

Bargaining 2019

Tentative Agreement (Total Cumulative Cost; SFMTA Only)

Last Updated on 05/23/19

Local 250A 7410 - Additional Cost (Savings)

TOPIC	PROPOSED CHANGE	FY2019-20	FY2020-21	FY2021-22
Wages (Base)	<p>Following the city's wage increase pattern, represented employees will receive base wage increases based on the following schedule:</p> <p><u>Year 1</u> July 1, 2019 - 3% December 28, 2019 - 1%</p> <p><u>Year 2</u> July 1, 2020 - 3% December 26, 2020 - 0.5%</p> <p><u>Year 3</u> July 1, 2021 - 3% January 8, 2022 - 0.5%</p> <p>If the citywide budget deficit projection exceeds \$200M in Year 2 or Year 3, each affected base wage increase will be delayed 6 months.</p>	\$429,501	\$906,508	\$1,367,873
Life Insurance	<p>Upon becoming eligible to participate in the Health Service System under San Francisco Administrative Code 16.700, the SFMTA shall provide term life insurance in the amount of \$50,000 (previously \$14,000).</p>	\$3,871	\$3,871	\$3,871
Sick Leave with Pay - Shift Differential	<p>Employees whose regular work assignment is either the swing or graveyard shift shall receive the applicable shift differential when receiving sick pay, vacation pay, or holiday pay.</p>	\$276,689	\$286,571	\$286,571

Emergency Road Repair	Employees in the 7410 classification shall receive a \$2 per hour premium (previously \$1.20 per hour) when performing emergency cut-out duties.	\$160	\$160	\$160
Total (\$)		\$710,221	\$1,197,110	\$1,658,475
Total (%)		5.81%	9.80%	13.57%

Bargaining 2019

Tentative Agreement (Total Cumulative Cost; SFMTA Only)

Last Updated on 05/23/19

Local 1414 - Additional Cost (Savings)

TOPIC	PROPOSED CHANGE	FY2019-20	FY2020-21	FY2021-22
Wages (Base)	<p>Following the city's wage increase pattern, represented employees will receive base wage increases based on the following schedule:</p> <p><u>Year 1</u> July 1, 2019 - 3% December 28, 2019 - 1%</p> <p><u>Year 2</u> July 1, 2020 - 3% December 26, 2020 - 0.5%</p> <p><u>Year 3</u> July 1, 2021 - 3% January 8, 2022 - 0.5%</p> <p>If the citywide budget deficit projection exceeds \$200M in Year 2 or Year 3, each affected base wage increase will be delayed 6 months.</p>	\$1,659,024	\$3,501,544	\$5,283,647
Life Insurance	The SFMTA shall provide term life insurance in the amount of \$50,000 for all employees covered by this agreement.	\$12,960	\$12,960	\$12,960

TOPIC	PROPOSED CHANGE	FY2019-20	FY2020-21	FY2021-22
Apprentice Program	<p>For each fiscal year of this Agreement, The SFMTA shall allocate \$1,500 for each participating apprentice to be paid to the Union for the purpose of training. This amount shall be prorated for any partial year and increased annually by 5.0%. Nothing in this Agreement shall be construed as committing The SFMTA to join any Union or affiliated entities trust fund.</p>	\$660,889	\$731,370	\$804,733

TOPIC	PROPOSED CHANGE	FY2019-20	FY2020-21	FY2021-22
Various One-time Wage Increases	<p>Effective July 1, 2019 each classification (excluding apprentice classifications) covered by this agreement shall receive a \$0.25 per hour base wage increase. The tool allowance will be discontinued.</p> <p>Effective July 1, 2019 represented employees in classification 7258 Maintenance Supervisor I, 7337 Maintenance Machinist Assistant Supervisor, 7332 Maintenance Machinist, 7331 Apprentice Maintenance Machinist 2, 7327 Apprentice Maintenance Machinist 1, and 7434 Maintenance Machinist Helper shall receive a one-time wage adjustment of an additional 5% to their base wages.</p> <p>Included in the pay issued on August 20, 2019 represented employees in classification 7258 Maintenance Supervisor I, 7337 Maintenance Machinist Assistant Supervisor, 7332 Maintenance Machinist, 7331 Apprentice Maintenance Machinist 2, 7327 Apprentice Maintenance Machinist 1, and 7434 Maintenance Machinist Helper shall receive a one-time lump sum payment of 5% calculated off their regular base hours paid in fiscal year 2018-19. This lump sum payment shall not be included in retirement calculations.</p>	\$388,324	\$283,443	\$274,872

