



TRANSPORT WORKERS UNION OF AMERICA

LOCAL 250A AFL-CIO

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Sisters and Brothers of TWU Local 250A, as we all know Mayor Daniel Lurie reached and offered us a contract Tentative Agreement (TA). Many operators said, "it's not about the money it's about working conditions." The Executive Board listened and we went back and got two improvements in working conditions (see below) and are now putting the new and improved offer up for a vote with the operators. We will vote from October 25 to October 29.

Local 250A and SFMTA have spent the last two weeks working to see what type of issues we could get handled at the LMC. We came to an agreement on two issues that have been bothering operators and would be implemented upon TA ratification:

- 1) A new process to ensure "walk files" are honored per seniority for the extra board.
- 2) The SFMTA institutes an extra board signup when 5 or more operators return to a division. At Green they will treat different modes extra boards separately, 5 for LRVs and 3 for F-Line.

Some people are upset that we won't be able to negotiate. We've got something better. The first thing he offered in lieu of negotiations is a new LMC agreement. This Labor Management Committee (LMC) is for the length of the contract. What makes this LMC special? During our present LMC many things run into an impasse and we see little movement. To fix that we can mediate, arbitrate and bring things directly to the Mayor! With the new agreement the union can bring three issues to City Hall for the Mayor and his team to assist in resolution.

"During the four years of the contract, we will aggressively use the new Labor Management Committee (LMC) process that allows us to take our important issues all the way up to the highest officials for resolution. We are confident we can get a lot of accomplished because we will use that process to the fullest."

-Keriane Steele TWU Local 250A Attorney

The second thing in the offer is a 12% raise over four years (compounded 12.64%!). With this raise we will remain the highest paid transit operators in the country!

The third thing the Mayor offered City employees is an unprecedented layoff protection for over 2.5 years to union employees who signed the TA. California law gives employers such as the City and County of San Francisco management's rights to institute layoffs. What makes this so special is that management will be giving up their rights to layoffs. This component is super important because of the status of the San Francisco budget at this time. The federal governments had been cutting off transit, and care health funding that has had a negative impact on the overall budget of San Francisco.

The main points to the TA are:

- 1) Guaranteed no layoffs through 6/30/29 (unprecedented!)
- 2) 12% raises over a 4-year extension (12.64% compounded)
- 3) Most powerful Labor Management Agreement ever!

Fraternally,
Executive Board

VOTE YES!!!

Base Hourly Wage Rates TWU 250A 9163 Transit Operators

Effective Date	Percent Increase & Type	Base Hourly Rate (Top Step)
July 1, 2024	1.5% Base Wage Increase and 1% Additional Wage Increase	\$45.46250
January 4, 2025	1.5% Base Wage Increase	\$46.15000
COB June 30, 2025	1% Base Wage Increase	\$47.53750
July 1, 2025	1% Base Wage Increase and 1% Additional Wage Increase	
January 3, 2026	1.5% Base Wage Increase	\$48.25000
COB June 30, 2026	2% Base Wage Increase	\$49.21250
January 2, 2027	2% Base Wage Increase	\$50.20000
COB June 30, 2027	2.5% Base Wage Increase	\$51.45000
<u>January 1, 2028</u>	<u>1% Base Wage Increase</u>	<u>\$51.96250</u>
<u>July 1, 2028</u>	<u>2% Base Wage Increase</u>	<u>\$53.00000</u>
<u>December 30, 2028</u>	<u>1% Base Wage Increase</u>	<u>\$53.52500</u>
<u>July 1, 2029</u>	<u>2% Base Wage Increase</u>	<u>\$54.60000</u>
<u>December 29, 2029</u>	<u>1% Base Wage Increase</u>	<u>\$55.15000</u>
<u>July 1, 2030</u>	<u>2% Base Wage Increase</u>	<u>\$56.25000</u>
<u>December 28, 2030</u>	<u>1% Base Wage Increases</u>	<u>\$56.81250</u>
<u>April 5, 2031</u>	<u>2% Base Wage Increase</u>	<u>\$57.95000</u>

What does a YES vote mean?

