



February 2012

TWU LOCAL 100

Station Division

MTA Offers Little, Demands a Lot

On January 9, the MTA presented Local 100 with 19 giveback demands. These demands break down into six broad areas:

1. Health benefits: Pay higher co-pays AND 10% of the premiums.
2. Sick Leave Control: Anyone with less than 50% of their possible sick leave will be subject to sick calls and visits, will have to have doctor's lines every time they are sick and will not be paid for the first day sick for each time out.
3. Overtime: Payment only after you've worked 40 hrs in the week. Pay for only 8 hrs/day when out sick or on vacation.
4. A lower top rate of pay for new CTAs
5. Work rules: a dozen sweeping changes up to and including part-time B/Os and split runs in RTO.
6. Five unpaid vacation days in the first two years.

What is management willing to give in wages in exchange for these givebacks? Three zeroes. They made this clear in their presentation at the bargaining table.

All told, these measures would cost the average transit worker thousands of dollars per year and significantly degrade the quality of work life.

The demand for unpaid furlough days raises questions about where these demands are coming from. Did anyone notice that state employees accepted furloughs as an alternative to layoffs, whereas transit workers already took the layoffs. These giveback

demands do not take into account the real conditions and real history of transit. They are non-starters.

Station Dept. Negotiations

Contract negotiations are going forward and we are making some progress. Both sides (MTA and Stations officers) are talking and exchanging demands. This will be a long process. The MTA proposals for Station Division are 4 in number:

1. Move CED car cleaners into Stations;
2. Broadband all Station Cleaner jobs.
3. 1 pick per year.
4. Pre-packaged jobs on the pick.

Numbers 1 & 2 are really about changing the way our CTAs do their jobs and what jobs they actually do. And numbers 3&4 are merely an assault on our seniority and pick rights.

We can assure you that your Station Officers have come up with some challenging proposals that will test the MTA to see if they are really serious about saving money.

Our station officers have done the necessary work to find cost savings. If the MTA is serious, they will adopt them. These cost savings have nothing to do with cutting jobs or hurting any member of Stations Department. If you are asking why we should be in the business of saving the MTA money the answer is simple: If we can get positive changes for Station Department members and present them as cost savings to the MTA it only better our chances of getting them.

We actually came up with changes, for instance, to our uniforms that members have asked us about and when we "costed" them out, it represents a savings to the MTA. We want to take this opportunity to thank our members for their help. Between members' suggestions and the innovative thoughts of our Union officers we have come up with some interesting and attainable demands.

State of the Station

By V.P Maurice Jenkins

CONTRACT UPDATE: We all know what's going on at the main table so I will tell you about our division. First, in supply and logistics, there



was no headway on our demands or theirs, so we can call it even. In collections, we changed language on the submission of request for the day after Thanksgiving (*history: collecting agents*

have always been able to put in for the day after Thanksgiving. However, the way it was submitted was confusing and different from the way AVA's were submitted. Now the language is the same as for AVA's and PLD's. Changes have been agreed upon for uniforms. We have been told that the spring jacket everyone wants will probably be made available. The decision will be made in a workforce development meeting. We will keep you informed.

Station Agents: 2010 was a disastrous year. We learned hard lessons on both sides of the table, it is with that in mind along with the knowledge that new technology is coming that will take revenue out of the booths. We must prepare for it. We have agreed to form a joint committee to look into ways that we can preserve as many jobs as possible. We want more tracks to promote, so we need more training. To make this possible we need to change the rules at DCAS. This committee is the first step in making sure that the station agent of the future has a future. We also got a commitment from management that we will have a better selection of uniforms to choose from. Ladies will have the option of kulats, and shorts for the men. The winter hat will be a knitted ski hat instead of the trooper hat we get now. In the summer we will have the baseball cap. I won't blow smoke and say this is phenomenal. But it does answer some of the concerns that members had going into these negotiations. With the economy as it is, some would call it a win. Compared to some of the things our division received in the past, it is a win. The one thing we can't call it is a loss, because we gave nothing back.

30 More S/A's Back to Work

We are happy our new year has begun with 30 more brothers and sisters returning to work. After this class of returning agents will have over 335 of the 456 agents back to work as station agents, with full pay and full benefits. We will not stop working until all the agents are back. When you see a newly returned agent in the booth, please welcome them back to the family. And for the returning agents, please thank those who helped facilitate your return to your jobs.

CTA CORNER

by Joe Bermudez, Division Vice-chair CTA

We are working tirelessly to improve conditions for cleaners in Station Department as a whole. Although the climb to the top is steep, it is reachable. First for cleaners, a task force to help create better work schedules has been established.

