

SFMTA Bargaining 2022 - Executive Summary of Tentative Agreements
Municipal Executives' Association (MEA)

| 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> |
| MCCP Program | <p>Continues the current MCCP program, allocating the following percentages of SFMTA/MEA payroll for FYs 22-23 and 23-24 for ongoing wage increases and one-time payments for Range B & C adjustments and placement of non-MCCP eligible employees into step 6 through 9:</p> <p>0.25% for Ongoing Wage Increases 1.00% for One-Time Payments</p> |
| Management Training Fund | Increases annual budgeted amounts for each year for management training from \$40,000 to \$48,000 and for associated equipment from \$20,000 to \$24,000 |
| Acting Assignment Pay | Increases acting pay 5% to 7.5% |
| Holidays | Recognizes Juneteenth (June 19); changes Columbus Day to Indigenous Peoples’ Day/Italian-American Heritage Day. |
| Long-Term Disability | Modifies existing Long Term Disability plan requirement to specify a benefit level of 2/3 of salary up to age 65, subject to integration. |
| Administrative Leave | Extends deadline for use of previously accrued Administrative Leave to June 30, 2024. |
| Supervisory Differential Adjustment | Changes “may” to “shall” for Appointing Officer to adjust the compensation of a supervisory employee based on certain conditions. |
| Telecommuting | Incorporates Citywide Telecommuting Policy and Program (TPP) into MOU. |

SFMTA Bargaining 2022 - Executive Summary of Tentative Agreements
Municipal Executives' Association (MEA)

| Topic | Change |
|--|--|
| Investigative Interviews | Sets requirements for investigative interviews, including confidential locations, technical assistance where needed for remote interviews, and identification of the investigator in advance of the interview. |
| Grievance Procedures | Creates separate grievance procedure for Executive Management Employees to eliminate duplicative/inapplicable steps. |
| Discipline | Provides MEA with an additional 14 calendar days to prepare for a Skelly meeting in complex cases. Sets detailed requirements for Skelly packets. |
| Representation | For complex disciplinary cases, additional days can be requested from the SFMTA for preparation. |
| Revised Arbitrators List | Modifies the agreed upon list of arbitrators. |
| Clean-up: Legal Holidays for Part-Time Employees | Clarifies that pro-rated holiday pay for part-time employees is based on hours scheduled, not hours worked. |
| Clean-up: Floating Holidays | Clarifies that carryover of unused floating holidays to subsequent year is automatic. |
| Clean-up: Management Leave | Clarifies that carryover of unused management leave to subsequent year is automatic. |