

**SFMTA Bargaining 2024 - Executive Summary of Tentative Agreements**  
**International Association of Machinists (IAM), Local 1414**

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>
Internal Adjustments	<p>Effective July 1, 2024, provides the following base wage increases:</p> <ul style="list-style-type: none"> <li>• 3% for 7332 Maintenance Machinist</li> <li>• 3% for 7313 Automotive Machinist</li> <li>• 1% for 7264 Automotive Body and Fender Worker Supervisor I, 7249 Automotive Mechanic Supervisor I, and 7322 Automotive Body and Fender Assistant Supervisor</li> </ul>
7381 Heavy Equipment Premium	Effective July 1, 2027, converts the \$1.50/hr heavy equipment premium into 7381 Automotive Mechanics base wage.
Travel Premium	Adds travel pay of \$10/day when traveling more than 50 miles from San Francisco for quality assurance or fleet acceptance and lodging is needed to complete the assignment.
Safety Shoes	Provides that employees who do not exhaust their \$250 allotment for safety shoes may utilize the remaining funds for the purchase of the following accessories: insoles, laces, toe caps, and socks.
Union Representatives	Increases Union Release from 4 hours to 8 hours per month per representative.
Side Letter on Return-to-Work Process	Adds commitment to convene a working group to review the return to work process, with the goal of providing a

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	joint recommendation to the SFMTA. The group may utilize mediation if unable to reach a majority recommendation. If a majority recommendation is made that SFMTA rejects, the matter may be submitted to interest arbitration.