

**SFMTA Bargaining 2022 - Executive Summary of Tentative Agreements
International Brotherhood of Electrical Workers (IBEW), Local 6**

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>
Equity Adjustments	<p>Effective July 1, 2022, provides the following base wage increases:</p> <p>5% for 7345 Electrician and 7216 Electrical Transit Shop Supervisor I</p> <p>4.38% for 7238 Electrician Supervisor I</p> <p>4.13% for 7276 Electrician Supervisor II</p> <p>4% for 7366 Transit Power Line Worker, 7235 Transit Power Line Supervisor I, 7274 Transit Power Line Supervisor II, 7310 Transit Power Cable Splicer, and 6252 Line Inspector</p> <p>2% for 7408 Assistant Power System Operator, 7364 Power System Operator, 7365 Senior Power System Operator, 7244 Power System Supervisor I, 9145 Traffic Signal Electrician, 9147 Traffic Signal Electrician Supervisor I, and 9149 Traffic Signal Electrician Supervisor II</p> <p>Effective July 1, 2023, provides the following base wage increases:</p> <p>4% for 7366 Transit Power Line Worker, 7235 Transit Power Line Supervisor I, 7274 Transit Power Line</p>

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	<p>Supervisor II, 7310 Transit Power Cable Splicer, and 6252 Line Inspector</p> <p>2% for 9145 Traffic Signal Electrician, 9147 Traffic Signal Electrician Supervisor I, 9149 Traffic Signal Electrician Supervisor II, 7216 Electrical Transit Shop Supervisor I, 7408 Assistant Power System Operator, 7364 Power System Operator, 7365 Senior Power System Operator, 7244 Power System Supervisor I, 7371 Electrical Transit System Mechanic, 7430 Assistant Electronics Maintenance Technician, 7318 Electronic Maintenance Technician, 7329 Electronics Maintenance Technical Assistant Supervisor, and 7287 Supervising Electronic Maintenance Technician</p> <p>Effective close of business June 30, 2024, provides the following base wage increases:</p> <p>2% for 7430 Assistant Electronic Maintenance Technician, 7318 Electronic Maintenance Technician, 7329 Electronics Maintenance Technical Assistant Supervisor, 7287 Supervising Electronic Maintenance Technician, and 7371 Electrical Transit System Mechanic</p>
Lead Pay	Increases lead pay from \$12.50 to \$15.00.
Holidays	Recognizes Juneteenth (June 19); changes Columbus Day to Indigenous Peoples' Day/Italian-American Heritage Day.
Entrance Above Step 1	Adds 7318 Electronic Maintenance Technician to list of classifications that enter at Step 5. Classifications 7430 Assistant Electronic Maintenance Technician, 7432 Electrical Line Helper, and 7510 Light Fixture Maintenance Worker to enter at Step 3 or above.
Life Insurance	Provides term life insurance in the amount of \$50,000
Severance Pay	Provides severance pay equal to one week of pay for each full year worked, up to a maximum of 12 weeks, in the event of layoffs. Employees appointed pursuant to Charter Section 10.104(18) who meet defined eligibility thresholds may choose between severance and administrative hearing upon release.
Standby/Callback	Provides for minimum of one quarter hour or actual time spent, whichever is greater, for an employee who is required to be on standby responds to a page or inquiry by phone.

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Election of Remedies	Eliminates requirement that employees choose between grievance procedure and internal complaint processes for claims of discrimination, retaliation, harassment, or failure to accommodate a disability.
JLMC / Electrical Safety Committee	Establishes an Electrical Safety Committee
Holidays that Fall on Saturday	Allows in-lieu day(s) to be taken in current or next fiscal year
Subcontracting	Provides definition of "Electrical Work" for purposes of subcontracting and requires 30 days' notice to Union of relevant personal services contracts.
Seniority	Updates and clarifies method of resolving ties in Seniority
Overhead Lines Pilot Program Side Letter	Renews and extends pilot program providing for referral, signing, and relocation bonuses to incentivize hires in Overhead Line Classifications (7235, 7310, and 7366), subject to certain limitations.
Apprenticeships	Continues and expands language requiring negotiations over apprenticeship and training programs. Adds 7318 Electronic Maintenance Technician & 7371 Electrical Transit System Mechanic to list of Apprenticeship Classes.
Release of Category 18 Employees	Defines term limits for Category 18 Employees and defines options when employees in these categories are released.
Utilization of Prop F and Temporary Exempt (TEX) Employees	HR Director agrees to work with SFMTA Divisions to ensure proper utilization of Prop F and TEX employees when such positions should be more appropriately filled by PCS employees. SFMTA will notify holdovers in represented classifications of any recruitment for exempt positions in their classifications.
Clean-up: Compensation Rates in CBA	Publishes compensation rates in the MOU
Clean-up: Holiday Pay Eligibility	Cleans up language regarding the number of hours prorated for part-time or full-time employees.