

**SFMTA Bargaining 2024 - Executive Summary of Tentative Agreements  
International Brotherhood of Electrical Workers (IBEW), Local 6**

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>Pursuant to an arbitration award, effective July 1, 2024, provides the following base wage increases:</p> <ul style="list-style-type: none"> <li>• 2.5% for 9145 Traffic Signal Electrician, 9147 Traffic Signal Electrician Supervisor I, and 9149 Traffic Signal Electrician Supervisor II</li> <li>• 2.8% for 7390 Welder</li> <li>• 2% for 7364 Power System Operator, 7365 Senior Power System Operator, and 7244 Power System Supervisor I</li> </ul> <p>Pursuant to an arbitration award held in accordance with paragraphs 158-159 of the 2022-2024 MOU, effective July 1, 2024, provides the following base wage increases:</p> <ul style="list-style-type: none"> <li>• 2% for 7380 Electrical Transit Mechanic, Assistant Supervisor</li> <li>• 2.5% for 7253 Electrical Transit Mechanic Supervisor I</li> </ul>
Night Duty Differential	Increases shift 3 premium from 11% to 12%.
Safety Shoes	Provides a \$250 cap on annual safety shoe allotment, changed from previously stating “one pair of shoes”, and provides that employees may utilize the remaining funds for the purchase of the following accessories: insoles, laces, toe caps, and socks.

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Attendance	Updates to existing attendance bulletin in MOU.
Training	Adds commitment that training specific to any new equipment shall be provided, and that such training schedule will be reviewed by current quarterly Union/SFMTA Relations Committee. Adds commitment that training shall be provided when applicable safety regulations are changed, and that such training schedule will be reviewed by current Electrical Safety Committee.
Mobile Crane Premium	Adds SFMTA commitment to ensure that all employees assigned to operate such equipment shall receive training to become certified no later than July 1, 2025.
Subcontracting	Adds SFMTA commitment to provide the Union the name of the contractor, any subcontractors, and location where work will be performed for all relevant job order contracts and all task orders, when the information becomes available.
Temporary Exempt Hiring	Side letter that establishes a pilot project in which the SFMTA agrees to interview up to 3 referrals from the IBEW Local 6 when hiring 7345 Electricians for Temporary Exempt Positions.
Grievance Procedure	Adds Union commitment to make best efforts to provide earlier correspondences with Step 3 grievances when submitted to Employee & Labor Relations. Adds SFMTA commitment to provide a list of Designated Management Officials and Appointing Officers, and their designees, annually. Adds that employee written responses to proposed disciplinary charges must be submitted by the date the Skelly is scheduled, and that any supplemental written response shall be submitted within 7 days of the Skelly hearing. Adds that notices of proposed disciplinary action will state the date the proposed action is to take effect.
Discipline	Adds option for SFMTA and the Union to agree to a 5% temporary reduction in pay in lieu of an unpaid suspension. Codifies that Skelly decisions will be provided in writing to the employee and their Union representative.
Seniority	Moves month that SFMTA provides seniority list to union from December to October of each year.

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Streets Division Overtime	Makes permanent a pilot program regarding assigning overtime out of sequence, and adds commitment that, when overtime is needed for a special project, SFMTA shall make best efforts to provide 2 weeks advance notice, when feasible.
Union Representatives	Adds Union commitment to notify SFMTA of Union representatives list annually and to update as needed.
Recognition	Adds two classifications, 7354 Apprentice Power Line Worker 1, and 7357 Apprentice Power Line Worker 2. Modifies the titles of classifications 7364, 7365, and 7408 to replace “Power House” with “Power System”.
Compensation Rates	Include wage schedule in CBA
Clean up – Dues Deduction	Changes “Union Security” section title to “Dues Deduction”.
Clean up – Streets Division	Changes “Sustainable Streets” references to “Streets Division”.