



TWU LOCAL 100 NEWS

Station Division

March 2011

The Nationwide Attack on Public Employees Why Lobby Day is so important!

By now, everyone should be well acquainted with the goings on in Wisconsin, where the newly elected Republican Governor Scott Walker has ended collective bargaining rights for the public sector. Collective bargaining rights are those sections in your contract that governs wages, benefits, grievance procedures, conditions of employment, seniority, picks, etc. etc. etc. Ohio is next and after that Tennessee. The assault is nationwide.

In New York, Mayor Bloomberg is trying to take seniority rights away from teachers. A massive privately funded advertising campaign attacking veteran teachers tries to make the point that with seniority rights "bad" teachers stay on the job, while "good" teachers get laid-off. This is nonsense. The primary reason for Bloomberg wishing to gut teachers' seniority rights is he wants to fire highly-paid, tenured teachers and hire new teachers at the lowest pay rate. It has nothing to do with "merit" or "quality". It has to do with money plain and simple.

Our newly elected Governor Andrew Cuomo campaigned on a platform of reining in public employee unions. He has said many times that his budget cuts could be accomplished without layoffs. But after the year we had in stations in 2010, with 450+ layoffs, we can take nothing for granted. We must be proactive and vigilant.

Local 100 Lobby Day is on Tuesday March 29, 2011. We need as many members as possible there, especially members from Station department. We in Stations bore the brunt of the layoffs and while we, through hard work

and perseverance, were able to negotiate the return of our laid-off brothers and sisters, we cannot let our guard down. With Jay Walder in charge of the MTA anything is possible.

FROM WISCONSIN TO ALBANY
THE FIGHT'S THE SAME!

LOBBY DAY

TUESDAY MARCH 29

Help turn Albany into Wisconsin-on-the-Hudson!

Governor Andrew Cuomo's proposed budget cuts taxes for NY's wealthiest, those who make over \$250,000 a year, while taking hundreds of millions of dollars from transit workers, riders, pupils and teachers.

Cuomo wants to give the richest New Yorkers \$4 billion each year, while demanding that public employees freeze wages and pay more for pensions and medical benefits.

And, to top it off, he's raiding the funds that have been earmarked for mass transit -- punching an even bigger hole in the MTA's budget.

We cannot allow public transportation, state infrastructure or public pension plans to collapse. Nor can we let Gov. Cuomo renege on promises to transit workers who bargained in good faith for promised pensions.

Join TWU 100, 27 other MTA Labor Unions, and transportation advocacy groups in Albany March 29 and demand that Cuomo and the State Legislature:

- Stop raiding dedicated mass transit funds!
- Preserve the additional 2% income tax on NY's wealthiest!

For more information call our hotline: 646.539.2069 or visit our website: www.twulocal100.org

LET'S CONTINUE THE FIGHT TOGETHER ON LOBBY DAY

Wall Street -- not workers -- caused the economic crisis!

Our fight for a fair contract begins in Albany on March 29, 2011.

Lobby Day is a chance for TWU Local 100 to tell every politician in Albany that we can be your greatest ally or worst enemy. In stations we have endured a long and hard fight to bring back our laid-off members; we should fill buses going to Lobby Day. It is time for all of us to send a message to Albany.

Put in your AVAs, PLDs & single VAC days for Lobby Day Tuesday, March 29th 2011. OSAC will have extra spots available for that day. Local 100 will have buses available for your transportation in all the boroughs: Call the lobby Day hotline: 646.539.2069 or visit www.twulocal100.org to reserve a space on the bus. See You There.

Sick Rules: It's in the Contract . . .

It is important to remember that sick rules are contractual. Sick rules are written in black and white, Section 2.6, page 56 in the contract. They cannot be changed or added to by the MTA. This means sick rules are part of our negotiated Contract or CBA. They are clearly defined and they cannot change until we as a Union agree to change them.

Before the 70/30 was won by TWU in the 2005 contract, the basic sick rules were: If a member went out sick; the first two days were covered, and did not need Doctors' certification, but anything over a 2 day absence required Doctors' lines. Members also had to report to MTA whenever they left the house while they were out sick. Additionally members were subject to visits from MTA supervision at home. After the 2005 contract a new sick policy was introduced. If a member fell within the 70 percentile of an average of all members in regards to sick, they would be consider a 70% member and not subject to home visits and did not have to call in and out. In the 70% sick category, members also can stay out 3 days without doctor's lines.

But some things remained for every category of sick: within 3 days (72 hours) of return to work, all members must submit an MTA sick form to the appropriate supervisor. For example if you return to work on a Monday, you have Monday, Tuesday and Wednesday to turn your completed sick form in. No exceptions.

Also keep in mind that if you book sick before your scheduled vacation, you must return to work from sick before you can take vacation, even for one day. If you are out sick and do not return to work before your vacation you will be carried sick for entire vacation.

Time and attendance continues to be the leading cause of disciplinary action against our members and to be perfectly honest, a large number of these write-ups are avoidable. Proper adherence to contractually agreed to language is a must. The bottom line is that too many members in Stations are being written up for improper sick lines, late sick lines or even not handing in sick lines at all. It would be in all of our best interests to correct this problem.

