



Operation Action: 'L' Train



Telling the press what happened to members on the 'L' line. From right, Div. Chair Robert Kelley, VP Lynwood Whichard, EB Terry Steptoe, Jason Nisanov and VP RTO Eric Loegel.

Many of you are aware of the foul smell that took over on the (L) line earlier this month. We took to the news and the streets to evacuate our members from harm's way. Several of our members had to be hospitalized. You must always remember that you are entitled to fill out an Injury on Duty (IOD) form anytime you are exposed to any toxins or injured on the job, even if you don't want to go to the hospital.

We will continue to be out in force to get these conditions up to standard. As we come around to your work areas, you can make any suggestion you feel is in your best interest. We've been to every section in our first 30 days. Here are some of the highlights in hitting the ground running. We look forward to seeing you as we come around. The Division Chair, Robert Kelley and I will be out at night frequently to make changes as we see, and to ensure your protection.

VP Lynwood Whichard

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

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.



Part of Stations Contingent at Local 100 Mass Membership Meeting on Jan. 19th

The Union Difference

Executive Board Member Yolanda Haynes

Being a part of a union comes with many benefits. As Union members we are more likely to have job security, higher wages, paid sick and vacation days, affordable health insurance and



Yolanda Haynes
Executive Board

retirement benefits. For most union members, their union job means they can pay their mortgage and provide for their families. With union membership and participation it gives your union strength in numbers to set standards and workplace protection. And as union members we benefit most from the union's collective bargaining power to negotiate with our employer NYCTA.

Unions also advocate for the safety of their members and ensuring a safe and healthy environment their members can enjoy.

There are many benefits of a union and if you are a member whose dues

are in arrears, now there is a simply and relatively painless way to restore your good standing membership. By filling out the Voluntary Authorization for Payroll Deduction of Back Dues form. You can contact the union hall at 212-873-6000 extension 2083 to find out how much you owe.

Restoring your good standing membership is especially important now with our next contract coming soon. Thank you.

Executive Board Member Terry Steptoe

While serving with this administration, it is a pleasure to serve with a great group of fighters and leaders. Even after being in office for a short period of time, I have an overall desire to help the membership. While serving the membership thus far, it is a good thing when the membership knows we are fighting for good. So I will continue to put forth a diligent effort to fight for the membership making sure they get the help they need.



Terry Steptoe
Executive Board

Cubicle Care: Station Department now has a Cubicle at 130 Livingston Street (5th floor). We are pleased to start serving you on Mondays and Fridays from 8:00am to 4:00pm. We are on site to assist with Special Investigations, EEO interviews, and to give assistance where needed. See you there!



Station Department Contact List

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smontakim@twulocal100.org

Vice Chair – S/L Jose Torres

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Recording Secretary/ Wayfinder Liaison

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@Member Services
Office: 347-643-8067
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Safety

Damon Shelley

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Union Representative

Dwayne Hammond

516-819-7111

2 Broadway

Hearings & Grievances

646-252-6787
Fax: 646-252-5619

City Hall

Counterfeit Bills /Hearings

212-712-5891

Our First 30 Days

by **Lynwood Whichard**
Vice President

During our first Month in office we reorganized the entire office. We now have a different intake process in



the way we handle cases and provide service to you. When you call, you will provide us with important information so we can expedite your situa-

tion. Our response will be in writing for certain cases.

Our team has a 30 day review on all outstanding issues. It is our attempt to resolve all issues in a timely manner.

We have created a "New Station Department Enhanced Website." Our newly enhanced website will be updated often to provide you with accurate information to assist you with your concerns. There will be separate places you can visit to get specific information. For example, Labor Relations, Safety and Health, Supply Logistics and Collecting Agents will have separate areas where they can get information.

We will also have updates on real time issues. During the first 30 days we have met some challenges. As many of you know, management is running full steam ahead with their new initiatives on the Subway Action Plan. Many of our great cleaners were concerned that they would suffer job lost during the agreement to allow contractors to clean up the 75-100 years old contaminants. No jobs was lost was or is part of the agreement. In fact, management wanted to use language that didn't exist where cleaners did not perform, and it would have risk winning for the long haul. We now have language that provides, Training, Continued Work and Legal Protection that wasn't there before! Once the baseline cleaning is done, our cleaners have the work in its entirety! We are and will continue to be committed to field operations and improved member service.



Day to Day

by **Robert Kelley**
Division Chair

We took office a little over 30 days. We have been working up to 18 hour days to get everything in order. We have been in the field visiting many locations to look at the total condition of our department. One thing I want to assure all of you is; we take our positions very seriously!

