

To All TA-OA-MTA Bus Members

Your New Value-Packed On-Time Contract

***Wage Increases, Bonuses
And Many Other Economic
Enhancements Will Keep Transit
Workers Well Ahead of Inflation!***

**NO Givebacks!
No Concessions of Any Kind!**

Important Gains in Dental

Breakthrough Benefits in Women's Healthcare

Commitment for Tens of Million\$ in Infrastructure Build-outs

For Better Facilities for Women Transit Workers,

With All Work to Be Done by In-House Workforce

Brochure Includes MOU (Term Sheet Between TWU Local 100 and the MTA)



A Message From TWU Local 100 President John Samuelson



Vote Yes!

Brothers and sisters, we have secured a contract with inflation-beating raises - and plenty of other strong economic gains.

Most importantly there are no healthcare concessions or any other givebacks in this agreement.

This is a contract that will improve the quality of our lives, both on and off the job, in very real and tangible ways.

It will correct longstanding deficiencies across the system with significant advancements, including: better work boots and shoes; a

boost in every step of the longevity pay; a jump in the premium articulated bus operators now receive; and improved facilities for women with a contractual commitment to build with in-house forces.

We secured the ability for all workers with at least 10 years on the job to cash-out unused sick days without any strings attached – and start retirement with huge cash payouts.

Under the current contract, a 30-year veteran with 40% of sick days in the bank can't cash-out a single day. Zilch. Now, that worker, for example, assuming an hourly rate of \$30, would get a check of approximately \$19,000.

Like I said, it's a very solid contract. I wholeheartedly urge everyone to vote Yes.

While inflation averaged 1.6% last year, your annual salary will increase 5% under this new agreement. You will receive a 2.5% raise immediately upon ratification. You will then get a second 2.5% increase in February 2018. Then everyone will receive a pensionable \$500 cash bonus in March 2019.

That's tens of millions of dollars more than what MTA bosses claimed they could afford, or wanted to pay. But it's just the first batch of significant financial gains we wrested from the company.

For example, annual longevity pay is going up \$250 for each step. The annual Maintainers' bonus is rising by \$180 to \$500. The night differential for everyone is going up for the first time in at least a decade, and subway station cleaners, for the first time ever, will get time and a half for any and all snow removal.

We also compelled the M.T.A. to finally adequately recognize the additional stresses and challenges that Bus Operators face driving the oversized articulated buses on the streets of NYC every day. The articulated premium will rise from the existing 25 cents to \$1 upon ratification. That's a 300% jump, and it's the first such increase since

the articulated buses came into the system.

We even won a first time ever "Me Too" clause on wages with the Long Island Rail Road unions and every other bargaining unit that has contracts with NYC Transit, MaB-STOA or MTA Bus. LIRR workers have the lawful right to strike and if they do so and win bigger wage increases, Local 100 members will get them too.

These are all victories. Real victories. And they didn't just happen magically. We obtained these gains because we stood together and waged a multi-faceted campaign, including television, radio and digital ads that raised awareness about our value to this city, the dangerous nature of our work, and the sacrifices we make to move 8 million riders a day.

We conducted a massive survey to correctly identify union-wide and divisional priorities. We organized in the depots, shops, yards and stations. We held a kick-ass rally outside MTA headquarters. More than 7,000 of us rallied in solidarity and let the MTA know on that November night that we needed to secure wages and other economic gains that keep us well ahead of inflation.

We prevailed against the negative forces inside our own union who shamefully and publicly declared that they would "scab" their own brother and sister transit workers if this fight had to be taken to another level.

We now can lock down these economic gains and benefits for more than two years. That opportunity couldn't have come at a better time. We are entering a new era of federal government uncertainty as a new President enters office. With this contract in place we are insulated against potential federal government cuts to public transit funding, and any other uncertainties that may arise. The politicians and billionaires who have been waging war on the trade union movement are now more powerful than ever. They will come after us.

Let's ratify this agreement and position ourselves to face the coming attacks.

