



# MTA BUS TWU LOCAL 100 MEMBERS

## YOUR NEW CONTRACT

*Millions in Wages and Benefits*

**Full Retroactivity on Wages to Jan. 16, 2012**

*A Real Path to Pension Parity with TA/OA*

### IMPORTANT BENEFIT INCREASES

**Improved Dental** - Members will be covered by the TA/OA Dental Plan, with an improved schedule of dental benefits.

**Premier Optical Plan** - Members will be covered by the TA/OA Optical Plan, which is considered the best for public sector workers in the State.

**Line of Duty** Death benefits raised from the current \$100,000 to \$250,000

**Active Service** Death Benefit maintained at \$25,000

**HEALTH CARE SECURITY FOR SPOUSES.** Pre-Medicare retirees' spouses receive full medical coverage to Medicare eligibility in the event of retiree's death.

**FIRST TIME:** NYCT local Bus and Subway pass.

**FIRST TIME:** Two weeks Maternity and Paternity leave with full pay upon the birth or adoption of a child.

### MAJOR BREAKTHROUGH ON THE FIGHT WITH MANAGEMENT ON PENSION

MTA Bus has agreed that there is a disparity in your pension benefits as compared to TA/OA. The Company offer of \$115 was a breakthrough because it did not hinge on crippling work rule concessions, but it was not enough. We demanded \$143. Rather than hold up the rest of the contract, both sides agreed to submit the issue of pension parity to an arbitrator - to be held within 90 days of ratification and MTA Board approval.

Only the very narrow issue of "pension parity" will be presented to an arbitrator. Every other gain in the contract has been secured and cannot be altered.

***Your TWU MTA Bus Negotiating Committee UNANIMOUSLY endorses this contract.***

***The TWU Local 100 Executive Board overwhelmingly (35-1) approved its terms.***

**ALL MAJOR CONCESSION DEMANDS DEFEATED!**  
**NO PART TIME BUS OPERATORS**

# A MESSAGE FROM TWU LOCAL 100 PRESIDENT JOHN SAMUELSEN



***“This negotiation has been a long and difficult fight. But, thankfully, we have arrived at the finish line.***

From the very start of this process, I drew a line in the sand on the pension benefit. I was determined to secure a pathway to parity for MTA Bus members with your brothers and sisters in the TA and OA.

Easier said than done, considering the MTA was clinging rabidly to the notion that MTA Bus members should purchase improvements in the plan. But now, the fight is over, and by all standards, we have achieved a significant victory for MTA Bus members on economics, health benefits, family security, safety on the job, and yes, pension parity.

Here's how I view the results of our bargaining.

- We left the state public sector wage pattern (of 3 zeroes) in the dust.
- We beat the pattern set in the City bargaining with every public sector union by a significant amount.
- We won increases in every year, with full retroactivity. No other

public sector union can claim that.

- We secured a series of important new health, safety and family friendly benefits that the union had been seeking for years, and in some cases, decades.

The contents of this brochure fully explains your improvements in wages and benefits.

But I want to focus a bit on the pension benefit.

We have won a path to parity with the TA and OA through the process of binding arbitration. The MTA has made an important concession on the pension by dropping the demand that their offer of a pension improvement be paid for with concessions or work rule changes. And they have agreed with our position that MTA Bus members are suffering a pension disparity with workers in the TA and OA.

The two sides could not agree in bargaining, however, on what constitutes pension parity.

The MTA offered an increase in the multiplier to \$115.00, while we maintain that the disparity requires a multiplier of \$143.00. An arbitrator will decide what that number will be. Without a doubt, the pension multiplier will be significantly increased off the \$115 offer made by the company.

By agreeing to limit the scope of the arbitration strictly to what constitutes "parity" compared to corresponding titles in the TA and OA, the union has taken away the danger that MTA Bus members faced in past negotiations. Every other area of this contract is settled and closed.

An increase in the multiplier to bring us to parity with the OA and TA positions us extremely well going into the next round of bargaining where

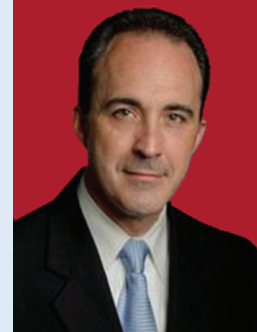
our central demand at MTA Bus will be the 25/55 Final Average Salary pension in place at NYC Transit and MABSTOA.

All in all, I am thrilled with the outcome of our bargaining. The negotiating committee had its differences, but never allowed those differences to be witnessed by management. And in the end, we were united that we had achieved a significant victory on all fronts.

I urge you to vote YES for this proposed contract so that you can begin to enjoy your new wage rates and benefits, and receive your retro pay as soon as possible.

