

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT
ATU/LOCAL 1555 and SEIU/LOCAL 1021 GENERAL NEGOTIATIONS
TENTATIVE AGREEMENT – COST OF LIVING/WAGE ADJUSTMENT

April 7, 2016

The San Francisco Bay Area Rapid Transit District ("BART") and SEIU/Local 1021 ("SEIU"), and ATU/Local 1555 ("ATU") have negotiated and reached a tentative agreement on this provision of the Collective Bargaining Agreement ("CBA"). No tentative agreement shall be a final agreement except as a part of a total package agreement between the parties. All parties agree that final approval of the tentative collective bargaining agreement is subject to ratification by SEIU membership, ATU membership and the BART Board of Directors.

The parties agree to revise Section 8.2 as follows:

8.2 COST OF LIVING / WAGE ADJUSTMENT

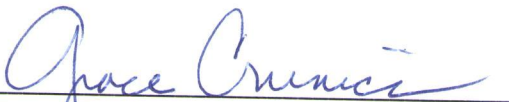
All employees covered by this Agreement shall be covered by the provisions for a cost of living increase as set forth in this Section.

The wage rates as contained in this Agreement shall not be reduced by application of this Cost of Living Provision. In addition to the wage rates contained in this Agreement, all employees shall be paid cost of living adjustments to be determined on the basis of the "Urban Wage Earners and Clerical Workers" Consumer Price Index (United States Average, revised base 1967 = 100), published by the Bureau of Labor Statistics, United States Department of Labor, in the manner described in this Section (hereafter referred to as the "Index").

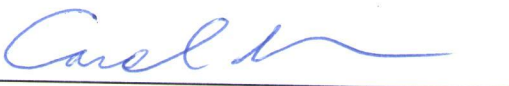
- A. Effective on June 30, 2017 and on June 30, 2021, a Cost of Living Adjustment shall be granted to the wages/salaries of all employees subject to this Agreement equal to one-cent (1¢) per hour for each full point four (.4) of a point change in the Consumer Price Index as measured on the basis of movement of the Index published for the month of May, 2017 for the June 30, 2017, adjustment and May 2021 for the June 30, 2021, adjustment, over the Index published for the month of February, 2017 and February, 2021 respectively.
- B. All Cost of Living Adjustments specified in Paragraph A of this Section for salaried employees shall be at the monthly equivalent of the hourly adjustment (the cost of living cent adjustment times two thousand eighty hours [2,080] hours divided by twelve [12] months = monthly equivalent of the hourly adjustment.)
- C. The resulting Cost of Living Allowance shall be used in the computation of pensions, straight time and overtime pay exactly as though the wage rates had been changed by the allowance. However, the allowance shall not be added to the base wage rates.

D. The District, during the negotiations for a succeeding term after June 30, ~~2017~~ 2021, shall not assert that the Cost of Living Allowance increase effective on June 30, ~~2017~~ 2021 is included as part of any increased wage offer made by the District for the succeeding contract.

FOR THE DISTRICT

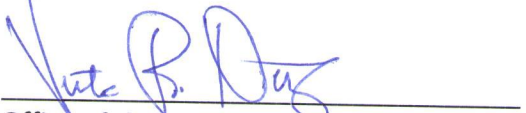


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APPROVED AS TO FORM:



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FOR SEIU



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FOR ATU



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