



Negotiations Are Underway for a New Contract

We are pleased to report that negotiations are under way for a new contract with the MTA.

Our top leadership, led by President Tony Utano, presented the MTA with our general contractual demands at a ceremony at the union hall on April 3, 2019.

President Utano told the MTA's top labor relations and operating representatives that the union expects management to negotiate in good faith "with the goal of settling a new agreement by the expiration of our current contract (May 15, 2019)."

Utano said that the union is willing to "negotiate weekdays, weeknights and weekends to get it done."

Utano also warned not to come to the table with the intention of "nickel and diming us." He said that the union had supported efforts in Albany to get the MTA

new funding sources for its capital plan, including Congestion Pricing. "The MTA can afford a fair contract for transit workers. There is no reason for the MTA to be seeking any kind of givebacks whatsoever in the negotiation," he said.

Stations Division Vice President Lynwood Whichard will represent Stations in Main Table discussions, while both Whichard and Division Chair Robert Kelley among others will carry the ball for Departmental negotiations.



President Tony Utano discusses proposals with the Stations reps on the Contract Policy Committee.



ABOVE:

Your Stations Division representatives on the TWU Local 100 Contract policy committee met March 9, 2019 to finalize our departmental demands.

LEFT: Your Stations Division officers meeting with management at 2 Broadway for Departmental negotiations.

'Speak to Us'

Executive Board Member Yolanda Haynes

Speak to us, your union representatives! For the past 10 weeks, I have been working at 2 Broadway, 130 Livingston, 195 Montague, and City Hall. What I've come to realize is this.



Yolanda Haynes
Executive Board

Your union is not just a place for disciplinary hearings. The Stations Department union representatives are there to assist and guide the members through many

issues our they are dealing with, like child care, housing, family issues and even substance abuse.

Those are just a few of the issues we help the members resolve.

We are not here to jeopardize your livelihood.

Our assistance is confidential and voluntary. It is a benefit offered to all TWU Local 100 members.

Know Your Weingarten Rights

EMPLOYEE RIGHT TO UNION REPRESENTATION

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Without representation present, then I choose not to participate in this discussion."

The above is what is known as your Weingarten Rights.

As a member of Local 100, you have Weingarten rights during an investigatory interview, which occurs when:

- A supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his or her conduct.
- An employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says.

But, management is not required to inform the employee of his/her Weingarten rights.

Investigatory interviews can relate

Your Voice & Strength

Executive Board Member Terry Steptoe

Only 3 months in office and my respect for those who came before me has risen to new heights. The dedication that's needed to do this job is serious. Our members need so much attention and guidance, and the slightest misstep can cost us everything. Working hearings at City Hall and 2 Broadway gives me a real up-close-and-personal look at what the membership goes through with not only work related but personal issues as well. We as a Union are here to be the voice and strength of the membership. To be Our Brothers/Sisters' Keeper is not only needed but it's essential to our growth. We are being lead into a new era of how Stations should be held, and that's in high esteem. "



Terry Steptoe
Executive Board

to such subjects as: **Absenteeism, lateness, accidents, compliance with work rules, damage to company property, falsification of records, slowdowns, theft, violations of safety rules and poor attitude.**

The Employee Rights under Weingarten rules are as follows:

1. The employee may request union representation before or during the interview.
2. After the request, the employer must choose from three options.
 - a) Grant the request and delay questioning until a union representative arrives.
 - b) Deny the request and end the interview immediately.
 - c) Give the employee a choice of having the interview without representation, or ending the interview.

If the employer denies the request for union representation and questions the employee, he/she commits an unfair labor practice and THEN the employee may refuse to answer.

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Counterfeit Bills /Hearings

212-712-5891

Our First 90 Days

By Lynwood Whichard
Vice President

It gives us great pleasure to continue to serve our hardworking, dedicated, and intelligent membership.



Since taking office, we have transformed several aspects of the way we do business. We are committed to assuring you proper responses.

Recently, we visited Supply Logistics warehouses, Mobile Wash, Snow Duty, and Collecting Agents Reporting Rooms. We have also visited approximately 150 stations in addition to our regular field presence.

As promised, we will continue to maintain a vigorous fight with management's Fast Forward Initiatives. We have restructured your Union office so that when you come in or call, you can get the best respectful service.

