

June 2019

NEWSLETTER

STATIONS

SPECIAL EDITION

We Mourn Jose Torres, Taken From Us Unexpectedly

All of TWU Local 100, especially those of us in Stations Division, is mourning the loss of our Brother, Jose Torres, the elected Vice Chair for Supply Logistics. He died of a heart attack on the evening of July 16, 2019. He was only 56 years old. Jose was born and raised in the Bronx of Puerto Rican parents, who came to New York in the 50's.

He came to New York City Transit and TWU Local 100 in 2011 after an early career as a stock worker, warehouseman, doorman, driver and cook.

"I love to cook," said Jose in a recent interview. "From time to time I bring food to share with my co-workers and because of that some of them call me the 'Cook.'" Jose was an avid fisherman, who loved being out on the water.

Stations Vice President Lynwood Whichard called Brother Torres a "champion" for the cause of labor, and said that he **"was the glue that united Supply Logistics. This is a terrible loss for his family and everyone in Stations."**

Administrative Vice President Nelson Rivera, a fellow Puerto Rican, offered his condolences to the family and said, **"Jose was a true Boricua to the core."**

Local 100 President Tony Utano expressed his heartfelt sympathy to Jose's family, friends and colleagues saying: **"This is a very sad day at Local 100. Jose was a wonderful person who fought hard for his members while always maintaining a high degree of professionalism and good will. Everyone at the union hall liked him and respected him. He will be deeply missed. I know that we, as his brothers and sisters, will stand strong for his wife, Maritza, and the rest of his family during this trying time."**



Fight for Our Jobs



Emerging Technology is on its way. The new OMNY fare collection system is expected to go into full phase in 2023. We must be vigilant in reporting issues that affect our jobs. This new system is a contactless New Fare Payment System which means it is designed to have an independent way of doing business that does not provide interaction with Station Agents in the Booth.

Obviously, our jobs are evolving. It is very important that you attend Division Meetings every 4th Thursday of the Month. We are preparing strategies to keep some of the booths from closing. We can only discuss the tactical approach in meetings where they are duly recorded.

Contract Talks Continue



Understanding the parameter in contract negotiations is important. During the first round of negotiations over departmental issues, management stalled in giving their demands, and the ones we did get were ridiculous and unacceptable. After management delays on top of delays, the MTA ordered every department back to the table after President Tony Utano gave them a heated argument with

the top 11 officers standing by his side in support.

Upper management ordered their subordinates back to the table to negotiate in good faith. We are still in talks. Management has not provided our President any main table demands, but they are coming. We in Station Department are still negotiating. We are fighting to save what we have and improve across the board.

VP Whichard with Andy Byford



\$4 M Reorganization Study

Management's so-called reorganization study, prepared by a consultant called AlixPartners, and completed in just a few weeks for \$4.1 million (what a joke and it's just a start), has been published in part. It calls for anywhere from 1,700 to 2,700 job cuts mostly among white collar units. But you can be sure the MTA will be gunning for Local 100 jobs as well.

How all this consolidation will pan out is a wait and see game. Our International President John Samuelson, who is also a member of the MTA Board, said that the MTA chiefs "are smoking crack" if they think that they are going to take TWU work away and give it to contractors.

Special Investigation Reviews

Some of you may receive a letter or phone notification that you must appear for an investigation. When you do, call the union office immediately. What you must know is, when you appear our reps must establish whether you are the subject of the investigation or a witness.

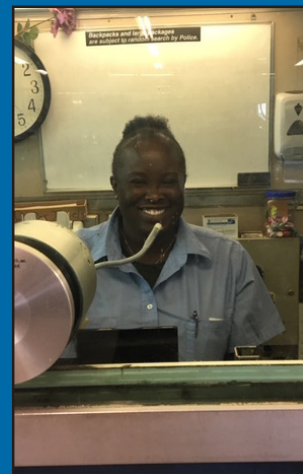
Either way, keep your mouth shut until you are asked a question. And never overstate or provide information not requested.

Remember, if you say something that suggests you have knowledge of something, management can hold you out of service (HOS). Most of the cases are what is called revenue investigations. Management has a back end fraud unit at 2 Broadway and 130 Livingston that provides a Reconciliation Report. This provides them with each transaction on a MetroCard and who swiped at the readers. Let them ask the questions and the union provide the defense!!