TOPIC	PROPOSED CHANGE	FY2019-20	FY2020-21	FY2021-22
One-time 7126 Equity Adjustment	Effective July 1, 2019 represented employees in classification 7126 Mechanical Shop and Equipment Superintendent shall receive a one-time wage adjustment of an additional 11% to their base wages.	\$53,163	\$53,403	\$52,845
Safety Footwear	The SFMTA agrees to provide each employee with safety footwear once a year at a cost not to exceed \$250 (previously \$200) per employee.	\$13,500	\$13,500	\$13,500
Safety Eyewear	The SFMTA agrees to provide prescription safety glasses in accordance with the SFMTA eye protection program SOP, at a cost not to exceed \$200 (previously \$150) per employee per year.	\$13,500	\$13,500	\$13,500
Protective Coveralls	The SFMTA agrees to provide a total of 11 clean protective uniforms, selected by each employee in some combination of the following: coveralls, bib overalls or work pants and shirts. On an annual basis, the employee may select a different combination. In addition, the SFMTA will provide two work jackets to each employee no later than October 1, 2019. The cost of furnishing and laundering protective uniforms and jackets shall be paid by the SFMTA.	\$14,882	\$14,882	\$14,882

TOPIC	PROPOSED CHANGE	FY2019-20	FY2020-21	FY2021-22
Acting Assignment Pay	An employee assigned by the Appointing Officer to perform normal day-to-day duties of a higher classification of an authorized position for which funds are temporarily unavailable shall be entitled to acting assignment pay, no earlier than the 5th (previously 10th) work day of such assignment. The employee shall be authorized to receive an increase to a step in an established salary schedule that represents at least 7.5% (previously 5%) above the employee's base salary.	\$24,820	\$24,931	\$24,671
Heavy Equipment Premium	Employees in class 7381 assigned to work on vehicles over one ton shall be paid a Heavy Equipment premium of \$1.25 (previously \$0.45) per hour.	\$18,457	\$18,540	\$18,347
Total (\$)		\$2,859,519	\$4,668,073	\$6,513,957
Total (%)		6.06%	9.89%	13.80%

Bargaining 2019

Tentative Agreement (Total Cumulative Cost; SFMTA Only)

Last Updated on 05/29/19

Local 6 - Additional Cost (Savings)

TOPIC	PROPOSED CHANGE	FY2019-20	FY2020-21	FY2021-22
Wages (Base)	<p>Following the city's wage increase pattern, represented employees will receive base wage increases based on the following schedule:</p> <p>Year 1 July 1, 2019 - 3% December 28, 2019 - 1%</p> <p>Year 2 July 1, 2020 - 3% December 26, 2020 - 0.5%</p> <p>Year 3 July 1, 2021 - 3% January 8, 2022 - 0.5%</p> <p>If the citywide budget deficit projection exceeds \$200M in Year 2 or Year 3, each affected base wage increase will be delayed 6 months.</p>	\$3,405,279	\$7,187,200	\$10,845,109
Equity Adjustment	<p>Effective July 1, 2019, July 1, 2020, July 1, 2021, employees in the following job classes shall receive a one-time wage adjustment to their base wage.</p> <p>7319 - 1%, 1%, 1% 7256 - 1%, 1%, 1% 7366 - 2%, 2%, 2% 7235 - 2%, 2%, 2% 7274 - 2%, 2%, 2% 7310 - 2%, 2%, 2%</p>	\$234,272	\$472,883	\$715,916