Although it has been only 3 months in office, we have taken strong measures to fight to save jobs. Many of you have already received and experienced our new way of providing service.

I urge you to stay focused and not get distracted by past and present political theater which has often distracted and undermined our department. It has been often noted that some of this conduct has found its way into our workplace. The "member vs member" conflict has a direct correlation to what we see on these pages. The conflicts are increasing. Hurt people, hurt people!



That's me with Division Chair Kelley and the great Charles Rangel, retired Congressman and one of Harlem's most distinguished residents.

We must go beyond the threshold of ill behavior and focus on our workplace interests responsibly. I am not able to appear on these media outlets as often as many of you may wish. However, just know that I have been fighting for you and putting things in place behind the scenes.

'Return to Work' Procedure

Members must know that when you are returning to work from being out over 21 days, you are required to submit to a urinalysis screening. In the event you are not able to urinate, the MAC clinic is required or give you water. This does not mean you will not be able to return to work. The MAC Clinic must keep you at least three hours by law. Sometimes they may request a hair sample.

Another important note: Many cleaners were mandated to attend a Safety Shut Down. We got wind of it and showed up to SHUT IT DOWN! Management is required to inform the Union when they are introducing new policies or procedures outside of the current language in the contract. Even if it is given to Mobile Wash orally, it must be consistent with the current policy on snow duty, deep cleaning, station cleaning etc. We are currently in **Contract** time. This time is very crucial and we must be disciplined. I cannot convey the strategic efforts, but know that we will continue to fight during and after! Don't forget to log in to your newly enhanced website at www.TWU Local100.org/Stations. There you will find accurate information on Station Department initiatives.

Stay focused!

Always positive!

Day to Day

By Robert Kelley
Division Chair

'Eye' See You!

Over our few months in office, we have been working on a few special projects.



I have met with management and we are measuring the effects on the trial period with the **"New Anti-Fog Safety Goggles."** (see photo below.) We have given some to Mobile Wash members in addition to Station Cleaners. Although the supply was limited, we have received an overwhelmingly positive response from their use.

It is being reported that the goggles do not become cloudy while using water and during weather changes. I am looking at having these distributed widely to our members.

I am also happy to report that we have reduced the snow duty second RDO write ups by 100% during the month of January. It is our belief that now that we are entering the Spring and Summer season, the language is clear on when to report for work on Snow Declarations. Anyone who needs written information on what to do can contact the Union Hall and request a copy of the Winter Snow Operations language.





Around With the Local Stations





Town TWU 100 Team



Safety Report

By Damon Shelley

Hello again to all my good people of Local 100. This journey of fixing and elevating our department has just begun, and in a short 3 months time



progress is being made. The dedication from our team in conjunction with 24/7 availability to our members is key in continuing this push forward. I've always been a believer in less talk and letting actions speak for you. Look around you. Changes are happening for the better across the board. Facility rooms are being rehabbed; bathrooms are being reconstructed, and more lockers are being installed. Positive work moral and productivity is climbing. Information materials are being spread throughout the system for the members' benefit.

Unaddressed issues are now being addressed. Also for the first time in a very long time, individuals in ALL titles are being held accountable for their actions. Understand these things are not happening just by chance. Knowledge is power, unity is key, and professionals are what we all signed up to be. Encourage one another to always be great. Let's build up our Stations Department. **Peace! Be safe!**

Night Watch

By Union Representative
Dwayne 'Tank' Hammond

Nights are a very interesting time for transit workers. Between the homeless, the crazy people and the after-party drunks, things can get really hectic. The many years that I have worked for the New York City Transit Authority have been at night, so I understand the problems and pressures of working that tour. I know what the night cleaners go through. I believe they are overlooked, underpaid and under-appreciated for their diligence, workmanship and professionalism. Cleaners are really doing a great job and I want you to know that is not going unnoticed. In my travels in the last few months at night, we have met many managers, old and new, who have praised your work. They seem to have an understanding of how difficult it is for you to work at night and do the job that you do. They also asked us on many occasions if there is anything that they can do or provide you with to assist you with your duties. They seem to be willing to work with us. I say that because I realize that sometimes it may seem like it's a slow process to get things done, *but* it is a process. If you



are having any problems or in need of any assistance we are here 24 hours. Please use the numbers provided. We have day coverage, PM coverage and night coverage.