In closing, I want to thank the membership for remaining a united front, and for having the patience and belief that the union would prevail in the long run.

## NYC Central Labor Council President Vincent Alvarez Praises TWU Settlement



“The New York City Central Labor Council commends TWU Local 100 for achieving this important contract settlement.

At a time when defined benefit pensions are under attack and being eliminated all over the country, the union succeeded in securing a pathway for significant pension increases, without concessions. Congratulations.”

**Vincent Alvarez**  
President, New York City  
Central Labor Council

# RETRO PAY MEANS SUBSTANTIAL \$\$\$ IN YOUR POCKET

## SOME NOTES

The projected retroactive pay is based on earnings for the period of Jan. 16, 2012 through Jan. 22, 2016.

If the retro checks are issued prior to Jan. 22, 2016, then the retro pay will be slightly less than shown.

If the retro checks are issued after Jan. 22, 2016, then the retro pay will be slightly higher.

There is an additional half a percentage point (0.5%) contribution for the improved medical benefits, but it is NOT retroactive.

**If Your GROSS  
ANNUAL PAY  
going back to  
2012 averages...**

**...Then Your  
RETRO CHECK  
(BASED ON EARNINGS UP TO 1/22/16)  
will be roughly...**

\$60,000	→	\$8,010
\$70,000	→	\$9,345
\$80,000	→	\$10,680
\$90,000	→	\$12,015
\$100,000	→	\$13,350
\$110,000	→	\$14,685
\$120,000	→	\$16,020

## YOUR NEW WAGE PACKAGE

- ✓ Raises in Every Year (NO ZEROES)
- ✓ Immediate 6 percent wage increase upon ratification (with another 2% on Jan. 16, 2016).
- ✓ 8.25 percent Total Compounded Increase
- ✓ Significant Retroactive Pay

## HERE'S HOW THE WAGES IMPROVE

- ✓ 1 Percent *RETROACTIVE* to Jan. 16, 2012
- ✓ 1 Percent *RETROACTIVE* and compounded to Jan. 16, 2013
- ✓ 2 Percent *RETROACTIVE* and compounded to Jan. 16, 2014
- ✓ 2 Percent *RETROACTIVE* and compounded to Jan. 16, 2015
- ✓ 2 Percent *ADDITIONAL* compounded increase on Jan. 16, 2016

## HOW YOUR WAGE RATE WILL IMPROVE

Title	Current	6% Upon Ratification	2% more Jan. 16, 2016	Total Hourly Increase
Bus Operator	\$29.9550	\$31.7900	\$32.420	\$2.47
Bus Maintainer	\$31.8725	\$33.8250	\$34.5025	\$2.63
Maintainer Helper	\$26.9625	\$28.6150	\$29.1875	\$2.23
Cleaner/Helper	\$25.3900	\$26.9475	\$27.4875	\$2.10
Stocker Worker	\$31.4275	\$33.3550	\$34.0225	\$2.60
Asst. Stock Worker	\$28.1075	\$2.8300	\$30.4275	\$2.32



# Package Includes Important New Benefits

**SPOUSAL HEALTH COVERAGE: PEACE OF MIND FOR MTA BUS FAMILIES** - Health coverage is extended to the surviving spouses of deceased retirees until the spouse reaches the age of Medicare eligibility (at no cost). Currently, coverage ends in the event of the death of the retiree.

**MATERNITY/PATERNITY PAY** - Two weeks fully paid Maternity and Paternity leave for all members on the birth or adoption of a child.

**HEALTH PLAN** - All health benefits are maintained, with the following beneficial changes:

- MTA Bus Members will be covered by the TA/OA Dental Plan, with an improved schedule of dental benefits.



*Your MTA Bus TWU Negotiating Committee, led by President John Samuelsen.*

- MTA Bus Members will be covered by the TA/OA Optical Plan, which is considered one of the best for public sector workers in the State.

**EPIC PASS** - MTA Bus members will be able to use their EPIC passes for use on all local TA/OA buses, the subways, and SIRTOA on Staten Island.

**LINE OF DUTY DEATH BENEFIT** - Increased to \$250,000 (up from \$100,000)

**ACTIVE DUTY DEATH BENEFIT** - Maintained at \$25,000.

**BETTER FACILITIES FOR FEMALE OPERATORS** - The MTA agreed that the condition of facilities for female workers needs to be addressed. The new contract provides that labor and management meet to identify areas of need.

**BUS PARTITIONS** - Safety partitions will be installed on all local buses prior to Jan. 15, 2017.



*Photo left: Members hear details of agreement in shopgates meeting at LaGuardia. Above photo, shopgate at College Point.*