Yes means you **approve raises** of 12% over 4 years (**compounded 12.64%**).

Yes means you **approve layoff protections** for over 2.5 years (versus 0 protection).

Yes means to accept an **upgraded Labor Management Committee** with the power of mediation and arbitration. This means that things that got stuck in the past with no agreement, could now go to a professional mediator/arbitrator or the Mayor's office 3 times a year and have meaningful change. This is for the length of this contract in lieu of negotiations and will bring significant changes throughout the life of the contract.

Yes means to approve the new system **ensuring seniority** on extra board assignments.

Yes means the F-line and LRVs will be **treated separately** regarding returning operator counts and extra board signups. It would take 5 operators returning to the LRV extra board to initiate a new extra board signup for LRVs and 3 operators returning to the F-Line extra board to initiate a new extra board signup for the F-Line.

What does a NO vote mean?

No means that you **reject raises** of 12% over 4 years (compounded 12.64%).

No means you **reject all layoff protections**.

No means you **reject upgraded Labor Management Committee** with the power of mediation and arbitration upon impasse. No means to stick with the status quo LMC without a mediator/arbitrator.

No means to waive the new system of ensuring seniority on extra board assignments.

No means both the F-line and LRVs will continue to have **frequent signups** due to all operators being counted together for extra board signups.

**APPENDIX J – SAN FRANCISCO MUNICIPAL TRANSPORTATION AGENCY AND
TRANSPORT WORKERS’ UNION LOCAL 250A (9163 – TRANSIT OPERATORS)
LABOR MANAGEMENT COMMITTEE LETTER OF AGREEMENT**

- 1. The San Francisco Municipal Transportation Agency (“SFMTA”) and the Transport Workers’ Union (“TWU”) Local 250A (9163 Transit Operators) (each separately a “party,” together “the parties”) understand and agree that it is the objective of all parties to provide quality services to residents in a work environment that is safe for employees and in which employees’ collective concerns about their terms and conditions of employment are discussed and addressed. To promote these shared goals, the parties agree to establish a SFMTA-TWU Local 250A Labor Management Committee for TWU Local 250A-represented employees (the “TWU Local 250A-SFMTA LMC”). For the duration of this Letter of Agreement, up through and including June 30, 2031, this Committee will replace any existing labor management committee intended to address Agencywide matters. Either party may bring Agencywide issues directly to this committee. Either party may bring issues subject to other existing committees to this committee only after the issues have been first heard by the relevant committee and were not resolved. This committee shall not hear individual personnel matters or issues subject to the grievance procedure.**
- 2. Membership: The TWU Local 250A-SFMTA LMC shall be composed of an equal number of participants appointed by the Union and by the SFMTA, as mutually agreed upon by the parties, but shall not exceed twelve (12) participants. Additional subject matter experts shall be permitted to attend meetings as necessary. Consistent with MOU provisions regarding release time, bargaining unit employees (including any union subject matter experts) shall be released in advance of any TWU Local 250A-SFMTA LMC meeting for reasonable caucus time and to attend the meeting.**
- 3. Meeting: The TWU Local 250A-SFMTA LMC shall meet every month starting the month following ratification of this Letter of Agreement. The meetings shall be regularly scheduled for a specified day of each meeting month, unless the parties mutually agree to a different date in the month. No later than seven (7) calendar days before the scheduled meeting, the SFMTA and the TWU Local 250A shall provide each other with their proposed agenda items in writing to be discussed at the meeting. Other items shall not be discussed absent mutual agreement. If the SFMTA’s Human Resources, Employee and Labor Relations Division does not receive the Union’s proposed agenda items seven (7) days in advance, the SFMTA may cancel the meeting. The parties may also agree not to meet if neither party has issues to discuss. The parties shall meet and confer to attempt to come to agreement on Agencywide LMC ground rules. Meetings shall be rotated between the parties’ office locations, unless the parties agree otherwise. The meetings shall be scheduled to last at least one (1) hour and in**

Memorandum of Understanding Between
Transport Workers Union, Local 250A (9163) and Municipal Transportation Agency
July 1, 2024 – June 30, 202731

no event shall they last more than three (3) hours, unless the parties mutually agree to extend the meeting. The parties may agree to continue an agenda item discussion to the following meeting.

