

SFMTA Bargaining 2022 - Executive Summary of Tentative Agreements
Service Employees International Union (SEIU), Local 1021

Topic	Change
Term	July 1, 2022 to June 30, 2024
Wages	<p>First Year: 5.25%, effective July 1, 2022</p> <p>Second Year: 2.5%, effective July 1, 2023, except if the March 2023 Joint Report prepared by the Controller, the Mayor’s Budget Director, and the Board of Supervisors’ Budget Analyst projects a budget deficit for Fiscal Year (FY) 2024 that exceeds \$300 million, then the base wage adjustment will be delayed, to be effective January 6, 2024.</p> <p>2.25%, effective January 1, 2024, except if the March 2023 Joint Report projects a budget deficit for FY2024 that exceeds \$300 million, then the base wage adjustment will be delayed, to be effective close of business June 30, 2024.</p>
8214/8216 Parking Control Officer (PCO) Step Equity	Effective July 1, 2023, MTA shall maintain at least a 5% difference between each step for 8214 Parking Control Officers and 8216 Senior Parking Control Officers, to be accomplished by lowering the Step 1 salary by 2% for all employees hired after July 1, 2023, and raising the Step 7 salary by 2%.
1937 Supervising Parts Storekeeper Equity	Effective July 1, 2022, increase the 1937 Supervising Parts Storekeeper classification pay scale to 15% above the top pay for the 1935 Principal Parts Storekeeper.
9166 Transit Ambassadors	Effective July 1, 2022, class 9166 Transit Ambassadors shall have the same salary range as City-wide class 8300 Sheriff’s Cadets.
PCO of the Month	Provides Recognition Allowance awards of \$400 for 8214 and 8216 of the Month and 8214 Runner-Up award of \$250, upon meeting certain criteria. Additional eligibility criteria can be set by mutual agreement.
PCO Attendance Bonus	Provides PCO Attendance Bonus of \$2,500 per year, upon meeting minimum hours requirement and no discipline or preventable collisions.
Sunset PCO Fixed Post Premium	Continues existing 7.5% premium for 8214 Parking Control Officers and 8216 Senior Parking Control Officers for engaging in intersection or traffic control duty until 3% base wage increase goes into effect June 30, 2024. The wage increase shall be delayed six months if the March 2023 Joint Report projects a budget deficit for FY 2024 that exceeds \$300 million.

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Equity Adjustments	Effective July 1, 2022, provides the following base wage increases: 1% for 9102 Transit Car Cleaner, 9104 Transit Car Cleaner Assistant Supervisor, 9110 Fare Collections Receiver, 9116 Senior Fare Collections Receiver, 9117 Principal Fare Collections Receiver, 9126 Transit Checker, 9128 Senior Transit Traffic Checker, and 9131 Station Agent.
Expert Officer (PCO) Premium	Adjusts longevity requirement for this premium to count cumulative service in both PCO classifications.
Holidays	Recognizes Juneteenth (June 19); changes Columbus Day to Indigenous Peoples' Day.
Lead Person Pay	Increases from \$10.00 to \$15.00 per day
Inverse Overtime	Provides overtime pay during the pay period employees are required to work overtime by inverse seniority when time off had already been approved before the overtime posting.
Tuition Reimbursement	Increases total allocation from \$7,500 to \$10,000 and increases individual utilization limit from \$500 to \$1,000.
Transit Car Cleaner Uniforms	Provides specified items of inclement weather gear and an annual cash allowance of \$250 toward the cost of acquiring SFMTA-approved waterproof safety shoes for 9102 Transit Car Cleaners and 9104 Transit Car Cleaner Assistant Supervisors.
Fare Collections Receiver Uniforms	Provides specified items of protective clothing and equipment and an annual cash allowance of \$250 toward the cost of acquiring SFMTA-approved safety shoes for 9110 Fare Collections Receivers, 9116 Senior Fare Collections Receivers, and 9117 Principal Fare Collections Receivers.
Joint Health & Safety Committee	Establishes a Joint Labor Management Health and Safety Committee to begin meeting no later than December 31, 2022.
Equitable Workplace Committee	Renames Committee on Diversity, Fairness and Inclusion, sets quarterly meetings, updates scope, and requires annual meetings with HR and Office of Racial Equity. Additional training requirements established.
Transit Ambassador Series Committee	Establishes a joint labor-management committee to meet every other month to discuss job descriptions, time limits, career path, and other issues related to 9910 Public Service Aide, 9166 Transit Ambassador, and 9167 Transit Ambassador Supervisor classifications.

