



# MABSTOA



# DIVISION

## BUSINESS

September 2022



*The truth, as known by many, is that once you complete your training, pressures from supervision and road control managers scare operators into unsafe actions. Never forget that — resist the pressure.*

— Donald Yates, MaBSTOA VP



## JOHN MULLANE, #1 BUS OPERATOR IN OA, RETIRES AFTER 39 YEARS OF SERVICE

John served his remaining time on the job as a shifter and is the current President of the Emerald Society. John Mullane was and is a very likable person. On his last day of work, breakfast and cake was provided for all to partake in at West Farms Bus Depot. The new number 1 and number 2 Operators in MaBSTOA are Bronx Division Chairman Claude Marshall and West Farms Depot Chairman Howard (Howie) Davis. Remember: Whenever a new employee comes on the job, you are viewed as a Retiree in Training.



## SEAN BATTAGLIA UNOPPOSED; WINS ELECTION AS DIVISION 1 CHAIRMAN

On July 12, nominations were held to fill the office of Division 1 Chairman, vacant after the appointment of Donald Yates to be Departmental Vice President. Brother Sean Battaglia was nominated without opposition, and was duly elected.



# YOUR QUESTIONS ANSWERED ON THE PAID FAMILY LEAVE LAW

Paid Family Leave is a New York State program that allows employees to take up to 12 weeks of Paid Family Leave at 67% of their pay, up to a cap. It's an insurance plan funded by employees through payroll deductions. The amount of that deduction changes every year.

In 2022, the employee contribution for Paid Family Leave is .511% of gross wages, with a maximum annual contribution of \$423.71, deducted from after-tax wages. If an employee makes less than the NYS average weekly wage of \$1,594.57, the deduction will be less.

## So Why the Delay of Implementation?

Before the MTA can opt-in to this program on behalf of its employees, it must first collectively bargain with TWU Local 100. But such negotiated programs, under state law, may not permit employees to opt out of Paid Family Leave. In other words, everyone has to pay if the Union adopts this. **We're in the negotiating stage now.**

Since the beginning of COVID in the Spring of 2020, the Union's focus has been on keeping the membership safe, and that has delayed these negotiations. There are other sticking points as well.

We don't want any Paid Family Benefits to override or diminish our members' contractual rights to paid Maternity and Paternity Leave, or to curtail the utilization of leave balances.

We have also seen the costs for Paid Family Leave rise from \$107.92 to over \$400 per year now. The Union is actively trying to negotiate those costs down, while separating the leave balances issue. As of right now, the Transit Authority wants the membership to utilize all leave balances including Maternity and Paternity Leave before Paid Family Leave would kick in.



Richard Fields, Chairman of Kingsbridge Depot, talks with NYCT President Richard Davey about assaults on Bus Operators

## TOWN HALL MEETING AT TUSKEGEE WITH NYCT PRESIDENT RICHARD DAVEY

NYCT President Richard Davey held a town hall style meeting on July 22 at Tuskegee Airmen Depot in Manhattan. When the floor was opened to questions, many members asked about the persistent assaults on Bus Operators and whether the new President was committed to stopping them. He gave positive answers to all questions with the exception of his response to a question about hazard pay. He said the MTA was in a bad financial position. Members were not pleased with this news, feeling that we have heard this many times before, especially before contract negotiations. Transit workers should be compensated for all of their efforts, and working through a pandemic certainly counts. The MTA's claims of financial woes deserve careful scrutiny.

## SITS REPORT: HOW MANAGEMENT TRACKS WORKPLACE VIOLENCE

The security incident tracking known as SITS is how workplace violence and prevention is tracked within the Transit Authority. Whenever an assault, threat, or harassment occurs on NYCT property, reports are generated and called into the appropriate command center. That command center is supposed to produce a security and incident tracking report.

Logistically this must be done in order to track workplace violence and prevention. Unfortunately, there have been some flaws in the reporting, where not every crime against Operators makes it into SITS. These logistical issues are something we are paying laser beam focus to, including going to NYPD, who ultimately decides on the severity of violence or harassment that has been reported. We are making sure that we correct the reporting process.

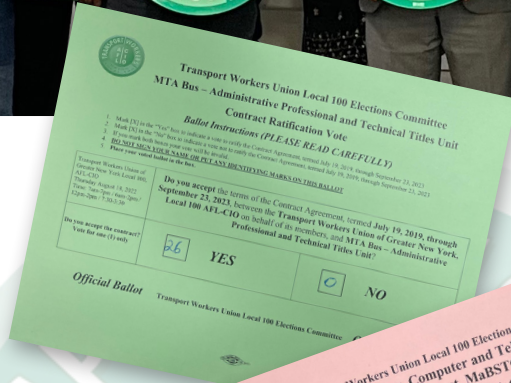
SITS #	Date/Time	Borough	Location	Law Type	Offense Code
1	8/15/2022 12:00:00	BROOKLYN	100th St	Harassment	Employee on Employee
2	8/15/2022 12:00:00	BROOKLYN	100th St	Harassment	Employee on Employee
3	8/15/2022 12:00:00	BROOKLYN	100th St	Harassment	Employee on Employee
4	8/15/2022 12:00:00	BROOKLYN	100th St	Harassment	Employee on Employee
5	8/15/2022 12:00:00	BROOKLYN	100th St	Harassment	Employee on Employee
6	8/15/2022 12:00:00	BROOKLYN	100th St	Harassment	Employee on Employee
7	8/15/2022 12:00:00	BROOKLYN	100th St	Harassment	Employee on Employee
8	8/15/2022 12:00:00	BROOKLYN	100th St	Harassment	Employee on Employee
9	8/15/2022 12:00:00	BROOKLYN	100th St	Harassment	Employee on Employee
10	8/15/2022 12:00:00	BROOKLYN	100th St	Harassment	Employee on Employee
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13	8/15/2022 12:00:00	BROOKLYN	100th St	Harassment	Employee on Employee
14	8/15/2022 12:00:00	BROOKLYN	100th St	Harassment	Employee on Employee
15	8/15/2022 12:00:00	BROOKLYN	100th St	Harassment	Employee on Employee
16	8/15/2022 12:00:00	BROOKLYN	100th St	Harassment	Employee on Employee
17	8/15/2022 12:00:00	BROOKLYN	100th St	Harassment	Employee on Employee
18	8/15/2022 12:00:00	BROOKLYN	100th St	Harassment	Employee on Employee
19	8/15/2022 12:00:00	BROOKLYN	100th St	Harassment	Employee on Employee
20	8/15/2022 12:00:00	BROOKLYN	100th St	Harassment	Employee on Employee