We canvassed the winter pick and 6 cleaners have volunteered to help the Union and management to resolve many cleaning schedules. This might sound like old news, but it is the Union's obligation to hold management to its word. This task force has been created to distribute jobs more evenly.

CTAs and Keys

Unauthorized keys are now management's target. They have made it clear members will be severely disciplined for having unauthorized keys. Cleaners should not possess unauthorized keys. This is the only solution

Pick problems: A bunch of them!

In recent months it is no secret that the schedule and pick unit has had its share of troubles. First, the SA pick had numerous time changes that many members thought were excessive. The Union and concerned members put in a grievance to stop the pick. We were told by the Arbitrator that the MTA has the exclusive right to fix schedules as they see fit. Then, at the SA pick, the RDO portions were not being taken by the computer. The cause was supposedly a computer glitch, causing the Union to step in and stop the RDO pick until it got straightened out. Then the CTA books given to the Union were the wrong ones. Again the Union had to step in and get extra time to go over the correct set of books. And last CTAs who picked advanced pay vacations, were shut out of advanced pay for the first two weeks of the pick, because the late nature of the pick. Now we find that on the SA/RDO pick some jobs were incorrectly listed.

Question is: why has the recent goings on in the pick-room been so terrible? Good question. We understand there have been some personnel changes in the pick room but certainly that cannot be the entire problem. From this end we do not care why it is happening, but it better stop and get straightened out real soon.

the Union can endorse. We have tried to let management know that authorizing keys to CTAs would be a productive measure, but management is thinking security.

If you should find any keys that look like work keys please turn them in and please do not use them.

Contract

We have rated the CTAs' issues and presented them to management. Uniforms, boots, snow duty issues, more AVAs, warmer jackets, and pulling were at the top of the list. We are waiting just like every other section. By the time this newsletter gets printed the results will be in. Hopefully, management will understand that to be a productive work force they need to supply us with better and sufficient amount of uniforms, boots and supplies.

Strength is in numbers and by paying your dues the numbers grow. Too many of us are behind on our dues. To get stronger we must start to catch up on past dues.

Refilling Unlimited Cards

The Union has gotten numerous questions on the new policy of re-filling unlimited cards. Station Agents now have the ability to add time to regular unlimited cards in the service booth. To the Union this is a very good thing. Why? Because every duty the MTA gives us makes us more valuable to them.

The main concern is the miss-swipe aspect. According to the MTA memo, if you get a miss-swipe while doing the add-on function you are to follow the same procedure as in the event of a miss-swipe on a reduced fare MetroCard. In other words, you are to give the damaged card back to the customer, along with the pink slip from the miss-swipe printout, and then make them a new card.

When you bag out make sure you remit the rest of the miss-swipe printout. VP Maurice Jenkins has suggested to management that supervision go around to every booth and fully explain to every agent the details of this new duty of ours. We will see if they take our advice. We can also promise that the Union will be monitoring this situation. As with anything else, it is important not to panic when something new comes along. We Station Agents have gone through many changes through the years. The important thing is to remember we always do the job. Station department members are up for the challenge.

SAFETY

by Vanessa Jones



Safety is the most important, yet sometimes most overlooked part of our jobs. To work in a safe manner we must always be on the alert for unexpected things that might cause injury to us or to our fellow workers.

Before doing any type of work consider whether you think the act you are about to perform is safe or not. If it is not safe, take the time to notify supervision about the condition. If a supervisor orders you to perform the work anyway and you still think the work is unsafe, ask them for a **Safety Dispute Resolution** form. This form is the only legal way you can disobey a direct order by supervision. It works like this;

1. A supervisor orders you to perform an unsafe act.
2. You ask for a **Safety Dispute Resolution** form; at that point all work stops.
3. Once you fill out a **Safety Dispute Resolution** form, a superintendent will come to the scene to assess the situation. All work still stops.
4. At that point the superintendent will either continue the work stoppage or order you to do the task.
5. If they order you to do the task, they must sign the **Safety Dispute Resolution** form and they will be totally responsible if anything happens.
6. Then the member should contact the Union and determine whether a grievance would be appropriate.

The **Safety Dispute Resolution** form is not a toy or child's play. It is a serious document with serious power. It should be used only when absolutely necessary. Safety is our number goal all the time. We should all make it priority number one.

**Black History Celebration
Set for Wednesday
February 29, 2012, 5p – 9p
Lt. Joseph P. Kennedy Center
34 West 134th Street
New York, NY 10037
for more info go to
www.twulocal100.org**