4. Purpose: The purpose of the TWU Local 250A-SFMTA LMC is to discuss and address issues surrounding TWU Local 250A-represented employees' terms and conditions of employment in a constructive manner. Each party will be prepared to substantively discuss items on their proposed agenda and bring concrete examples.
5. Dispute Resolution: At all times the TWU Local 250A-SFMTA LMC shall try to resolve issues through mutual agreement. If there is no mutual agreement, either party may request in writing within fourteen (14) calendar days after the last meeting at which the issue was discussed, that the issue be submitted to mediation. The Mediator shall attend the next scheduled LMC meeting for which the Mediator is available. The Mediator shall listen to the parties' respective positions and make an oral recommendation to the members of the TWU Local 250A-SFMTA LMC at the conclusion of the mediation, or no later than one (1) week after, unless the parties mutually agree to give the Mediator additional time. The Mediator's recommendation shall be advisory. The parties may agree to implement the Mediator's recommendation and if they decide to do so, shall thereafter work together to make that implementation successful. Recommendations or decisions of the Mediator must be consistent with the San Francisco Charter, Codes, Civil Service Rules, City and SFMTA policies, and provisions of this Letter of Agreement. Recommendations or decisions shall not be grievable under the grievance procedure contained in this Letter of Agreement.
6. Mediator: The party timely requesting mediation shall request a Mediator from the State Mediation and Conciliation Service unless the parties mutually agree to a Mediator. No transcript or other recording of the mediation shall be made, and the mediation shall be considered a part of the TWU Local 250A-SFMTA LMC process. The matters discussed at mediation shall be confidential and not subject to disclosure in any subsequent proceeding. Under no circumstances shall a Mediator be required to testify concerning the mediation. The parties shall jointly bear the cost of the Mediator, as well as all other costs associated with the mediation.
7. Resolution through Mayor: Each party may submit no more than three (3) unresolved issues to the Mayor and Director of Transportation for resolution one (1) time per fiscal year, including Fiscal Year 2026-2027. The parties will submit the unresolved issues in writing two (2) weeks in advance of the meeting so the Mayor and Director of Transportation can be prepared. Recommendations or decisions of the Mayor and Director of Transportation shall not be grievable under the grievance procedure contained in this Memorandum of Understanding. Under no circumstances shall the Mayor or the

Director of Transportation be required to testify concerning the meeting or their recommendation.

8. Enforcement: The parties agree that either party may file a grievance regarding any failure by the other party to fulfill any procedural obligation that arises under this Letter of Agreement. Grievances under this provision shall commence at Step 3. There shall be no monetary remedies for any violation of this Letter of Agreement.
9. Nothing in this Letter of Agreement shall abridge or otherwise modify any right guaranteed by another provision of this Memorandum of Understanding.
10. This Letter of Agreement will become effective upon adoption of the SFMTA Board of Directors and will end on June 30, 2031.

TWU 250A

TRANSIT OPERATORS



SFMTA-Wide
Labor Management
Committee (LMC)

Stronger Collaboration.
Better Outcomes.

1



High-level resolution option

- Permits each party to submit up to three unresolved issues per fiscal year;
- Elevates issues directly to the Mayor and Director of Transportation for high-level resolution;

2



Formal dispute-resolution mechanism

- Adds a mediation step through the State Mediation and Conciliation Service;
- Provides advisory recommendations not typically present in current boards;

3



Procedural enforcement through grievance process

- Allows grievances (starting at Arbitration) when procedural obligations aren't met
- Introduces accountability absent in existing structures;

4



Extended duration and stability

- Operates through June 30, 2031
- Supports stability and long-term planning beyond the typical MOU bargaining timeframe;

5



Rotating meeting locations

- Ensures equitable hosting and access
- Makes the committee more collaborative and balanced;