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Common Good Committee	Requires quarterly meetings with Union to develop plans for increasing stimulus funding sources for SFMTA operations.
Disaster Service Worker (DSW)	Requires MTA to establish a DSW staffing plan by January 1, 2024, provide annual training on DSW duties and responsibilities, attempt to avoid assigning DSW duties to probationary employees, make best efforts to provide advance notice of DSW assignment changes, expand eligibility for bilingual pay during DSW assignments, and provide the contact information for the City command center for complaints.
Assault Prevention & Harm Reduction Committee	Clarifies that this already established committee will begin meeting at either party's request.
Assault Reporting	Requires SFMTA to report assaults on represented employees to Union within 48 hours and to issue quarterly reports on incidents of assaults to the Union. Parties to collaborate on a form for employees to report assaults no later than September 1, 2022.
9131 Station Agent Opening and Closing Premium	Includes specific new subway covered stations on list of those eligible for premium; provides one designated parking space for Station Agent at Forest Hill Station. Eliminates requirement that premium apply to any stations opened during contract.
Classification Study and Equity Adjustments Side Letter	No later than August 1, 2023, SFMTA shall initiate a study on duties and compensation of 8214 Parking Control Officer, 8216 Senior Parking Control Officer, 9110 Fare Collections Receiver, 9116 Senior Fare Collections Receiver, and 9104 Transit Car Cleaner Assistant Supervisor classifications. No later than January 1, 2024, the parties will complete a meet and discuss process regarding appropriate compensation adjustments for these classifications.
Union Dues	Provides that MTA shall not discontinue deductions without notice from the union.
Family Medical Leave Act (FMLA)	FMLA decision may be contested through an EEO complaint and/or a grievance process.
Reasonable Accommodation	Requires SFMTA to confirm receipt of accommodation requests within seven calendar days.
Hiring Side Letter	Requires parties to meet regarding possible joint proposals to Civil Service Commission to streamline hiring and make it easier for temporary exempt (Category 18) employees to seek permanent civil service appointments.

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	SFMTA also commits to using existing tools to streamline hiring.
Workforce Development and Career Ladders Side Letter	Creates a committee to meet quarterly regarding career ladders and made recommendations to SFMTA Board and Civil Service Commission; provides four hours of release time annually to attend workforce development and in-service training; requires posting of all groupings within classification plan; requires SFMTA to make best efforts to highlight promotional pathways, career ladders, and career lattices to promote upward mobility in the SFMTA workforce.
Election of Remedies	Removes requirement that employees elect either grievance or EEO process for complaints of discrimination, harassment, retaliation, or failure to provide accommodation for a disability.
Comfort Standards	Requires MTA to meet and confer over lounge, locker, comfort, and restroom facilities.
Clean-up: Labor-Management Committee (LMC) side letter	Moves LMC side letter into body of MOU
Clean-up: New Employee Orientation side letter	Moves the New Employee Orientation side letter into body of MOU
9910 and 9116 (Fare Collections Receiver series) Side Letter	Moves the 9910 and 9116 Side Letter Appendix into the body of MOU; modifies time-off request procedure to require submissions via Revenue Operations SharePoint or other mutually agreeable SFMTA online platform.
Clean-up: 9131 Station Agents Side Letter	Moves the 9131 Station Agents Side Letter Appendix into the body of MOU.