TOPIC	PROPOSED CHANGE	FY2019-20	FY2020-21	FY2021-22
	6252 - 2%, 2%, 2% 7364 - 1.75%, 1.75%, 1.75% 7365 - 1.75%, 1.75%, 1.75% 7244 - 1.75%, 1.75%, 1.75% 7390 - 1%, 1%, 1%			
Entry at Step 5	Positions entering at the top step Class Job Title 7310 Transit Power Cable Splicer	\$139,808	\$107,769	\$58,255
Acting Assignment Pay	Upon written approval by the Director of Transportation or Division Head, an employee shall be paid at a step of the established salary schedule of the higher class which is at least seven and one half percent (7.5%) above the employee's base salary but which does not exceed the maximum step of the salary schedule of the class to which temporarily assigned. Premiums based on percent of salary shall be paid at a rate which includes out of class pay. Acting assignments are not intended to exceed twelve (12) months except to the extent required to backfill a position where the incumbent is on approved leave. Where acting assignments exceed twelve-months, the SFMTA HR Division will provide a written report to the Director of Transportation explaining why the position has not been filled through the Civil Service exam process and shall provide a copy to the Union.	\$6,404	\$6,432	\$6,366
Lead Electrician Premium	Employees in the following classes designated by their supervisor as a lead mechanic shall be entitled to a \$12.50 per day premium when required to perform a majority of the following duties: plan, design, sketch, layout, detail, estimate, order material or to take the lead on any job when at least two employees in the same classification are working together and one acts as the lead. 7308 Cable Splicer 7310 Transit Power Cable Splicer	\$71,556	\$71,877	\$71,130

TOPIC	PROPOSED CHANGE	FY2019-20	FY2020-21	FY2021-22
	7318 Electronic Maintenance Technician 7319 Electric Motor Repairer 7345 Electrician 7366 Transit Power Line Worker 7371 Electrical Transit System Mechanic 7390 Welder 9145 Traffic Signal Electrician			
Rest Period Between Shifts	<p>111a. If an employee is called back to work or held over at work, and the employee's next regularly scheduled shift begins within eight (8) hours of the end of the callback or holdover assignment, then the employee has the option to not work until the employee has eight (8) consecutive hours of rest time.</p> <p>111b. If an employee chooses to return to work at the beginning of the employee's next regularly scheduled shift, all hours worked within the eight (8) hour rest period shall be paid at the rate of time and one-half (1-1/2). The employee shall notify the supervisor of the employee's election before the next regularly scheduled shift begins.</p> <p>111c. Notwithstanding paragraph 111a, an employee may be required to return to work within the eight (8) hour rest period when a natural disaster or other emergency occurs and the SFMTA determines the employee's attendance at work is necessary. If an employee is called back to work for an emergency, hours the employee is required to work within the eight (8) hour rest period shall be paid at the rate of time and one-half (1-1/2). In such situations, employees will be entitled to an eight (8) hour rest period after the end of the emergency call back assignment.</p>	\$137,148	\$137,764	\$136,331
Tuition and Training	The SFMTA agrees to allocate \$5,000.00 to a Tuition and Training Reimbursement Fund for employees each fiscal year of this	\$2,000	\$2,000	\$2,000