# MABSTOA & MTA BUS CAREER & SALARY APPROVE CONTRACT

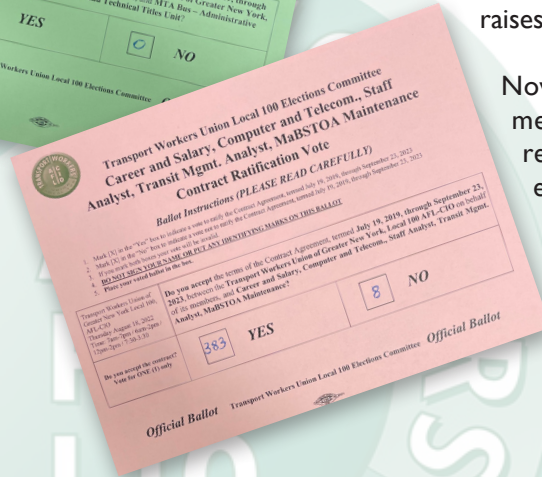


MABSTOA and MTA Bus Career & Salary employees voted to ratify their contracts days after a question and answer meeting sponsored by management.

What that meeting made clear is that management has been actively trying to break the union in that department by offering one-time raises and upgrades, that will never exceed what a Union contract will deliver over time.



The agreement ratified mirrors the agreement reached between the MTA and TWU Local 100, and covers the same time period. It delivers raises of 9.84% over four years.



Now, for the first time, the C&S members are in step with the rest of the TWU-represented employees in OA/TA/MTA Bus and contract negotiations will go forward with a unified workforce.



## MJQ ROOF PROJECT: THE FACTS

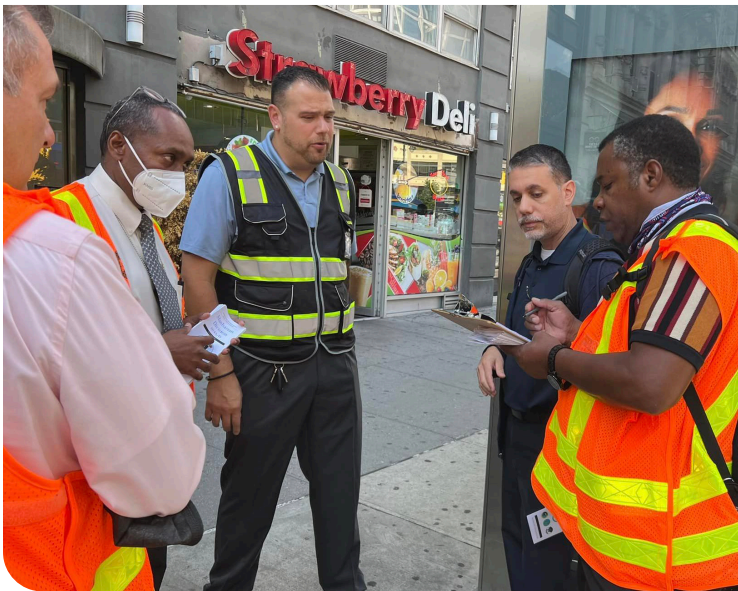
Reporting on a Department of Labor complaint, the New York Post published some inaccurate information about the condition of the roof over the Michael J. Quill Depot, saying it could force the closure of the facility.

Here are the facts as we know them:

Three years ago, there was talk about repairs that needed to be done on the roof and the ramps of the depot, but then COVID-19 delayed work. Recently, NYCT management announced a five-phase plan that will displace some bus routes to other depots while the roof and ramps get repaired.

The repairs that are required are minor in nature, and the depot can still run operations with minor adjustments until the work is completed. Our job as a union is to make sure all contractual obligations are enforced, including all safety protocols.

# ROUTE CHECKS IN LOWER MANHATTAN



## GUNHILL DEPOT'S OWN COOL CLYDE HOST'S BRONXNET'S YOUR VOICE

Earl Hinds has over 28 years of service with NYCT as a Bus Operator at Gun Hill Depot. He's also a Hip-Hop pioneer, the first DJ to record live scratching on wax records worldwide with DJ Lighting Lance, known as Lance Johnson from Rapid Transit Operations. Brother Hinds is known to many as Cool Clyde, and he has a TV program that runs for about an hour, called Your Voice.

In the above photo, Cool Clyde is interviewing newly appointed MaBSTOA VP Donald Yates on his vision for the membership, assaults and the 7-year felony statute, mental health, hazard pay, and the so-called essential worker, and much more. Cool Clyde has a great resume and a passion for journalism. You can check out some of his content on YouTube. Subscribe to DJ Cool Clyde – Your Voice.