Station Division Shop Stewards Recognizing achievements of our activist members

Since last January this administration has put an emphasis on the shop steward program led by TWU Education Director Nick Bedell. In Stations, we have had many new shop stewards sign up for the course and become active. We have also had many established shop stewards come to the training classes for a refresher. Congratulations to them all, new and established. We would like to take the time to recognize the achievements of four of our station shop stewards: **Tareque Ahmed, Tracy Williams, Jonathan Ware** and **Joseph Gifford**. They have all shown incredible initiative and dedication in their positions as Station shop stewards and the membership.

Tareque Ahmed has been at the forefront of the fight for laid-off Station Agents. He has tirelessly organized and shown leadership qualities well beyond the normal course of action. He has done this as one of the laid-off sisters and brothers himself, but has never wavered in his resolve to be responsive to his fellow members and fight for those laid-off.

S/As Tracy Williams and Joe Gifford have become "go to" people on the road. Their work in the field and as Union representatives during the recent Station Agent pick speaks volumes to their competence and adaptability to deal with problems of all kinds.

RRSW Jonathan Ware of Supply Logistics has become a watch dog on management abuses and safety issues in his location. His attention to detail and willingness to ask the right questions puts management on guard and has garnered the respect of his fellow Union brothers and sisters.

To say the least, these are not the only Station Shop stewards who have distinguished themselves over the last year; they are merely the first 4 we are recognizing for their achievements. All our Station shop stewards have done a fantastic job under some difficult circumstances and be assured they will eventually get the recognition they deserve in future newsletters. We would like to take this opportunity to congratulate all our Station shop stewards and let them know that we will be working closely with them.

Anyone wishing to learn more about their Union and their rights as an employee should sign up for the shop steward program. It is a course well worth taking.

Shop Steward graduates since January 2010.



Station Agents:

Tareque Ahmed, Sharon Allen, Theresa Byfield, John Borrero, Arthur Clements, Tapan Das, Felicia Fields, Paul Flores, Joseph Gifford, Alice Ginn-MdKay, Marty Goodman, Sabrina Greenwood, Sandra Harris, Kendra Hill, Rushdi Huq, Vanessa Jones, Eugenia Jones, Emery Nauden, Kelebohile Nkchereanye, Jose Rosado, Laura Ryan, Tracey Williams, Markeith Woolford.

Cleaners:

Joseph Ayala, Brian Brooks, Patrice Brown, Nelson Stinson.

Supply Logistics:

Jonathan Palusek, Jonathan Ware.

Collecting Agents:

Eduardo Martinez, Alfonso Quattlebaum, Gail Waller, Tom Yee.

CTA News

Our grievance regrading cleaners being pulled will be going forward and will be heard by an arbitrator. We are awaiting the hearing date. To insure victory, we need cleaners to step up and submit dates and times when you were pulled. This is the only chance CTA's will have to get this issue resolved. Please don't drop the ball.

As you know, we are losing cleaners from the ranks due to promotions (which is a good thing for those individuals) and because car cleaners who came over from CED are returning to their department. This means excessive pulling will begin again. Another poorly planned executive order from management.

Unfortunately, some members were not accepted for promotion due to rule 4.7.1(c). This is the 1 in 3 rule where a worker's personal record is judged against other workers' records for promotions. We all know the Authority is big on time and attendance, even more so than discipline. So if your sick record is not good, our hands are tied.

We have had CTA members giving precious time to help go over cleaner schedules on the pm tour 1, 2 and 5 lines in Manhattan and the Bronx to find flaws or heavy schedules to attempt to amend them for the next pick. If

any CTA wants to come and review the schedules of their lines, the contact number is 917-518-9754.

On dues, let's make an effort to make up back dues. For all members behind in dues, make a payment one week or month at a time. It's a step in the right direction to once again becoming a full partner with the rest of the union.

Station Agent uniforms: Back to Blue

The uniform coats for Station Agents will undergo a change to the standard "Transit Blue" sometime in 2011. The company we will get our uniforms from will also change, from VSF solutions to Lion. This change however, will not come about until the second half of the year, so make sure that you remember to follow the standard procedures in ordering uniforms until you are officially notified that the companies have changed. The 3 in 1 coat will be the same style as the Burgundy coats, but in Blue. Station Agent shirts will remain white. Pants will remain gray and we will no longer be issued Burgundy (SCA) jackets or Burgundy (SCA) vests. There may be other changes in regard to headwear but those suggestions have yet to be approved by MTA Management. We will keep you posted.

"Quote" of the Month

"The judge can drop dead in his black robes. I will not call off the strike."

TWU President Michael J. Quill answering reporters question on what he intended to do about judicial threat to jail TWU leaders for conducting the January 1966 city-wide strike.



Judge followed through on his threat to jail Quill and other TWU leaders during the 1966 transit strike. Here Quill is being escorted to the lockup by NYC detective.