

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

AFSCME TENTATIVE AGREEMENT

SALARY FOR FISCAL YEARS 2014-2021

April 7, 2016

The San Francisco Bay Area Rapid Transit District ("BART") and the American Federation of State, County and Municipal Employees Local 3993 ("AFSCME") have negotiated and reached a tentative agreement on this provision of the Collective Bargaining Agreement ("CBA"). No tentative agreement shall be a final agreement except as a part of a total package agreement between the parties. All parties agree that final approval of the tentative collective bargaining agreement is subject to ratification by AFSCME membership and the BART Board of Directors.

The parties agree to revise Section 47.8 as follows:

47.8 SALARY FOR FISCAL YEARS 2014-~~2017~~2021

A. Fiscal Year 2014

Effective July 1, 2013, the base salary, for AFSCME employees shall be increased by one and eight thousand six hundred seven ten thousandths present (1.8607%)- over the prior base rate of pay. The prior base rate of pay includes the one percent (1%) conditional wage increase provided for in the 2009-2013 Agreement effective July 1, 2013. Effective January 1, 2013. Effective January 1, 2014 the base salary shall be increased by an additional one and eight thousand six hundred seven ten thousandths percent (1.8607%).

B. Fiscal Year 2015

Effective January 1, 2015, the base salary, for AFSCME employees shall be increased by three and seven thousand two hundred fourteen ten thousandths percent (3.7214%).

C. Fiscal Year 2016

Effective January 1, 2016, the base salary, for AFSCME employees shall be increased by three and seven thousand two hundred fourteen ten thousandths percent (3.7214%).

D. Fiscal Year 2017

Effective January 1, 2017, the base salary, for AFSCME employees shall be increased by four and two thousand fourteen ten thousandths percent (4.2214%).

E. Fiscal Years 2018 and 2019

Effective July 1, 2017 and July 1, 2018 the base salary, for AFSCME employees shall be increased by two and one half percent (2.5%).

F. Fiscal Years 2020 and 2021

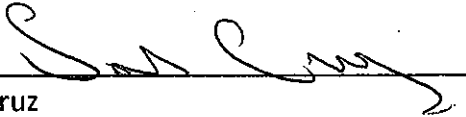
Effective July 1, 2019 and effective July 1, 2020 the base salary for AFSCME employees shall be increased by two and three quarters percent (2.75%).

FOR THE DISTRICT



Grace Crunican
General Manager

FOR AFSCME

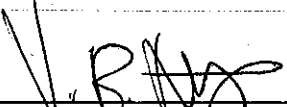


Sal Cruz
President



Carol Isen
Chief Labor Relations Officer

APPROVED AS TO FORM:



Office of the General Counsel
by Victoria R. Nuetzel