Your New Wage Package



- ✓ 2.5 Percent Jan. 16, 2017
- ✓ 2.5 Percent Feb. 16, 2018
- ✓ \$500 Pensionable Cash Bonus
March 15, 2019 (value .5% of a wage point)

*Here's What this means in real **\$** to you!*

If Your Gross Annual Pay Averages	Your New Gross Annual Pay Will Increase to . . .	Plus \$500.00 Bonus Pay In March 2019	<i>Total With Wage Increases and Bonus Pay</i>
\$60,000	\$63,037.50	\$63,537.50	\$3,537.50
\$70,000	\$73,543.00	\$74,043.00	\$4,043.00
\$80,000	\$84,050.00	\$84,550.00	\$4,550.00
\$90,000	\$94,556.25	\$95,056.25	\$5,056.25
\$100,000	\$105,062.00	\$105,562.00	\$5,562.00

* Add in longevity pay increases, night and weekend differential hikes, increases in articulated premium pay, snow bonus pay for cleaners, increases in maintainer bonus pay, and many other sweeteners in the departmental agreements, and transit workers will be taking home significantly more money to take care of their families every year. Also, important improvements in the dental plan mean even more money staying in your pocket for other family priorities.

Expiration of contract: May 15, 2019

New Wage Scales & Hourly Increases	Current Hourly Wage Rate	2.5 Percent Increase Jan. 16, 2017	2.5 Percent Increase Feb. 16, 2018	Total \$\$ Hourly Increase In Contract
Bus Maintainer A, B, CM, BM	\$34.5025	\$35.3650	\$36.2500	\$1.7475
Bus Operator	\$32.4250	\$33.2350	\$34.0650	\$1.6400
Cleaner/Helper OA	\$29.1875	\$29.9175	\$30.6650	\$1.4775
Cleaner	\$27.4875	\$28.1750	\$28.8800	\$1.3925
Car Inspector A&B	\$36.0275	\$36.9275	\$37.8500	\$1.8225
Car Maintainer Trainee	\$30.8525	\$31.6250	\$32.4150	\$1.5625
Collecting Agent	\$30.8425	\$31.6125	\$32.4025	\$1.5600
Conductor	\$30.1100	\$30.8625	\$31.6350	\$1.5250
Electronic Equipment Maintainer	\$35.6325	\$36.5225	\$37.4350	\$1.8025
REM II & EEM II @ Woodside	\$38.4450	\$39.4050	\$40.3900	\$1.9450
Helper (Light, Signal, Tel, Mech)	\$29.1875	\$29.9175	\$30.6650	\$1.4775
Maintainer Helper B	\$29.1875	\$29.9175	\$30.6650	\$1.4775
Light Maintainer	\$34.5025	\$35.3650	\$36.2500	\$1.7475
Maintainer Trainee A, B, C, D	\$30.8525	\$31.6250	\$32.4150	\$1.5625
Mechanic Maintainer C (not in car equip)	\$34.5025	\$35.3650	\$36.2500	\$1.7475
Mechanic Maintainer C	\$36.0275	\$36.9275	\$37.8500	\$1.8225
Money Truck Operator OA (Paid as B.O.)	\$32.4250	\$33.2350	\$34.0650	\$1.6400
Money Truck Op. TA (Coll. Agent + \$0.75 diff)	\$31.5925	\$32.3625	\$33.1525	\$1.5600
Train Operator Yard	\$33.1500	\$33.9775	\$34.8275	\$1.6775
Train Operator Road	\$34.5025	\$35.3650	\$36.2500	\$1.7475
Plant & Equipment Maintainer	\$35.8425	\$36.7375	\$37.6550	\$1.8125
Power Cable Maintainer	\$35.4400	\$36.3250	\$37.2325	\$1.7925
Power Elect. Tech	\$31.6750	\$32.4675	\$33.2800	\$1.6050
Power Elect. Maintainer	\$35.7450	\$36.6375	\$37.5525	\$1.8075
Power Distribution Maintainer	\$34.7600	\$35.6300	\$36.5200	\$1.7600
Power Maintainer B	\$34.7600	\$35.6300	\$36.5200	\$1.7600
Transit Electrical Helper (Power)	\$29.8500	\$30.5950	\$31.3600	\$1.5100
Railroad Stockworker I	\$30.4275	\$31.1875	\$31.9675	\$1.5400
Railroad Stockworker II	\$34.0225	\$34.8725	\$35.7450	\$1.7225
Revenue Equipment Maintainer I	\$35.6325	\$36.5225	\$37.4350	\$1.8025
Roadcar Inspector	\$36.9575	\$37.8825	\$38.8300	\$1.8725
Signal Maintainer	\$34.7600	\$35.6300	\$36.5200	\$1.7600
Station Agent	\$29.7750	\$30.5200	\$31.2825	\$1.5075
Station Agent Non-AFC	\$28.3550	\$29.0650	\$29.7925	\$1.4375
Structure Maintainer A-H	\$34.5025	\$35.3650	\$36.2500	\$1.7475
Telephone Cable Maintainer	\$34.5025	\$35.3650	\$36.2500	\$1.7475
Telephone Maintainer	\$34.5025	\$35.3650	\$36.2500	\$1.7475
Tower Operator	\$32.5900	\$33.4050	\$34.2400	\$1.6500
Track Equipment Maintainer	\$34.5025	\$35.3650	\$36.2500	\$1.7475
Railroad Track Cleaner	\$28.6125	\$29.3275	\$30.0600	\$1.4475
Track Worker	\$31.5075	\$32.2950	\$33.1025	\$1.5950
Traffic Checker	\$17.4350	\$17.8700	\$18.3175	\$0.8825
TPPA	\$26.8950	\$27.5675	\$28.2575	\$1.3625
Turnstile Maintainer	\$34.5025	\$35.3650	\$36.2500	\$1.7475
Track Specialist	\$34.5025	\$35.3650	\$36.2500	\$1.7475
TEMM - E&E, HVAC, V&D	\$34.5025	\$35.3650	\$36.2500	\$1.7475