Words From The Inside

By: Jason Nisanov

February and March were eventful months. From working at 2 Broadway and City Hall, to addressing our working conditions at each station, the fight continues.

Working at 2 Broadway and City Hall is always a fight for our rights. Management likes to see what they can get away with, and we fight to keep them in check. It is up to TWU to ensure we get justice for all of us.

At each station we continue to address the horrendous conditions we face each day. Management wants us to settle for horrid conditions and this can't be allowed.

We have successfully fought and obtained permanent status for a number of provisional agents. This fight is not yet done.

Next month will bring new fights for the members.



M3 Technology Offerings

Being a union member entitles you to an array of Voluntary Insurance Benefits. As a member, you are entitled to these Insurance programs regardless of present or past medical conditions.

These products, provided by M3 Technology, range from Life Insurance, Disability, Critical Illness & Accidental insurance for members and their immediate families. For more information on the company's wide range of benefit solutions available to you, f contact Benefits Counselor, Angel Rosario.

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Benefits Counselor
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Stations Members Celebrate Our Union's Founder, Mike Quill, at Quill-Connolly Day on March 14, 2019



Greetings from 2 Broadway

By Nicolette Browne
Executive Board Member

Currently things are busy as usual.



Most of our members who have been 'held out of service (HOS)' long term have been charged, and either suspended or returned to work. There

is an overload of write-ups on cleaners who did not show up for snow duty during the last snow emergency. Hearings have been scheduled. On the positive side, the waiting room has been refreshed.

Report From Member Services

By Kendra Hill
Executive Board

The new phenomenal pain reliever called CBD. It is an acronym for Cannabidiol.



It's new on the market and is used for medicinal and therapeutic pain relief. CBD products are popping up everywhere, many

stores, diners and food establishments are selling CBD items. It can be found in creams, Gummi Bears, drops, Vape Oil, pills, food and drinks to name a few. CBD doesn't have the THC found in marijuana that gives off a positive reading, as CBD is legal and can be purchased over the counter.



Do your research on this product. It's a possibility that prolonged usage may cause you to test positive for drugs. Yes, there are prescribed medicines that give the same results. The key word is "prescribed" Transit Medical Assessment Centers or (MAC) Facilities are where these test are done.

Here are some situations why you may end up at the MAC:

- Out sick more than 20 days
- Safety Sensitive Job (Annuals and Periodicals) Promotions
- Post Accidents
- Customer Complaints
- Fitness for Duty
- Injured on Duty (IOD)
- Hearing Conservation

Always remember your health comes first. Stay alert and focused.

As a Member Services Outreach Coordinator, it's always a pleasure to assist you

Importance of Solidarity On the Job! *We Must Avoid Workplace Conflicts*

By Saim Montakim.
Division Vice Chair Station

From my experience as a union representative I detect some of the issues that are very disturbing for us and need to be addressed adequately. One of these issues has become very alarming lately that takes away our productivity and mental peace. And it is the conflicts and disagreements in workplaces among the workers that sometimes reach the level of violence. It is important that employees share a healthy relationship with each other at the work place.

A healthy relation with your fellow workers would ease the work load on you and in turn increase your productivity. One cannot do everything on his/her own. Responsibilities must be divided among team members to accomplish the assigned tasks within the stipulated time frame. If you have

a good rapport with your colleagues, they will always be eager to assist you in your assignments making your work easier.

An individual tends to lose focus and concentration if his mind is always clouded with unnecessary tensions and stress. It has been observed that if people talk and discuss things with each other, tensions automatically evaporate,

and one feels better. Learn to trust others, you will feel relaxed.

An individual spends around 8-9 hours in a day at his workplace and practically it is not possible that one works nonstop without a break. You should have people with whom you can share your lunch, discuss movies or go out for a stroll once in a while. If you fight with everyone, no one will speak to you and you will be left all alone. It is important to respect others to expect the same from them.

One feels secure and confident and thus delivers his best. It is okay if you share your secrets with your colleagues, but you should know where to draw the line. A sense of trust is important.

