



TRANSPORT WORKERS UNION OF AMERICA

LOCAL 250-A AFL-CIO

1508 FILLMORE STREET, SUITE 211 ~ SAN FRANCISCO, CA 94115

(415) 922-9495 ~ (415) 922-9416 FAX

www.twusf.org

ERIC WILLIAMS
PRESIDENT

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1 South Van Ness Ave 7th Floor
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ANDREW SIMMONS
EXECUTIVE VICE PRESIDENT

TERRENCE HALL
SECRETARY TREASURER

Re: Grievance

ANNA BRANZUELA
RECORDING SECRETARY

Date: 9-24-2014

VICE PRESIDENTS
ZHUO MA
ROBERT M. GAINER
SIEGFRIED HENDERSON

Subject: SFMTA's violation of the current CBA between Transport Workers Union Local 250-A and the SFMTA, Article 4, Section 4.2 Progression on Salary Schedule for operators Hired on or after July 1st 2014.

Nature of Grievance

To this date 9-24-2015 all 9163 Transit Operators who were hired by the SFMTA on or after July 1st 2014 to the present have not received their Step Two Wage Increase after completing SFMTA training, Per Article 4, Section 4.2 Progression on Salary Schedule for Operators hired on or after July 1st 2014.

Contract Violation

Article 4. Direct Pay for Services

Section 4.2 Progression on Salary Schedule for operators hired on or after July 1st 2014

A. Effective July 1st 2014 Operators appointed on or after July 1st 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.

B. Progression through Steps

Subject to the requirements of section 4.2, Operators hired on or after July 1st 2014, shall progress through the salary steps as follows:

Salary Step	Percentage of Hourly rate
One	63.00%
Two	72.25%
Three	81.50%
Four	90.75%
Five	100%



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Settlement Desired:

1. That all 9163 Transit Operators hired by the SFMTA on or after July 1st 2014 shall immediately be made whole by advancement to the Step Two Progression and its Wage Rate from the date each operator successfully completed SFMTA Training.
2. Immediately be made whole with payment of back pay including all wages calculated at the Step II hourly rate. The percentage (9.25%) is the difference between Step I hourly rate (63%) and Step II hourly rate (72.25%).
3. This Settlement Desired will include all wages including adjustments as defined in Section 14.5 Work Time at all additional applicable rates.

Submitted,

Eric Williams
President
Transit Workers Union
Local 250-A