During the first 30 days, we have met with President Andy Byford, Vice President of Revenue, Vice President of Labor Relations, Chief Officer of the Division Supply Logistics, Sr. Vice President of the Department of Subways and the Chief Station Officer of Station Department. Our Vice President meets frequently with our own President, Tony Utano to discuss issues about our department. All new information will be published through our newsletters and the new enhanced website.

After meeting with upper management, we made it clear that we are a different administration. We will be taking on issues with your protection in mind. One thing we all must be careful of, you must call, text or email your union reps for clarity on policies, rules and the contract.



Welcome Aboard!

Vice President Lynwood Whichard, center, welcomes an enthusiastic new class of Station Agents to Local 100.

SAFETY REPORT

By Damon Shelley

We have made great changes in many areas. Now we must get at least 25 bathrooms and facility rooms to a standard of decency.



I look forward to seeing you on the road. You can also contact me at night to assist you with problems.

We have included our contact list in this newsletter for your convenience.

Night Watch

By Union Representative Dwayne Tank Hammond

We would like to thank you for the accommodating welcome we have received as we travel from room to room talking to members in Station Department. We are excited about your enthusiasm for our new team and your well wishes for our department.



During our travels, we have found many deplorable situations pertaining to our locker rooms, facility rooms, bathrooms, and service booths. We in Station Department have accepted the willful neglect of management and its way of doing business toward our health and wellbeing. We must hold management accountable, and with your assistance of the newly-elected strong, knowledgeable and enthusiastic team, **WE WILL MAKE STATION DEPARTMENT STRONG! STAND STRONG.**

Many can rest well and take a DEEP CLEANING sigh of relief. We have been out at night and around the clock reassuring members that their jobs are not lost. Members can call me at night when facing difficulty with any issue. My number is: (516) 819-7111.

Words From The Inside

By: Jason Nisanov

It has been one month since we have taken office. For my part, I have been helping to improve our working conditions, from the horrid facility rooms and bathrooms and helping the provisionals. It has not been easy but it is fulfilling to see our brothers and sisters happy. The road our provisional agents have been on has been worrisome for them, to say the least.



It is disheartening to know the probation status can be extended past a year. Being made permanent is another weight off many shoulders. The fight is not yet over and there is still much to be done. We have many obstacles to climb and challenges ahead of us. I feel we are more than up for the task. I am always at the behest of the members.

MLK Celebration

By Jose Torres
Vice Chair, Supply Logistics

It was an honor to stand in front of the Dr. Martin Luther King memorial on my trip to Washington D.C. for the annual MLK remembrance. Standing in front of the statue of a great American hero, a true legend, was humbling. He was the leader of the civil rights movement, a champion for the UNIONS alongside Mike Quill, our founder, fighting for human rights. The trip was very informative and I met some great people. I have been going to our Stock Rooms checking and greeting our stock workers making sure safety and all issues are addressed. In our main warehouse S/R 055 Maspeth, the air quality is poor. I saw black dust everywhere, and I walked out with dust in



my nose and throat. This issue has to be addressed immediately. Too many Stock Workers have died on the Job or soon after retirement. This could be a part of it. I will continue to be in the field. I am the first elected Union official from Supply and Logistics to be released full time. Our team continues to make members our priority. **MEMBERS FIRST FROM DAY ONE!** I look forward to meeting each and every one of you

Wayfinders

By Ana Cepeda
Division Recording Secretary

While representing members, it allows me to continue my duties as one of the Wayfinders Liaisons. During my visits overlooking Wayfinders operations we are inspecting the facilities to see that it gets repaired. We also noticed the extraordinary work of the CTA's. It is a pleasure to give out our contact information and to see if any of you need help before, during and after your tour of duty. See you at the next Division Meeting.



On the Road With Saim Montakim, S/A Vice Chair



Greetings from 2 Broadway

By Nicolette Browne
Executive Board Member

It's been a little over a month since we took on the roles of union hearing reps at 2 Broadway. It's been quite a learning experience. I must say, lives are being saved every day. We've witnessed many challenges faced by our members/coworkers.

our members are incorporating work, family and their social lives which at times become hectic. We've come to realize that as a community we must all have a backup system for those times of overload. Such as a breaker on an electrical circuit. We must be each others keepers.

Member on member conflicts are on the rise. Please think twice before allowing any issue to get out of control. I always used to hear the older folks say when you think of digging a hole for someone you should dig two. That's because one hole for that someone and one for you. For every conflict, I get two members here potentially facing charges. We as members lose and Transit always wins. Let's think and make wise choices.

