

Ballot Simplification Committee - DRAFT for Consideration on Thursday, July 29, 2010
Transit Operator Wages *(working title only, subject to change)*

The Way It Is Now: The San Francisco Municipal Transportation Agency (MTA) oversees the City's Municipal Railway transit system (Muni) and other City transportation functions. The MTA employs transit employees such as Muni drivers and mechanics, and non-transit employees such as parking control officers and traffic engineers.

The Charter requires the MTA to pay Muni operators at least as much as the average salary of transit operators at the two highest paying comparable transit systems in the country. Also, if the benefits the MTA provides to Muni operators are worth less than the benefits comparable transit systems provide to their transit operators, the MTA pays the difference into a trust fund for additional payments or benefits to Muni drivers.

The Charter also requires the MTA to pay most MTA managers and employees incentive bonuses if Muni achieves certain service standards.

For most City employees, if the City and employee unions are unable to agree in collective bargaining, disputes are subject to binding arbitration. The MTA's negotiations with transit operators are not subject to binding arbitration.

In some instances, the MTA has followed informal agreements about certain terms of employment even when they have not been approved by the MTA Director or Board or included in any collective bargaining agreement. These informal agreements may be reflected in "side-letters" or past practices.

The Proposal: Proposition ___ would eliminate the formula for setting minimum Muni operator wages and instead allow the MTA to set Muni operator wages and benefits through collective bargaining and binding arbitration, establish rules for arbitration proceedings regarding MTA's transit employees, and make other changes to terms of employment for MTA employees.

In particular, Proposition ___ would:

- Through allowing the MTA to set Muni operator wages and benefits through collective bargaining, eliminate the requirement that Muni driver wages be at least as high as the average for transit operators in the two highest paying comparable transit systems.
- Eliminate the trust fund that provides additional payments or benefits to Muni drivers.
- In the first collective bargaining agreement approved after adoption of this measure, require the MTA contribution for MUNI drivers health coverage to be at least equivalent to the City contribution for the majority of other City employees.
- Require binding arbitration when the MTA and employee unions representing Muni drivers are unable to agree in collective bargaining, and require arbitrators considering disputes between the MTA and any of its transit employees to consider the impact of disputed proposals on Muni fares and service.
- Make incentive bonuses for MTA managers and employees optional instead of required.

- Provide that informal agreements reflected in past practices or "side letters" would not bind the MTA unless the MTA Board or Director has approved them in writing and included them in the affected employees' collective bargaining agreements.

A “YES” Vote Means: If you vote "yes," you want the City to eliminate the formula for setting minimum Muni operator wages and instead set Muni operator wages and benefits through collective bargaining and binding arbitration, establish rules for arbitration proceedings regarding MTA's transit employees, and make other changes to terms of employment for MTA employees.

A “NO” Vote Means: If you vote "no," you do not want to make these changes.

word count: 524 [suggested word limit: 300]