TOPIC	PROPOSED CHANGE	FY2019-20	FY2020-21	FY2021-22
Reimbursement Fund	Agreement for the exclusive use of classifications covered by this Agreement with SFMTA.			
Night Duty Differential	Shift pay of 9% shall be paid for the entire shift, provided at least four (4) hours of the employee's shift falls between 5:00 p.m. and midnight (12:00 a.m.) except for those employees participating in an authorized flex-time program and who voluntarily work between the hours of 5:00 p.m. and midnight (12:00 a.m.). 146. Shift pay of 11% shall be paid for the entire shift, provided at least four (4) hours of the employee's shift falls between midnight (12:00 a.m.) and 7:00 a.m. except for those employees participating in an authorized flex-time program and who voluntarily work between the hours of midnight (12:00 a.m.) and 7:00 a.m.	\$200,762	\$201,664	\$199,565
Signal Shop Premium	Effective July 1, 2019, employees in classifications 7318 Electronic Maintenance Technician. 7329 Electronic Maintenance Technician Assistant Supervisor. and 7287 Supervising Electronic Maintenance Technician shall receive a new three percent (3%) premium on base wages for all hours actually worked when all of the following conditions are met: <ul style="list-style-type: none"> • The employee is performing duties in and assigned to the Signal and Communications Systems Shop: • The employee has in the personnel file proof of a current qualification of perform Signal Maintenance: and • The employee has accumulated an aggregate of twenty four (24) months of service in the Signal and Communications Systems Shop since July 1, 2014. Effective July 1, 2020. employees in classifications 7318 Electronic Maintenance Technician. 7329 Electronic Maintenance Technician Assistant Supervisor. and 7287 Supervising Electronic Maintenance Technician shall receive an additional three percent (3%) for a total six percent (6%) premium on base wages for all hours actually worked when the conditions listed above are met. Effective July 1, 2020. there shall be no right to transfer into or out	\$141,883	\$285,042	\$282,071

TOPIC	PROPOSED CHANGE	FY2019-20	FY2020-21	FY2021-22
	<p>of the Signal and Communications Systems shop. Covered employees currently assigned to the SFMTA Transit Signal and Communications Systems Shop must obtain Signal Maintenance qualification by December 31, 2019. Thereafter, all covered employees assigned to the SFMTA Transit Signal and Communications Systems Shop shall be qualified within ninety (90) days of assignment.</p>			
	Total (\$)	\$4,339,112	\$8,472,631	\$12,316,743
	Total (%)	4.48%	8.75%	12.71%

Bargaining 2019

Tentative Agreement (Total Cumulative Cost; SFMTA Only)

Last Updated on 05/29/19

Local 200 - Additional Cost (Savings)

TOPIC	PROPOSED CHANGE	FY2019-20	FY2020-21	FY2021-22
Wages (Base)	<p>Following the city's wage increase pattern, represented employees will receive base wage increases based on the following schedule:</p> <p>Year 1 July 1, 2019 - 3% December 28, 2019 - 1%</p> <p>Year 2 July 1, 2020 - 3% December 26, 2020 - 0.5%</p> <p>Year 3 July 1, 2021 - 3% January 8, 2022 - 0.5%</p> <p>If the citywide budget deficit projection exceeds \$200M in Year 2 or Year 3, each affected base wage increase will be delayed 6 months.</p>	\$1,924,066	\$4,046,290	\$6,362,856
9160 Wage Increase:	Effective 7/1/2019, represented employees in classification 9160 Transit Operations Specialist shall receive a one-time wage adjustment of an additional 7.07% to their base wages.	\$216,410	\$223,444	\$230,706
Lead Person Pay	The parties agreed to an increase of \$0.25 per hour from the current \$1.50 per hour to \$1.75 per hour.	\$2,457	\$2,537	\$2,619

TOPIC	PROPOSED CHANGE	FY2019-20	FY2020-21	FY2021-22
Standby Pay	Employees who, as part of the duties of their positions are required by the Appointing Officer to stand by when normally off duty to be instantly available on call for immediate emergency service for the performance of their regular duties, shall be paid 25% of their regular straight time rate of pay for the period of such standby service, except that employees shall be paid 10% of their regular straight time rate of pay for the periods of such standby service when outfitted by the Department with an electronic paging device.	(\$331)	(\$342)	(\$353)
DMV Examiners	Effective 7/1/20, employees in classification 9136 Transit Training Specialist who are certified as DMV Examiners will receive a new DMV Examiner premium of \$3.00 per hour, payable only for hours actually worked performing the duties of a DMV Examiner.	\$6,316	\$6,316	\$6,316
Total (\$)		\$2,148,918	\$4,278,245	\$6,602,144
Total (%)		3.92%	7.80%	12.04%

Bargaining 2019

Tentative Agreement (Total Cumulative Cost; SFMTA Only)

