

Summary of Tentative Agreement
San Francisco Bay Area Rapid Transit
and
Amalgamated Transit Union (ATU), Local 1555
Service Employees International Union (SEIU), Local 1021
American Federation of State, County and Municipal Employees (AFSCME), Local 3993

Term: Current agreements extended through June 30, 2021

- All terms and conditions of 2013-2017 Agreements remain in full force and effect through June 30, 2021, except as follows:

General Wage Increases:

- 7-1-2017: 2.5%
- 7-1-2018: 2.5%
- 7-1-2019: 2.75%
- 7-1-2020: 2.75%

Medical Insurance, Employee Contribution Per Month:

- 1-1-2018: \$143.93 ■ 1-1-2019: \$147.14 ■ 1-1-2020: \$150.44 ■ 1-1-2021: \$153.85

California Public Employees' Pension Reform Act (PEPRA): Because of pending litigation related to the effects of PEPRA on represented transit employees, and to provide flexibility needed to protect the interests of the District and its unions, the parties have agreed to the following:

- Negotiations over retirement contributions, to commence no sooner than 1-1-2018
- Final and binding interest arbitration in the event of impasse
- Any change to Agreements would be cost neutral for the District and its employees

AFSCME Pay Structure: One time cost of \$43,877 to the District for technical corrections to pay structure

- Requirement for mandatory wage studies eliminated

Status Quo Agreement Date Amendments:

- Conditional Lump Sum ridership calculation upgraded to utilize the current Board-adopted Short Range Transit Plan (SRTP) projections
 - Medical and pension cost increase restrictions remain in effect
- Sick usage savings incentives accrual and election dates extended
- End of contract COLA calculation date extended

Total Cost of Agreement:

\$85.9 million over four years (of which, \$15.2 million was not already included in the SRTP, FY 2018 to FY 2021)