



# TWU LOCAL 100 NEWS

## Rapid Transit Operations

February 2012

# TENTATIVE AGREEMENT REACHED IN RTO

The TWU and the TA have reached a tentative agreement covering issues in RTO.

The Union negotiating committee agreed that Sub-Division C (Work Trains and Construction Flagging) will be recognized as a distinct Sub-Division in the contract. This means they will have a separate pick for work and vacations from the A and B Divisions. In exchange, the TA agreed that:

- A T/O whose train runs over someone will get an automatic 3 days off with pay, whether the person is killed or not. (Currently, the T/O gets 3 days only if the

person dies.)

- For the first time, a C/R who witnesses an incident where someone falls between cars or is caught between the car body and the platform will be entitled to 3 days off with pay. (Currently, C/Rs are not eligible for the automatic 3 days off.)
- The formula for the OT cap has been simplified. The cap will be set at \$140,000/yr. This will make it possible for everyone to know if they are near the cap or if they are improperly placed on it.
- There will be a vacation vacancy

bid each year, no later than March 1.

- The vacation pick will not be held earlier than Oct. 1.

In addition, both sides agreed to establish committees to discuss two issues further. One is to discuss how the TA handles “issues surrounding employee fatigue.” The other is to discuss the possible consolidation of T/O, TW/O and C/R titles into a single title with 3 levels. There is no commitment to reach agreement on any changes in these areas, only to discuss them further.

The TA is pushing to have our contract end up in arbitration. In reaching this agreement, the TWU has achieved clear gains for RTO and has also protected it against the possibility that an arbitrator will give the TA their other demands (*see other side*).

The creation of Sub-Division C will result in a redistribution of vacation slots across RTO. While there will be fewer summer vacation slots available to Flaggers and Work Train T/Os, there will be more available on the road.

As specified in the Local By-Laws, TWU’s departmental negotiating committee was VP Kevin Harrington, T/O Chair Steve Downs, and C/R-TW/O Chair Lee Ireland. This agreement is endorsed by Harrington and Downs, but not by Ireland.

More details will be available soon.

#### DIVISION OFFICERS

- *Vice-President:* Kevin Harrington
- *Conductor/Tower Chair:* Lee Ireland
- *Vice Chairs:* Gennie Smalls, Joe Costales, Cleveland Manley.
- *Rec-Sec.:* Terry Adams
- *Train Operators Chair:* Steve Downs
- *Vice Chairs:* Charles Bryant, Rosalyn Carr, Kia Phua.
- *Rec-Sec.:* Erica Guerrido

#### RTO IMPORTANT PHONE NUMBERS

- Union Hall: 1-212-873-6000 extensions 2044 / 2121 / 2058 / 2045.
- 130 Livingston: 1-718-694-5827, 4168, 4212. (Probationary employees, Workers Compensation, grievances, and problems.)
- 2 Broadway: 1-646-252-2925, 5549 (Disciplinary Notice write-ups,

differential and contract grievances, arrests, restoration to service.)

- Safety Hotline  
Midnights (10PM-7AM) 646-228-0917:  
PM’s Weekdays (5PM-10PM) 888-302-3727
- Vice-President’s email:  
kharrington@twulocal100.org



# RTO

## CONTRACT FIGHT SCORECARD

UPDATE!



Discussion continues...

### AT THE END OF ROUND 1<sup>-ed</sup>

## MANAGEMENT WANTS:

1. Consolidate the titles of Train Operator and Conductor into a single Civil Service Title with two (2) levels.
2. Eliminate the eight (8) hour work day guarantee/requirement for up to 20% of Train Operators, Conductors and Tower Operators.
3. Two (2) year probationary period.
4. Pre-packaged picks.
5. For the purpose of work and vacation picks there will be a separate C Division for Construction Flaggers and Work Train Operators who shall be subject to a one (1) year lock-in assignment.
6. All notifications of absences shall be made not less than two (2) hours before the start of their tour.
7. The failure of an employee to be removed from the Sick Control List within the first six (6) months may result in his/her job being put out to bid and the employee subject to assignment by the Crew Assignment Section.
8. Delete Sections 3.1F3, 3.2F3, 3.3F3. The Authority can change RDOs for refresher training without penalty.
9. Eliminate radio time.
10. Delete Sections 3.1A9, 3.2A9, 3.3A7 (deadhead time).

TWD Agreed

## WHAT WE'VE GOT SO FAR...

- Improved days for 12-9's for both T/O's and C/R's
- Overtime Cap simplified and increased to \$140,000
  - Annual vacation vacancy bid on March 1
  - Vacation pick held after October 1