

**SFMTA Bargaining 2022 - Executive Summary of Tentative Agreements**  
**International Association of Machinists and Aerospace Workers (IAM), Local 1414**

<b>Topic</b>	<b>Change</b>
Term	July 1, 2022 to June 30, 2024
Wages	<p><b>First Year:</b> 5.25%, effective July 1, 2022</p> <p><b>Second Year:</b> 2.5%, effective July 1, 2023, except if the March 2023 Joint Report prepared by the Controller, the Mayor’s Budget Director, and the Board of Supervisors’ Budget Analyst projects a budget deficit for Fiscal Year (FY) 2024 that exceeds \$300 million, then the base wage adjustment will be delayed, to be effective January 6, 2024.</p> <p>2.25%, effective January 1, 2024, except if the March 2023 Joint Report projects a budget deficit for FY2024 that exceeds \$300 million, then the base wage adjustment will be delayed, to be effective close of business June 30, 2024.</p>
Equity Adjustments	<p>Effective July 1, 2022, provides the following base wage increases:</p> <p>1.5% for 7332 Maintenance Machinist and 7434 Maintenance Machinist Helper</p> <p>2.0% for 7313 Machinist in conjunction with eliminating “Auxiliary Equipment Premium”</p> <p>9.0% for 7241 Senior Maintenance Controller</p>
Heavy Equipment Premium	Increases the premium from \$1.25 to \$1.50 per hour and clarifies eligibility.
Auxiliary Equipment Premium	Eliminates \$0.45 per hour premium for 7313 Machinists.
Weekend Premiums	Clarifies that the applicable premium applies to the entirety of a work shift when the majority of the scheduled shift occurs on Saturday or Sunday; if equal time between days, the weekend premium will be based on the start day of the shift.
Holidays	Recognizes Juneteenth (June 19); changes Columbus Day to Indigenous Peoples’ Day/Italian-American Heritage Day.
Joint Labor-Management Committee (JLMC)	Provides for quarterly JLMC meetings except by mutual agreement, with a focus on training, return to work, commercial drivers’ licenses, and recruitment and retention.
Tool Inventories	Allows for photographs to be used in lieu/in addition to itemized list for documentation of tool inventories