

**SFMTA Bargaining 2024 - Executive Summary of Tentative Agreements**  
**Service Employees International Union (SEIU), Local 1021**

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> <ul style="list-style-type: none"> <li>• Establishes minimum wage of \$25.00 an hour.</li> <li>• Because of the wage structure of this proposal, no wage deferrals/offramps will be utilized.</li> </ul>
Internal Adjustment: 8214 Parking Control Officer and 8216 Parking Control Supervisor	<p>Pursuant to an arbitration award:</p> <ul style="list-style-type: none"> <li>• Effective July 1, 2024, for 8214 Parking Control Officer and 8216 Parking Control Supervisor, increase top step by 3% and add a new entry step at 2% below the current first step.</li> <li>• Effective July 1, 2025, for 8214 and 8216, increase top step by 1.5%.</li> </ul>
Transit Ambassador Equity	<p>Effective July 1, 2024, for 9166 Transit Ambassador, 9167 Transit Ambassador Supervisor I, and 9168 Transit Ambassador Supervisor II, increase by 0.25%.</p>
Weekend Premium	<p>Establishes weekend premiums for classifications 9110 Fare Collections Receiver, 9116 Senior Fare Collections Receiver, 9117 Principal Fare Collections Receiver, 9102 Transit Car Cleaner, 9104 Transit Car Cleaner Assistant Supervisor, 9131 Station Agent and 1937 Supervising Parts Storekeeper:</p> <ul style="list-style-type: none"> <li>• 4% for regularly scheduled hours worked on Saturday; and</li> </ul>

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	<ul style="list-style-type: none"> <li>6% for regularly scheduled hours worked on Sunday.</li> </ul>
8216 Parking Control Supervisor Training Premium	Creates a 10% training premium for 8216 Parking Control Supervisors who for all hours worked while actively providing field or classroom training for other 8216s.
Station Agent of the Month	Provides Recognition Allowance award of \$400 for 9131 Station Agent of the Month, upon meeting certain criteria. Additional eligibility criteria may be set by mutual agreement.
PCO Attendance Bonus / Expert Officer Premium	Codifies prior agreement on calculating “on duty in paid status” eligibility criteria for the Expert Officer Premium and PCO Attendance Bonus.
Station Agent, Transit Traffic Checker and Sr. Transit Traffic Checker Uniforms	Increases safety shoe allowance from \$175 to \$250 to provide consistency with other classifications, and adds 1 belt to annual uniform allotment for or 9131 Station Agent, 9126 Transit Traffic Checker and 9128 Senior Transit Checker.
Trauma Time	Establishes eligibility for trauma time for 8214 Parking Control Officer, 8216 Parking Control Supervisor, 9131 Station Agent, 9166 Transit Ambassador, 9167 Transit Ambassador Supervisor I, and 9168 Transit Ambassador Supervisor II. Employees may take 1 day of paid administrative leave following witnessing a human fatality or similar incident, or after being the victim of battery.
Transit Car Cleaner Prescription Safety Glasses	Codifies current policy of providing replacement prescription safety glasses if glasses are damaged by work related incident, or if employee’s prescription has changed for 9102 Transit Car Cleaner and 9104 Transit Car Cleaner Assistant Supervisor.
Station Agent Secondary Booths	Creates commitment to assign available station extra board staff to unstaffed secondary booths and a second agent to Union Square station.
Telecommuting	Codifies that employees who meet eligibility criteria and program guidelines may apply to participate in the Telecommuting Program.
Data Provisions	Codifies current SFMTA commitment to provide regular reports of represented employees to the Union.

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Station Agent Booth Update	Establishes that the Joint Labor Management Health and Safety Committee will an opportunity to review plans and provide input for remodel of station agent booth.
Bereavement Leave	Provides that SFMTA will align bereavement leave benefit with the Civil Service Commission’s rule on such leaves of absence, including any future amendment to such rule.
Station Agents Shift Bid	Commitment to hold twice-annual bid in January and July. Increases the number of union monitors from 1 to 2.
Station Agent Booth Testing	Commitment by SFMTA to test all station agent booths for mold by December 31, 2024.
Employee Ergonomic Assessment	Adds SFMTA commitment that if the Union identifies an ergonomic hazard in the workplace that has led to three or more accepted Workers’ Compensation claims of the same nature, to meet and develop a solution. Codifies availability of ergonomic assessment of employee workspaces, access to view ergonomic equipment options, and to provide ergonomic equipment as needed. Adds SFMTA commitment to inform new hires of availability of ergonomic assessments during New Employee Orientation.
Short Notice Overtime	Establishes fixed timeframes for posting overtime with less than two weeks’ advance notice. Establishes a “Short Notice Overtime List” procedure for employees to volunteer to be called for overtime with fewer than 4 days’ notice. Defines emergency overtime and establishes procedure for when there is insufficient time to post the overtime in advance, to fill positions with volunteers on first come first served basis, and if there are insufficient number of volunteers, then on-duty employees may be drafted by inverse seniority.
Contracting Out	For contracts for work that could potentially be performed by represented classifications, increases notice period for contracting out from 30 days to 60 days. Establishes that by January 1, 2025, DHR/SFMTA shall maintain an online vacancy dashboard at is updated monthly.

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Grievance Procedure	Adds Union commitment to make best efforts to provide copies of earlier correspondences with Step 3 grievances when submitted to Employee & Labor Relations.
Discipline / Skelly Rights	Codifies that Skelly decisions will be provided in writing to the employee and their Union representative.
Transit Ambassador Side Letter	Adds commitment for Transit Ambassador JLMC to explore alternatives to subcontract Transit Ambassador work.
Recognition	Re-title classification 8216 from Senior Parking Control Officer to Parking Control Supervisor. Adds new classifications 9166 Transit Ambassador, 9167 Transit Ambassador Supervisor I, and 9168 Transit Ambassador Supervisor II to the list of classification represented by the Union.
No Discrimination	Adds commitment that the SFMTA Office of Civil Rights (OCR) shall offer a complainant an intake interview within 30 days of SFMTA receiving a complaint within OCR's jurisdiction, and that SFMTA shall issue the complainant a determination within 30 days of OCR's final approval of the investigation.
Equity – Job Analysis – Side Letter	Commitment to complete job analyses of 9110 Fare Collections Receiver and 9104 Transit Car Cleaner Assistant Supervisor job series in 2025; to work collaboratively regarding any proposed changes to the job specification(s), and if any changes include additional job duties, meet to discuss potential salary adjustments. Parties may utilize a mediator to help resolve any disputes.
Generative Artificial Intelligence	Commitment to provide written notice pursuant to the Meyers-Milias Brown Act of any proposed ordinance, regulation or policy directly relating to matters within the scope of representation regarding the use of generative Artificial Intelligence (AI).
Street Changes	Provides that 2 designated Union representatives will be added to the distribution list for the Transportation Advisory Staff Committee (TASC) and the Color Curb

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	Hearing agenda, so that the Union has the opportunity to review and provide input on streets changes.
Parking Facilities	Commitment that SFMTA will meet with the Union to discuss potential options to provide parking for 8214 and 8216 employees near the new headquarters.
Representatives and Stewards	Reallocation of bargaining team members across Parking Control Officer and Supervisor classifications; and commitment for Union to keep SFMTA informed of identities of bargaining team members.
SFMTA Payroll/Pay Advice Codes	Adds an Appendix listing applicable payroll/pay advice codes, for informational purposes.