

**SFMTA Bargaining 2022 - Executive Summary of Tentative Agreements**  
**Transport Workers' Union (TWU), Local 250-A (7410 Automotive Service Workers)**

Topic	Change
Term	July 1, 2022 to June 30, 2024
Wages	<p><b>First Year:</b> 5.25%, effective July 1, 2022</p> <p><b>Second Year:</b> 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>
Lead Person Pay	Provides for seniority to be taken into consideration when designating lead persons; adds that employees may also receive Lead Person pay for Points or Meet and Greet duties.
Shift Differential	Adds "in lieu days" to categories of time off during which employees are entitled to receive shift differentials.
Weekend Premium Pay	Changes Saturday premium from 4% to 12%; changes Sunday premium from "45% of 94% of one half" to 23.25%.
Holidays	Recognizes Juneteenth (June 19); changes Columbus Day to Indigenous Peoples' Day/Italian-American Heritage Day.
Seniority Increments	Provides for advancement to Step 2 of salary scale after six months of service rather than 12.
Clean-up: Discipline Process	Provides for just cause rights after six months instead of 12, consistent with six-month probationary period.
Assignment of Work	Sets specific date ranges for sign-ups. Eliminates requirement for automatic pre-posting review of assignments by Union and instead provides for such review at the Union's request.
Seniority	Adds language reflecting method of resolving ties in seniority
Compensation Rates in CBA	Publishes compensation rates in the MOU.
Clean-up: Union Representatives	Replaces "Shop Stewards" with "Union Representatives" throughout MOU.
Election of Remedies	Removes requirement to elect either grievance or EEO process for discrimination complaints.
Floating Holiday	Changes "may" to "shall" for carry-over of floating holidays from one FY to the next