



SFMTA
Municipal
Transportation
Agency

San Francisco, CA 94103
415-398-6700
www.sfmta.com

September 30, 2015
Via E-Mail and U.S. Mail

Eric Williams, President
Transport Workers' Union (TWU), Local 250-A
1508 Fillmore Street, Suite 211
San Francisco, CA 94103

RE: Step 2 Response to Grievance dated September 25, 2015

Dear Mr. Williams:

I am in receipt of your September 25, 2015 Grievance. As prescribed in the current Collective Bargaining Agreement (CBA) between Transportation Workers' Union (TWU) Local 250-A and the San Francisco Municipal Transit Agency (SFMTA, the Agency), I am replying to your grievance.

After reviewing your grievance, it is my understanding that the Union's concern is the Agency's failure to properly follow Section 4.2 (Progression On Salary Schedule for Operators Hired On or After July 1, 2014) by failing to provide a Step Two Wage Increase after completing SFMTA training.

In your grievance you cite:

1. Article 4. (Direct Pay for Services)
2. Section 4.2 (Progression on Salary Schedule for Operators Hired On or After July 1, 2014) A. and B.

Your settlement Desired is outlined in your letter.

The SFMTA meticulously adheres to the CBA (Section 4.2.A) related to the granting of Step Two wage increases for Transit Operators (9163) appointed on or after July 1, 2014:

Effective July 1, 2014, Operators appointed on or after July 1, 2014 who have satisfactorily completed SFMTA training and have met all regulatory requirements, including all licenses and medical certifications required to operate the equipment or mode(s) of transportation to which the Operator-in-training may be assigned, shall advance to the second step and to each successive step upon completion of each year of service (italics added).

The Agency understands that Transit Operators (9163) hired prior to July 1, 2014 advance to the second pay step after the Operator-in-training satisfactorily completes SFMTA training (4.1.A and B) and Transit Operators (9163) hired on or after July 1, 2014 shall advance to the second step and to each successive step upon completion of each year of service (4.2.A and B).

In each case, the Agency carefully follows the Progression Through Steps for Operators Hired Prior to July 1, 2014 (4.1) and on or After July 1, 2014 (4.2) as detailed in Article 4 of the CBA (Direct Pay For Services) as dictated by the date of hire.

For the above stated reasons, I have made the decision to deny your grievance.

Respectfully,



Mike Helms

Manager, Human Resources

Employee and Labor Relations

CC: Ed Reiskin, General Manager, Public Transit

John Haley, Director of Transit

Donald Ellison, Director of Human Resources