Last Updated on 05/28/19

Local 250A 9132 - Additional Cost (Savings)

TOPIC	PROPOSED CHANGE	FY2019-20	FY2020-21	FY2021-22
Wages (Base)	<p>Following the city's wage increase pattern, represented employees will receive base wage increases based on the following schedule:</p> <p>Year 1 July 1, 2019 - 3% December 28, 2019 - 1%</p> <p>Year 2 July 1, 2020 - 3% December 26, 2020 - 0.5%</p> <p>Year 3 July 1, 2021 - 3% January 8, 2022 - 0.5%</p> <p>If the citywide budget deficit projection exceeds \$200M in Year 2 or Year 3, each affected base wage increase will be delayed 6 months.</p>	\$178,154	\$376,013	\$567,384
Floating Holidays	In addition to the agreed upon legal holidays, the employees covered under this CBA will receive four (previously three) floating holidays.	\$19,536	\$19,536	\$19,536
Transit Passes	SFMTA shall provide Fare Inspectors, their spouses, domestic partners, and legally dependent children under 26 years of age who are living with the Fare Inspector with system transit passes. Retired employees shall be provided with system passes for the remainder of their lives.	\$37,908	\$39,312	\$40,716
Uniforms & Equipment	The SFMTA is no longer required to furnish one tie and one tie bar as part of the list of furnished uniform items.	(\$445)	(\$445)	(\$445)
	Total (\$)	\$235,153	\$434,416	\$627,191
	Total (%)	4.64%	8.57%	12.37%

Bargaining 2019

Tentative Agreement (Total Cumulative Cost; SFMTA Only)

Last Updated on 05/28/19

Local 250A 9163 - Additional Cost (Savings)

TOPIC	PROPOSED CHANGE	FY2019-20	FY2020-21	FY2021-22
Wage (Base)	<p>Following the city's wage increase pattern, represented employees will receive base wage increases based on the following schedule:</p> <p>Year 1 July 1, 2019 - 3% December 28, 2019 - 1%</p> <p>Year 2 July 1, 2020 - 3% December 26, 2020 - 0.5%</p> <p>Year 3 July 1, 2021 - 3% January 8, 2022 - 0.5%</p> <p>If the citywide budget deficit projection exceeds \$200M in Year 2 or Year 3, each affected base wage increase will be delayed 6 months.</p>	\$9,930,208	\$20,958,749	\$31,625,657
Step Progression	<p>Operators who have satisfactorily completed SFMTA training and have met all regulatory requirements shall advance to each successive step upon completion of each year of service. Operators who are being paid under the 2014-2019 progress scale will be integrated into the new progression scale so that their current rate of pay will not be reduced.</p> <p>Progression Through Steps:</p>	\$4,034,331	\$4,034,331	\$4,034,331

TOPIC	PROPOSED CHANGE	FY2019-20	FY2020-21	FY2021-22
	<p>Salary Step Percentage of Hourly Rate</p> <p>1 70%</p> <p>2 75%</p> <p>3 80%</p> <p>4 100%</p> <p>(Previously a 5 step, 48 month progression starting with step 1 at 63% of the top hourly rate)</p>			
Expert Operator Premium	<p>Commencing with the second full pay period in January of each year, eligible Full-Time and Part-Time Operators shall be paid an expert operator premium of 3% (previously \$0.50/hr) of the hourly rate of pay per hour under the following conditions:</p> <p>(a) Worked (including any approved leaves of absence) for the previous five consecutive fiscal years</p> <p>(b) Driven at least 1100 hours in revenue service in the previous fiscal year</p> <p>(c) Been involved in no major preventable collisions or incidents and no more than three minor non-preventable collisions or incidents in the previous fiscal year</p> <p>(d) Served no disciplinary suspensions in the previous fiscal year</p>	\$2,107,939	\$2,107,939	\$2,107,939
Insurance	<p>A life insurance policy of \$50,000 (previously \$14,000) with a permanent total disability benefit provision shall be provided for all operators with 5 years or more of service, the full premium cost of which shall be paid for by SFMTA.</p>	\$94,038	\$94,349	\$94,349

