

SFMTA Bargaining 2024 - Executive Summary of Tentative Agreements
Transport Workers' Union (TWU), Local 250A (9132 Transit Fare Inspectors)

Topic	Change
Term	July 1, 2024 to June 30, 2027
Wages	<p>First Year: 1.5% effective July 1, 2024 1.5% effective January 4, 2025 1% effective close of business June 30, 2025</p> <p>Second Year: 1% effective July 1, 2025 1.5% effective January 3, 2026 2% effective close of business June 30, 2026</p> <p>Third Year: 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>
Bilingual Pay	Provides \$60 bilingual premium to transit fare inspectors who perform fare inspection or customer service duties and are certified as bilingual. Permits SFMTA to require that employees be recertified no more than once every two years and provides that the premium shall not expire pending recertification. Removes previously existing reference to \$60 and \$40 bilingual premiums.
Lunch/Break Room	Removes requirement that a lunch/break room be provided for employees. Allows employees to take their meal breaks at any time between the fourth and sixth hour of shift, provided that the break be completed by the beginning of the sixth hour of work. Provides that in the event of an emergency, the meal break may be delayed. Memorializes the current practice of allowing a five-minute grace period at the start and end of each meal break. Initiates pilot program where fare inspectors will be issued optional backpacks for carrying food. During Special Operations and Overtime Assignments, the scheduling of meal breaks will be at the discretion of management.
Assignment of Work	Changes the bid roster posting to be at least 7 days, decreased from 14 days, in advance of the sign-up.
Compensatory Time	Adds that so long as SFMTA maintains a level of at least 45 active fare inspectors, employees will be permitted to earn CTO for overtime hours. Permits SFMTA to offer

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	CTO in its discretion when it maintains fewer than 45 active fare inspectors.
Joint Labor Management Board	Changes the JLMB to meet every other month instead of every month.
Overtime Seniority	Provides that the overtime rotating list will be offered by seniority, and that if opportunities are being distributed inequitably, SFMTA and the Union shall meet and confer and agree on a modification that results in a more equitable distribution. Removes existing language regarding overtime list.
Discipline Process	Provides the Union with the opportunity to review video evidence at the beginning of an investigatory interview, or if no interview, in advance of the Step 1 Grievance meeting.
Field Training Officers	Clarifies that participation as an FTO is voluntary and highly encouraged.
Clean up	Removes the hyphen in the Union's name from "250-A" to "250A".