

**San Francisco Bay Area Rapid Transit District**  
**SEIU 1021 Negotiations Summary (Rev. 1)**

- **Section 1.2**      **Term of Agreement** - Four year term thru June 30, 2013.
- **Section 1.5**      **Beneficial Past Practices** - Modified language still including “Mutual Agreement”.
- **Section 1.9**      **Domestic Partners (New)** - Adding “eligible domestic partners” parity language.
- **Section 2.5**      **Bulletin Boards** - Add bulletin boards in all stations and other areas.
- **Section 4.2**      **Bereavement** - Addition of “parent of spouse/eligible domestic partner to the language.
- **Section 5.2**      **PERS Medical & Prescription Drug Benefits** - District contribution capped at Blue Shield HMO or Kaiser rate, which ever is higher, including annual increases, effective 1/1/10.
- **Section 5.10**      **Employee Assistance Program** - Establishes a 24 hour crisis intervention service for child & dependent care. Establish training program for education of EAP Programs available to employees.
- **Section 6.1**      **Public Employees’ Retirement System** - Delays reinstatement of the MPPP 1.627% contribution through this contract term.
- **Section 9.1**      **Sick Leave** - Add protection language about “required prescribed medication”, add PERS conversion at retirement, eliminate the Sick Leave Bank, annual accrual and buy-back remains the same.
- **Section 9.7**      **Stress Management (New)** - District to develop and provide a stress management program.
  
- **Section 11.1**      **Safety** - District provides equipment for moving heavy objects
- **Section 11.2**      **Health & Safety Committee** - Re-titled with existing language. Establish a Health Sub-Committee which improves reasonable accommodations language.
- **Section 11.5**      **Weight Lifting Requirements (New)** - Establish physical requirements for essential duties of every classifications.
- **Section 12.3**      **Safety Shoes** - District provides \$125 to all employees required to wear safety shoes, without receipt.
- **Section 13.1**      **5-8 Work Day & Work Week** - Track department transitional RDO schedule, transfer of 5 positions from grounds to track, track worker job description changes to include mainline brush cutting.
- **Section 14.7**      **Temporary Instructor** - Adds Clerical to the language for Temp Instructor.
- **Section 14.8**      **Compensatory Time Off** - Now includes maintenance for up to up to 40 hours.
- **Section 16.4**      **Holiday Overtime** - Rewritten with no change in meaning.
- **Section 16.5**      **Holiday Scheduling** - District will now have the ability to close facilities on Holidays.

- **Section 17.1**      **General Provisions** - New title.
- **Section 17.6**      **Training Travel And Shift Differential** - Clarifies no travel compensation for employees in training.
- **Section 17.8**      **Training Equipment & Materials (New)** - District to provide equipment in the procurement contracts for new technologies
- **Section 17.9**      **Training Programs (New)** - Establish a training program for district employees to advance in other classifications.
- **Section 19.1**      **Staff Assistants, Clerical And Engineering Aides** - Adds a 30 minute unpaid lunch at employees option.
- **Section 24.1**      **Clerical Subunit** - Deleted language for advanced bid form for clerical only
- **Section 24.5**      **Advance Bid Procedure** - 5 day posting after a bid.
- **Section 25.3**      **Recall** - Responsibility of the District to contact former employee for recall. Employee responsibly to keep the District current on all information.
- **Section 27.3**      **Part-Time Employment and Temporary Agency Employment** - partial probationary credit for employees that become full time.
- **Section 28.2**      **Functional Classification** - RS&S Inspector position duties will be redefined. Addition of new position: Quality Team Leader. Revised job descriptions for 13 shared job duties for TVM's, TVET's. For TVCC's, the addition of seat back replacement to job duties. 7 Patio work/positions transferred to system service, 5 grounds workers transferred to track, Addition of Electrical Helper.
- **Section 28.4**      **Base Wage Schedule** - FY10-no wage increase, FY11-\$500 one time bonus, FY12-\$1000 one time bonus, FY13-\$1500 one time bonus plus a formula for a possible 1% wage increase near end of agreement.
- **Side Letters & MOU's** To comply with the above section changes, modification, deletions, and addendums; the following Side Letters & MOU's are deleted: 038-8 (Grounds RDO's), 039-8 (Track RDO's), 042-8, 045-8, 045-8 addendum, 046-8, 046-8 addendum, 063-5 (Facility/Holiday Scheduling)
- **SEIU has no "Furlough Days".**