We are in the process of going over all improvements to our crew facilities. The following crewrooms have been done: Park Place-2/3; Rector Street-R; Grand Street-F; Gates Avenue-J; Halsey Street-J; Chauncey-J; the 1 Line-96 Street, 116 Street, 238 Street, 242nd Street, Christopher Street, 23rd Street and 79th Street; 72nd Street- B/C; 163rd Street (C);149th Street, Gun Hill Road (5); Rockefeller Center, 57th Street, 53rd and Lexington-6. We continue to fight for better improvements!

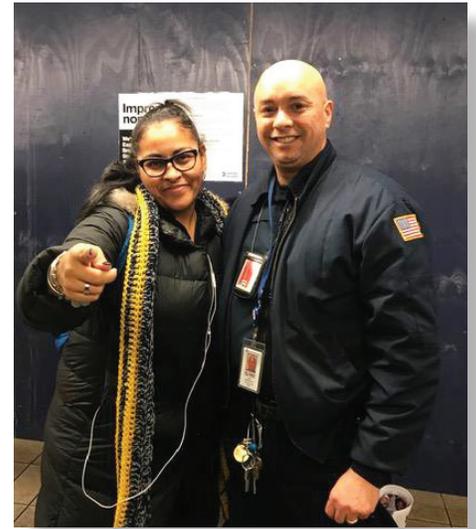


Vist to CFR

It gives us pleasure to state that we have visited the CRF, toured the location and met with the Vice President and Chief Revenue Officer on January 23, 2019.

We discussed the New Fare Payment System that is about to be introduced in May 2019.

We look forward to further talks on job security as management introduces its four-phase moneyless initiatives. We made it clear to management that job security is our greatest concern! Stay posted on more updates from your Station Department Team



Visiting 180th Street

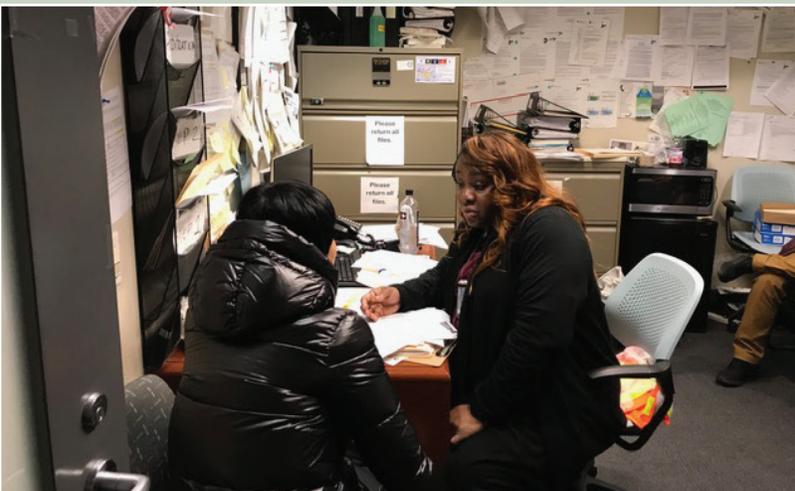


145th Street is a model for creating a better environment for you!



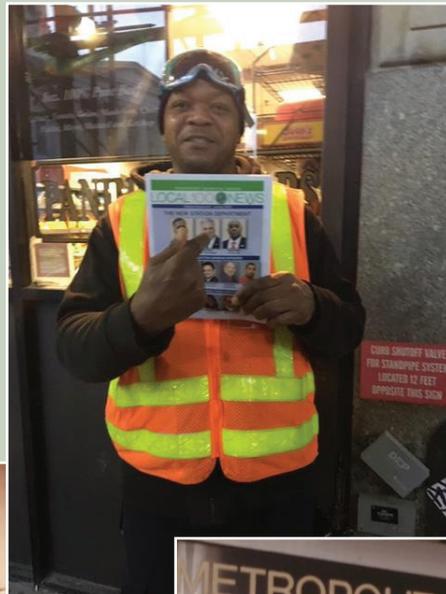


Around With the Local Stations





Town e TWU 100 Team



STATION DEPARTMENT

CONTRACT DEMANDS 2019

LYNWOOD WHICHARD
VICE PRESIDENT

ROBERT KELLEY
DIVISION CHAIR

Number your Contract Demands in Priority Order.

_____ UNIFORMS

_____ EMPLOYEE AVAILABILITY – OTO & AVA'S

_____ MEDICAL

_____ WAGES

_____ OTHER, explain _____

Members can email their Contract Demands to: Jtorres@twulocal100.org if you are unable to attend the meetings.