



**SIDELETTER BETWEEN
THE TRANSPORT WORKERS' UNION, LOCAL 250A
AND
THE SAN FRANCISCO MUNICIPAL TRANSPORTATION AGENCY
REGARDING INCONVENIENCE PAY**

WHEREAS, the San Francisco Municipal Transportation Agency (SFMTA) and the Transport Workers' Union, Local 250A (Union) currently have a Memorandum of Understanding (MOU) for the term of July 1, 2024 through June 30, 2027; and

WHEREAS, the SFMTA and the Union reached an agreement on September 10, 2024, to settle PERB Case No. SF-CE-1932-M regarding inconvenience pay.

NOW THEREFORE, the Union and SFMTA agree as follows:

1. Subject to final approval by the SFMTA Board, the Parties shall seek to amend their 2024-2027 MOU by adding a new Appendix on Inconvenience Pay, which shall read:

Effective June 19, 2027, both the General inconvenience pay and Green/MME inconvenience pay will be paid to Operators in the following circumstances:

- a. General inconvenience pay will be paid to an operator that must pull-out from or pull-in to a foreign Division. The amount of general inconvenience pay will be determined by the operator's "from" division and "to" division according to the below table, paid at the straight time rate. Floating extra board Operators are not eligible for General Inconvenience Pay.

	Presidio	Potrero	Islais Creek	Woods	Kirkland	Flynn
Flynn	1 hour	30 min	30 min	30 min	1 hour	-
Kirkland	30 min	1 hour	1 hour	1 hour	-	1 hour
Woods	1 hour	30 min	30 min	-	1 hour	30 min
Islais Creek	1 hour	30 min	-	30 min	1 hour	30 min
Potrero	1 hour	-	30 min	30 min	1 hour	30 min
Presidio	-	1 hour	1 hour	1 hour	30 min	1 hour
Green/MME	1 hour	30 min	30 min	30 min	1 hour	30 min



Cable Car	30 min	1 hour	1 hour	1 hour	30 min	1 hour
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- b. Green/MME inconvenience pay is applicable only to rail operators at Green/MME Division and will be paid to an operator whose run falls into one of the following categories:
- i. All runs that start at MME and end at Green or at any other relief point (not including 3rd/Marin)
 - ii. All runs that start at Green and end at MME
 - iii. All runs that start at Green and end 3rd/Marin
 - iv. All runs that start at 3rd/Marin and end at Green or any other relief point

Green/MME inconvenience pay will be paid in an amount equivalent to one (1) hour of straight time rate.

For the San Francisco Municipal
Transportation Agency

Jeffrey P. Tumlin December 13, 2024
 Jeffrey P. Tumlin Date
 Director of Transportation

For the Transport Workers' Union,
Local 250A

Anthony Ballester *12-13-24*
 Anthony Ballester Date
 President

Approved as to Form

Peter Cowman December 16, 2024
 Peter Cowman Date
 Assistant Chief Labor Attorney