workplace bullying, supervisory differential adjustments, acting assignments, and the SFMTA's use of personal service contracts.</p>
Involuntary Reassignment	<p>Adds SFMTA commitment to provide at least 14 days' notice of an involuntary reassignment, except in cases of emergency need.</p>
Union Representatives	<p>Adds Union commitment to notify SFMTA of Union representatives list annually and to update as needed.</p>

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Holiday In-Lieu Day Carryover	Provides that holiday in-lieu days can be taken in the current or next fiscal year.
Secondary Employment Appeals	Provides for information purposes only, a list of Civil Service Rules regarding secondary employment and appeal rights.
Administrative Leave	Extends the deadline to use Administrative Leave accrued under the 2014-2019 MOU from 2024 to 2025.
Management Training Fund	Removes references to repealed Administrative Code Chapter 12X regarding limitations on business travel.
Bargaining Waiver	Removes provision regarding the parties' meet and confer responsibility during the term of the agreement. City Attorney's Office has issued a memo confirming that, notwithstanding the striking of this language, any impasse during the term of the agreement is not subject to the Charter's impasse resolution procedures.
Arbitrator List	Updates arbitrator list to current agreed upon list.