TOPIC	PROPOSED CHANGE	FY2019-20	FY2020-21	FY2021-22
Expanded Transit Passes	SFMTA shall provide Operators, their spouses, domestic partners, and legally dependent children under 26 years of age who are living with the Operator with system transit passes (previously did not include domestic partners, and 19 was the cut off age for legally dependent children). Retired employees shall be provided with system passes for the remainder of their lives.	\$12,195	\$12,646	\$13,098
Line Trainer Premium	In addition to the base hourly rate of pay, SFMTA shall pay each Line Trainer a premium pay of 20% (previously \$5/hr) of the hourly rate of pay for each hour or portion of an hour the unit member spends training Operators. Operators may not refuse a Line Trainer assignment.	\$19,188	\$19,188	\$19,188

TOPIC	PROPOSED CHANGE	FY2019-20	FY2020-21	FY2021-22
Business Leave for Chairpersons	SFMTA shall assign up to eight (previously seven) TWU L250A Chairpersons representing Transit Operations Division to an 11 (previously 10) hour run including operating up to five hours of morning rush trippers. SFMTA shall pay each of the eight TWU L250A Chairperson for eleven hours at straight time.	\$217,641	\$217,641	\$217,641
MTA Proposed GSU Changes	SFMTA shall offer one General Sign-Up among bus divisions every two years. Green/MME and Cable Car Divisions will not be included in General Sign-Ups, but will have Division Sign-Ups only. Employees wishing to transfer from a bus division to one of the rail divisions may sign up once per year on a Rail Training Seniority List. Openings in Green/MME and Cable Car Divisions will be filled in order of seniority on the Rail Training Seniority List. If there are openings in Cable Car or Green/MME and the Rail Training Seniority List is exhausted, it will be re-opened. If fewer than 75 Operators have been selected from the list by the end of any annual sign-up period, then Operators still on the Rail Training Seniority List may bump Operators with less seniority in the desired divisions until a total of 75 is reached, or the list is exhausted.	(\$2,379,663)	(\$2,379,663)	(\$2,379,663)

TOPIC	PROPOSED CHANGE	FY2019-20	FY2020-21	FY2021-22
Runs Subject to Daily Reassignment (SDR)	Operators on SDR runs shall be paid the higher of the regular run or the run reassigned to for that day, plus 3% (previously \$1/hr) per hour premium for the run change.	\$7,191	\$7,191	\$7,191
Total (\$)		\$14,043,068	\$25,072,372	\$35,739,732
Total (%)		4.97%	8.87%	12.65%

Bargaining 2019

Tentative Agreement (Total Cumulative Cost; SFMTA Only)

Last Updated on 05/20/19

Local 1021 - Additional Cost (Savings)

TOPIC	PROPOSED CHANGE	FY2019-20	FY2020-21	FY2021-22
Wage (Base)	<p>Following the city's wage increase pattern, represented employees will receive base wage increases based on the following schedule:</p> <p><u>Year 1</u> July 1, 2019 - 3% December 28, 2019 - 1%</p> <p><u>Year 2</u> July 1, 2020 - 3% December 26, 2020 - 0.5%</p> <p><u>Year 3</u> July 1, 2021 - 3% January 8, 2022 - 0.5%</p> <p>If the citywide budget deficit projection exceeds \$200M in Year 2 or Year 3, each affected base wage increase will be delayed 6 months.</p>	\$2,333,244	\$4,924,557	\$7,430,899
Premium Pay for 8214 & 8216 Parking Control Officers (Premium)	8214 Parking Control Officers and 8216 Senior Parking Control Officers engaged in intersection and/or traffic control duty, shall be paid a 7.5% (previously 5%) premium for the duration of such activity.	\$32,544	\$32,544	\$32,544