Many Important Gains Including

- Substantial increases in longevity pay.
- Increase in the **night/weekend differential** for the first time in more than a decade. Differential rate will increase by 5% as of January 16, 2018.
- Important gains in women's health care coverages. (side letter agreement).
- Increase in maintainer bonus pay from \$320 to \$500 annually starting Jan. 16, 2018.
- Significant improvements in the dental plan, including coverage of Dependents to 26 years.
- Cash out of at least 50 percent of any unused sick time upon resignation or retirement no matter how few days are in the sick bank. This is a huge gain for those retiring.
- 300% increase in premium pay for Operators of articulated buses (25 cents raised to \$1 per hour). **FIRST EVER INCREASE.**
- Commutation rail passes (LIRR and Metro North) extended to all members living in New York City.
- Improved boots/shoes for all titles that currently receive them.
- Maintainers at MTA Bus will see a reduction in their workday from 8.5 hours to 8 hours, with no loss in pay.
- All MTA Bus depots will now be covered by **ONE UNIFIED CONTRACT**
- **1st TIME**, uniform cleaning allowance for Station Cleaners.
- Contractual agreement to improve the quality of facilities and address concerns raised by our female members; and a guarantee to increase our in-house capital construction workforce by at least 100 workers to accomplish the work.
- Time and a half for any and all snow removal in stations.
- **FIRST TIME EVER – A 'ME TOO' CLAUSE ON WAGES WITH THE LIRR.**

Your TWU Local 100 Executive Board Urges You to . . .

**VOTE
YES**



Coming upon Contract Ratification:

Fixes & Enhancements To the Local 100 Dental Plan

Upon ratification of the contract, the TA will be increasing its contributions to the TWU-trusted funds. This will cover the cost of new benefits in the Healthplex Plan.

Dependent Coverage through age 26 – Dependents will now be covered, whether full time student or not.

Added services: For Both Managed Care and PPO Plans

- **Sealants for dependents up to 16 years** - Previously this cavity prevention procedure was only available for dependents up to age 13
- **Fixed Bridges** on members under 40 years of age - Previously, only dentures and partials were offered for this age group
- **Atridox Shots** - Major plan enhancement, Not covered by any other union insurance plan, valued at \$300 a shot. The real name is doxycycline hyclate. Atridox is the brand
- **Occlusal Wear (Night Guards)** - Now available (valued at \$200 or more)
- **Porcelain Crowns on molars** - Previously plan allowed only acrylic crowns
- **Type One Malocclusions** - Previously only Type 2 and Type 3 Malocclusions were approved
- **Composite (White) fillings** – Now available on all teeth including posterior teeth
- **Crown Lengthening** (Valued at \$440 per tooth)
- **Splinting**

Managed Care services now available for Members in the PPO Plan as well

- ✓ **Anesthesia** - Covered in the Managed Care Plan only
- ✓ **Retainers** - Covered in the Managed Care Plan only

TERM SHEET

January 16, 2017

MTA and TWU (NYCT/MaBSTOA/MTA BUS)

Term: 28 months

MTA and TWU (NYCT, MaBSTOA, MTA Bus)

General Wage Increases (compounded):

The wage rates for hourly and clerical employees represented by the UNION shall be increased as follows:

Effective Date(s)	Increase
January 16, 2017	2.50%
February 16, 2018	2.50%
May 15, 2019 expiration (28 months)	

Cash Payment:

Effective March 15, 2019, each active employee covered by this agreement with no less than one year of service shall receive a one-time payment of \$500.00

Longevity:

Effective January 1, 2018, the current longevity schedule shall be increased by \$250 per step (\$450; \$550; \$650; \$750).

