

Ballot Simplification Committee

Transit Operator Wages

FINAL Digest—by Packard, Fasick, Fraps, Jorgensen, Unruh, 11:15 a.m. July 29, 2010

Requests for Reconsideration were due by 11:15 a.m. on Friday, July 30, 2010

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 operators 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 similar transit systems in the country. When benefits paid to MUNI operators are worth less than the benefits provided to operators at similar transit systems, the difference is placed in a trust fund and paid to MUNI operators.

The Charter also requires the MTA to pay most 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 MUNI operators are not subject to binding arbitration.

In some instances, the MTA has followed informal agreements about terms of employment even when they have not been approved by the MTA Executive 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 G would eliminate the formula for setting minimum MUNI operator wages. Instead, it would allow the MTA to set MUNI operator wages and benefits through collective bargaining and binding arbitration. It would also establish rules for arbitration proceedings regarding MTA's transit employees, and make other changes to terms of employment.

In particular, Proposition G would:

- eliminate the requirement that MUNI operator wages be at least as high as the average for transit operators in the two highest paying similar transit systems;
- eliminate the trust fund that provides additional payments or benefits to MUNI operators;
- require the MTA contribution for MUNI operators' health coverage to be at least equivalent to the City contribution for the majority of other City employees. This requirement applies only to the first collective bargaining agreement approved after adoption of this measure;
- require binding arbitration when the MTA and MUNI operator unions are unable to agree in collective bargaining. It also requires arbitrators considering disputes between the MTA and 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; and

- provide that informal agreements reflected in past practices or "side-letters" be binding only if approved in writing by the MTA Executive Director or Board and included 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: 502 [suggested word limit: 300]