TOPIC	PROPOSED CHANGE	FY2019-20	FY2020-21	FY2021-22
Parking Control Officer and Station Training (Premium)	8214 Parking Control Officers and 9131 Station Agents who are assigned by the Appointing Officer or designee to train and evaluate the performance of employees in class 8214 and class 9131 shall receive a premium of \$6.00 (previously \$3.00) per hour payable in hourly increments for each hour when they are actually training and evaluating, indoors or outdoors, employees in class 8214 or class 9131.	\$3,337	\$3,337	\$3,337
Expert 8214 PCO and 8216 Sr. PCO (Premium)	Effective the second full pay period in July 2020, full-time 8214s and 8216s shall receive an Expert Officer Premium of \$0.50 per hour if the Officer meets all of the following conditions: (a) worked (including any approved leaves of absence) for the previous ten consecutive fiscal years as an 8214 or 8216 officer in the enforcement division; (b) was on duty in paid status for at least 1800 hours for in the previous calendar year; (c) has not been involved in any preventable collisions as determined by the SFMTA, in the previous calendar year; (d) has no sustained disciplinary findings in the previous calendar year.	\$0	\$320,642	\$320,642
Bilingual Pay (Premium)	Subject to Department of Human Resources approval, employees who are certified as bilingual and who are assigned to perform bilingual services shall receive a bilingual premium of \$60.00 per pay period.	\$22,013	\$22,013	\$22,013

TOPIC	PROPOSED CHANGE	FY2019-20	FY2020-21	FY2021-22
Uniforms and Equipment (Other)	SFMTA will add 9117 Principal Fare Collectors to the Uniform Benefit; 9102 & 9104 shall receive current uniform benefit every 12 months (previously 18) and prescription safety glasses in accordance with the SFMTA eye protection program SOP, at a cost not to exceed \$150 per employee.			
	SFMTA will add 9126 Transit Traffic Checker & 9128 Senior Transit Traffic Checker to the stated uniform benefits. For 9131 Station Agents who are required to wear safety shoes, the SFMTA shall provide a cash allowance of \$175 every 12 months (previously 18).	\$36,240	\$36,471	\$64,396
	SFMTA will add 9126 Transit Traffic Checker & 9128 Senior Transit Traffic Checker to the uniform maintenance allowance of \$25 per month.			
	Total (\$)	\$2,427,377	\$5,339,563	\$7,873,831
	Total (%)	3.66%	8.04%	11.86%

Bargaining 2019

Tentative Agreement (Total Cumulative Cost; SFMTA Only)

Last Updated on 05/23/19

MEA - Additional Cost (Savings)

TOPIC	PROPOSED CHANGE	FY2019-20	FY2020-21	FY2021-22
Wages (Base)	<p>Following the city's wage increase pattern, represented employees will receive base wage increases based on the following schedule:</p> <p><u>Year 1</u> July 1, 2019 - 3% December 28, 2019 - 1%</p> <p><u>Year 2</u> July 1, 2020 - 3% December 26, 2020 - 0.5%</p> <p><u>Year 3</u> July 1, 2021 - 3% January 8, 2022 - 0.5%</p> <p>If the citywide budget deficit projection exceeds \$200M in Year 2 or Year 3, each affected base wage increase will be delayed 6 months.</p>	\$872,082	\$1,840,621	\$2,777,401
Life Insurance	<p>Effective January 1, 2021 the life insurance policy will increase to \$100,000 (previously \$50,000). Effective January 1, 2022 the life insurance policy will increase to \$150,000.</p>	\$0	\$6,528	\$13,056

Training Funds	The SFMTA shall make available and DHR shall budget \$250,000 (previously \$200,000) each year for the purpose of management training of MEA represented employees.	\$10,000	\$10,000	\$10,000
	The SFMTA portion of this training shall be \$40,000 (previously \$30,000) per year.			
MCCP (Management Classification/Compensation Plan)	One time base wage increases (in addition to the overall wage increase) based on the following schedule: July 1, 2019 - 0.15% July 1, 2020 - 0.15% July 1, 2021 - 0.20%	\$37,215	\$37,215	\$49,621
	Total (\$)	\$919,297	\$1,894,364	\$2,850,078
	Total (%)	3.71%	7.64%	11.49%