Night Shift Differential:

Effective January 16, 2018, the night shift differential payment shall be increased by 5%.

Maintainer Differential:

Effective January 16, 2018, the existing skill differential paid to maintainers shall be increased to \$500 per year.

Health:

- a) The Union and Employers, pursuant to the 2002 -- 2005 Agreement, agreed to maintain the level of health benefits. The existing transition to Aetna shall continue to be advanced cooperatively.

Term Sheet

January 16, 2017

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- b) Consistent with the general increase in benefit costs, the Employer will increase monthly defined contribution for dental benefits by \$2.50 per month per active employee. The Employers shall make a one-time contribution of \$3M for dental reserves.
- c) The Union and the Employers agree to avail themselves of the provision in the NYS Workers Compensation Law which allows for WC medical visits to be provided by State certified Preferred Provider Organizations within State certified insurance carriers. The parties recognize that this transition will require Joint Labor-Management review to assure necessary geographical coverage, choice of providers and quality care. As such, the parties agree that the conversion to the PPO network will be effectuated no later than December 31, 2017.

Funds:

The Union and Employers agree on or before 60 days after ratification to merge the Training and Upgrade Fund, Childcare Fund and the Labor Benefits Account, into a newly created combined Trust. The new Trust shall be jointly administered pursuant to a new Trust document which will provide for the same purposes as the predecessor Trusts as well as other lawful purposes to which the parties may agree. The current regular, periodic contributions will be combined and made to the Combined Trust. In addition to any other payments, the Employers will make a one-time contribution of \$3M to the Fund reserves.

MTA Bus:

Consistent with the Edelman Award, the Union and the Employers will promptly meet to draft a unified collective bargaining agreement utilizing the College Point contract for all MTA Bus depots. If the parties do not reach agreement within 120 days of the date of this term sheet, all unresolved issues shall be presented to Arbitrator Edelman pursuant to his retained jurisdiction for final resolution.

MTA Capital Plan:

The union acknowledges the historic financial commitment by the State to the MTA in the financing of the 2015-2019 Capital Plan. This Plan is the largest and most ambitious in history and will result in significant gains to the MTA's customers. The Union pledges to cooperate in the prompt and efficient delivery of the Plan elements attributed to the Employers. The Employers pledge their respect to the traditional role of Local 100 in-house forces in the efficient and prompt delivery of the Plan elements. Any disagreements between the Union and the Employers shall be promptly resolved by the Presidents.

Consistent with and in the spirit of the foregoing, the Employers shall create a new team of in-house Capital Construction employees of no less than 100 members above the current headcount, who shall be subject to this Agreement and who shall be assigned to remodeling and rehabilitation of employee facilities and other MTA capitally eligible fixed assets. The Union and the Employers will work cooperatively to prioritize employee facility projects with particular attention to accommodation of more women in the workforce, including new mothers.

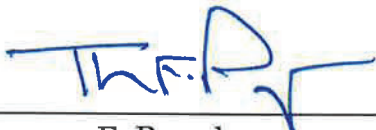
Other Provisions:

For the duration of this Agreement, in the event any of the Employers or the LIRR reach an Agreement providing for general wage increases greater than those provided herein to another bargaining unit, this Agreement shall reopen.

Commuter Rail Passes:

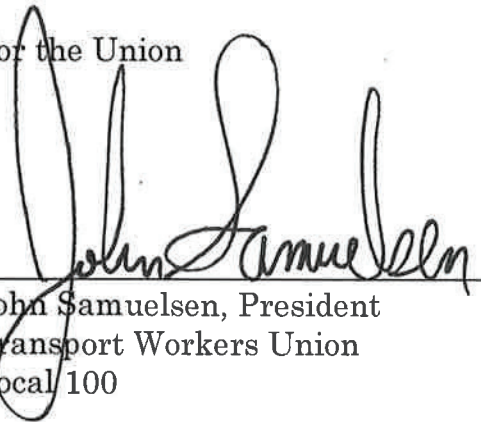
Commutation privileges on MTA commuter rails shall be extended to employees of the bargaining unit who reside within the confines of the five (5) boroughs of New York City consistent with the privileges previously extended to employees residing in the suburbs.

For the Employers



Thomas F. Prendergast
Chairman and CEO
Metropolitan Transportation Authority

For the Union



John Samuelsen, President
Transport Workers Union
Local 100