People tend to adjust more and stop finding faults in each other. Individuals don't waste their time in meaningless conflicts and disputes, rather they concentrate on their work and strive hard to perform better. They start treating each other as friends and try their level best to compromise and make everyone happy.

You may need them any time. They would come to your help only when you are nice to them. You might need leaves for some personal reasons; you must have a trusted colleague who can handle the work on your behalf. Moreover, healthy employee relations also spread positivity around. It is essential that employees are comfortable with each other for better focus and concentration, lesser conflicts and increased productivity.



Saim Montakim
Vice Chair, SA's



By Ana Cepeda
*Division Recording
Secretary &
Wayfinders Liaison*

Report on Wayfinders

Protecting, and bridging the gaps between members and union, is my goal. At City Hall, I see lots of members coming in with time and attendance issues. When taking off any time from transit you must always provide a SICK LINE.

The SICK LINE is the same form as a doctor line, but you only fill out the top portion, now that's providing you only stay out for two days and less. When you are out for three days and more, a DOCTOR LINE is required or/and if you are on sick control then a DOC-



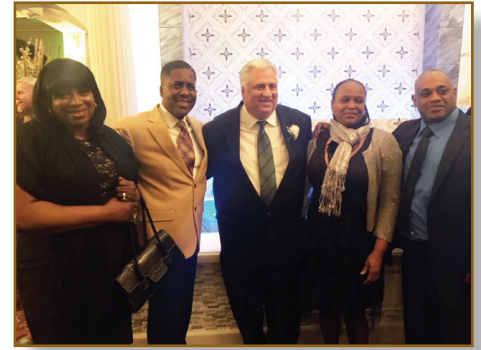
be an Union REP at all times, to answer question or a concern. We are exploring all our option to best serve our members.

*That's me with
Wayfinder Nicole!*

TOR LINE is always required. As a Wayfinder Liaison, keeping a direct line of communication open and honest, is very important. Aggressively active in promoting, and the learning the needs of the future program of MTA. Working with Mrs. Hernandez to ensure a healthy and safe environment, for all Wayfinders current and future.

Over at 130 Livingston I'm preparing the office on the 5th floor opposite side of OSAC. There we will do EOE, and SIR Hearings. There will

President Utano Honored by the MABSTOA Emerald Society



Station's Division officers and friends joined Local 100 President Tony Utano at the annual Dinner Dance sponsored by the MABSTOA Emerald Society. Vice President Lynwood Whichard and Division Chair Robert Kelley attended. A big contingent of OA officers and friends from all Bronx and Manhattan depots joined in the festivities.

Supply Logistics

By Jose Torres
Vice Chair, Supply Logistics

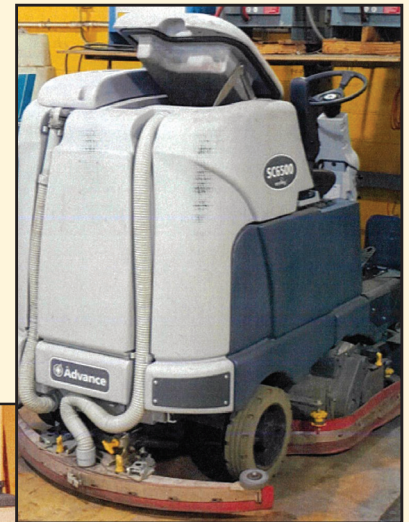
February was very challenging but the work was done. We are visiting all stockrooms.

Members are overjoyed that we are out in the field in full force bringing them information, and making sure their welfare is top priority.

In the office, I keep helping members with all their inquiries; and making sure all CTAs are paid their snow duty pay. At the Central Warehouse (Maspeth), we requested an air quality test to be performed due to member's complaints; as well as some members getting sick. Safety officers for Stations, Damon Shelly and Joe Piola and I are waiting for that report. We are putting a plan together to tackle this issue. A few days after our



appearance, management began renting sweepers and cleaning up the place. We also got management to replace the old ice maker and purchase a new one. We will continue to raise the standards in our Department.



After our visit challenging air quality and other conditions, management brought in sweepers and a water cooler.



If you are asked to STOP or interfere with customers entering the Gates, report it to us *on your next break time* by texting us from your personal phone.

