

TWU, Local 250-A (9132) Labor Cost Analysis

Effective July 1, 2011

Article #	Issue	SFMTA Proposal	FTE Savings FY12	FTE Savings FY13	FTE Savings FY14	FTE Savings Total
III.A	Wages	The tentative agreement provides a three-year extension for the labor agreement with no pay increases.	\$ -	\$ -	\$ -	\$ -
III.D.	Additional Compensation	Suspension of the \$450.00 Transit Inspector Allowance	\$ 19,800	\$ 19,800	\$ 19,800	\$ 59,400
III.F.	Holidays & Holiday Pay	Elimination of the 2 Paid Furlough Days and 1 Floating Holiday.	\$ 31,317	\$ 31,317	\$ 31,317	\$ 93,951
III.P.	Health & Welfare	Placing a cap on the Agency's contribution to the Employee and Dependent Health Care Pick-Up.	\$ -	\$ 14,197	\$ 30,094	\$ 44,291
III.U.	Wellness Incentive Program	Elimination of the Wellness Incentive Program	\$ -	\$ -	\$ -	\$ -
Appendix A	Attendance Incentive Program	Elimination of the Attendance Incentive Program	\$ 1,340	\$ 1,340	\$ 1,340	\$ 4,020
Appendix B	Performance Incentive Program	Elimination of the Performance Incentive Program.	\$ 2,412	\$ 2,412	\$ 2,412	\$ 7,236
III.E.	Overtime Compensation & Comp Time	Employees will be required to work in excess of forty (40) hours in each established work week or eight (8) hours in a work day to qualify for overtime pay.	\$ 1,778	\$ 1,778	\$ 1,778	\$ 5,334
Net Savings		** Based on 43 FTE	\$ 56,647	\$ 70,844	\$ 86,741	\$ 214,232