

**AMENDMENT No. 1  
TO THE 2014-2017 MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE CITY AND COUNTY OF SAN FRANCISCO  
AND  
THE TRANSPORT WORKERS' UNION, AFL-CIO  
LOCAL 250-A  
AUTOMOTIVE SERVICE WORKERS (7410)**

The parties hereby agree to amend the Memorandum of Understanding as follows, subject to approval by the San Francisco Board of Supervisors:

**ARTICLE III.A. WAGES**

During fiscal years 2014-2017 covered employees shall receive the following base wage increases:

Effective October 11, 2014: 3%

Effective October 10, 2015: 3.25%

Effective July 1, 2016, represented employees will receive a base wage increase between 2.25% and 3.25%, depending on inflation, and calculated as  $(2.00\% \leq \text{CPI-U} \leq 3.00\%) + 0.25\%$ , which is equivalent to the CPI-U, but no less than 2% and no greater than 3%, plus 0.25%.

In calculating CPI-U, the Controller's Office shall use the Consumer Price Index-All Urban Consumers (CPI-U), as reported by the Bureau of Labor Statistics for the San Francisco Metropolitan Statistical Area. The growth rate shall be calculated using the percentage change in price index from February 2015 to February 2016.

**Effective July 1, 2017, represented employees will receive a base wage increase of 3%.**

**Effective July 1, 2018, represented employees will receive a base wage increase of 3% unless the March 2018 Joint Report, prepared by the Controller, the Mayor's Budget Director and the Board of Supervisors' Budget Analyst, projects a budget deficit for fiscal year 2018-2019 that exceeds \$200 million, in which case the base wage adjustment of 3% due on July 1, 2018, will be delayed by six (6) months until the pay period including January 1, 2019.**

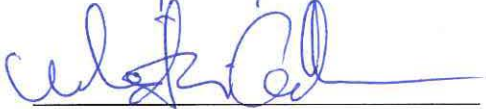
All base wage calculations shall be rounded to the nearest **whole dollar, bi-weekly** salary grade.

**ARTICLE V.C. DURATION OF AGREEMENT**

This CBA shall be in effect from July 1, 2014, through and inclusive of June 30, 2017 2019.

FOR THE CITY

Date: 1/20/17



Micki Callahan  
Human Resources Director

FOR THE UNION

Date: \_\_\_\_\_

Eric Williams  
President

Date: 1-20-17



Suzanne R. Mason  
Employee Relations Director

*APPROVED AS TO FORM:*

Date: 1/19/17



Katharine Hobin Porter  
Chief Labor Attorney