



**TWU 250A Multi Bargaining Summary 2022**

<b>Issue</b>	<b>MOU Section</b>	<b>Summary</b>
<b>Wages</b>	III.A.	Effective 07/01/2022: 5.25%  Effective 07/01/2023: 2.50% except that if the March 2023 Joint Report projects budget deficit for FY 2023-2024 that exceeds \$300 million, base wage adjustment due on July 1, 2023, will be delayed by 6 months.  Effective 01/06/2024: 2.25% except that if the March 2023 Joint Report projects budget deficit for FY 2023-2024 that exceeds \$300 million, base wage adjustment due on January 6, 2024, will be delayed by 6 months.
<b>Appointment Above Entrance</b>	III.F.	Clarifies reasons for appointment above entrance
<b>Election of Remedies</b>	II.A.	If more than one administrative remedy is offered by the City, the union and employee may elect more than one remedy.
<b>Tuition Reimbursement</b>	II.F.	Cleans up Tuition Reimbursement language and allows employees to use money for items related to the employee’s current classification or a classification to which the employee might reasonably expect to be promoted.
<b>Shop Stewards (2 proposals)</b>	I.F.	The Union may select up to five (5) shop stewards. Stewards shall be allowed 4 hours of release time for training.
<b>Alternate Work Schedules</b>	III.B.	The City and Union agree to discuss Alternate Work Schedules in the JLMC. Requests for alternate work schedules shall not be denied in an arbitrary or capricious manner.
<b>Juneteenth</b>	III.E.	Adds Juneteenth as a holiday and renames Columbus Day.
<b>Lead Pay</b>	III.C.	Adds a lead pay premium of \$15 per day when required to take the lead on any job with at least 3 other persons in similar job classifications.
<b>City Safety Representative</b>	IV.A.	Clarifies that the City safety representative must be qualified.
<b>Telecommute Program</b>	III.B.	Outlines the telecommute program and states that arrangements will not be denied or ended for arbitrary or capricious reasons.
<b>Duration</b>	V.C.	July 1, 2022 to June 30, 2024



## Employee Relations

City and County of San Francisco  
Department of Human Resources

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CCSF NEGOTIATIONS 2022

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Transport Workers Union,  
Local 250-A

Issue	MOU Section	Summary
<b>Floating Holidays</b>	III.E.	Floating Holidays received in one fiscal year and not used will be carried over to succeeding fiscal years. Employee cannot accumulate more than 80 hours.
<b>Life Insurance</b>	III.O.	The City will provide \$50,000 in term life insurance.
<b>JLMC</b>	II.G.	Describes the intent of the JLMC. Allows up to 2 stewards to be released for meetings. Includes telecommute and alternate work schedules as topics. Schedule the first meeting by August 1.