

SFMTA Bargaining 2024 - Executive Summary of Tentative Agreements
Transport Workers' Union (TWU), Local 200

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>
7412 Automotive Service Worker Assistant Supervisor	Effective July 1, 2024, 7412 Automotive Service Worker Assistant Supervisor one-time base wage increase of 5.5%.
DMV Examiner's Premium	Increases from \$3.00 to \$5.00 per hour.
On-the-job and Ride-Along Training Premium	Increases from \$3.00 to \$5.00 per hour.
Uniforms	Codifies current practice of uniform allotment schedule, and of providing uniforms for 8121s and 9144s.
Expert Employee Premium	Adds for 9520s, the use of compensatory time will count towards the hours worked for Tier 1. Adds that only scheduled absences without a doctor's note count towards the unscheduled absence hours for Tier 2. Incorporates side letter from 2023 on adding the 7412s, 9520s, and 9144s to the Expert Employee Premium.
Vacation Sign Up	Codifies vacation sign up procedure.
Floating Holiday Sign Up	Adds an annual floating holiday sign up procedure.
Union Rights	Adds the right of Union Executive Board Members or shop stewards to utilize approved union release time to investigate grievances.

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Investigatory Interviews	Provides 48 hours (increased from 24 hours) for employees to secure a union representative for an investigatory interview.
Discipline Process	Replaces Employee & Labor Relations from being Skelly Officer with a Skelly Officer from outside the employee's work unit/division. Adds commitment to deliver Skelly decision before issuing final discipline notice to employee and Union.
8121 Transit Fare Inspector Supervisor Night Duty	Incorporates side letter from 2023 on 8121 Transit Fare Inspector Supervisor Night Duty into the MOU.