*Welcome,
Jorell Brand,
new member of the
Stations team. He
is the Deep
Cleaning Liaison.*



Around the System



The Work Is Now Ours, And Ours Alone!

By Lynwood Whichard
Vice President



We have fulfilled our agreement in allowing contractors to bring certain stations up to standard. During such time,

many of you didn't understand that we were saving cleaners' jobs and work.

There is a provision in the Collective Bargaining Agreement – CBA, Section 1.7 – that obligates management and the Union to work together to keep transit safe,

clean, running and adequate for customers and our members. We took a lot of heat to ensure protection for our members.

The contractors duties have been exhausted. THEY ARE GONE!

Now the full scope of the work belongs to Stations Department! That amount of work has given us the opportunity to grow and make it better for all of us.

Now it's up to us to do our part to keep it our work. We will make sure it is done with your absolute protection in mind. Moreover, be mindful that management has the obligation to keep the system running.

Robert Kelley and I, along with our team, will continue to be dedicated to quality assurance.

Our members, who participated during the Deep Cleaning Initiative, collectively worked overtime and learned a lot from the process. Our cleaners are better! We have a total of 1625 cleaners. Some rotated time slots participated in the project and were compensated greatly. Now *that* is unprecedented for Station Department.

A special thanks to my team for remaining disciplined during the times of member uncertainty. We know we were doing what's right. Keep moving forward! What you truly don't understand, get the facts directly from us.

Always positive!



Vice President Lynwood Whichard (left) and NYCT President Andy By-

The leadership of Stations Division, including Vice President Lynwood Whichard, center, and Division Chair Robert Kelley, is working closely with President Tony Utano to achieve the best possible contractual results for the Division's members and all transit workers.



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Vice Chair – S/L Jose Torres

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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

Report from City Hall

Executive Board Member Terry Steptoe

4272 hours, 178 days, 24 weeks or let's just say six months. Yes this is the length of time I've been out from my tools, it's also the length of time we've been in office. Also the length of time I've had to experience just how important our jobs are; all of our jobs from top to bottom. Everyone is important. I see how taking our jobs to heart can be the difference between winning and losing, hungry or fulfilled, life or death. Yes the inability to provide for those depending on us is the worst feeling in the world. Knowing this keeps my hands clutched, my heart rate up, and my desire to help my members at full throttle. Regardless of who we are, what position we hold, 20 days or 20 years, we all are in this together for the betterment of not only our beloved, but for anyone looking for a positive way of life through the TA. #TRUSTTHEPROCESS!



Terry Steptoe
Executive Board

Safety Report

By Damon Shelley

Greetings good people of TWU Local 100. June marks the sixth month of "The New Stations Departmentt." While there is much to be done, we have been working diligently since being in office to do what it takes to elevate our department. As the Stations Safety representative, I have taken on the responsibility of making sure our members work within a safe, adequate, healthy, clean work environment. It is mandated by MTA that those listed



work conditions be provided for all employees. If ever you come into a situation that is not up to standard but doesn't pose an immediate safety issue, formally report it to management on record that it was brought to their attention.

Then inform the union of any of your findings so that we can then, if need be, apply the appropriate pressures in order to resolve the problem.

As you well know do not hesitate to request your safety dispute resolution form if you feel you are in any unsafe condition, and then contact our team. We are dedicated to being all over the system addressing issues and being proactive for our members. We are out compiling data, and making sure we are impactful, visible and on call (especially during the over-nights) in order to get our department where it rightfully should be.

We have gotten more than 30 booth ceilings replaced and more are in the works to have interlocking ceiling slats installed so that the air quality is better for our Station Agents and employees. I have gone about getting booth tints installed on many 4-sided exposed booths where our employees may feel to be vulnerable to the public.

Countless deplorable facility rooms and bathrooms have been renovated, reconstructed and many more are scheduled to be repaired for you. There has also been a joint venture set up between management, and NYPD (NCO) Neighborhood Coordination Officers, which have respectfully requested if I, as a representative of Local 100, could join them to convey one joint message to the workers; that being that NYPD and management have our backs and well being at heart with all the recent assaults against transit workers.

Understand that we are a different machine when conducting and handling business. We are about results. If you bring an issue to us we don't stop pursuing it until the issue is corrected PERIOD!!! I encourage all to continue to work safe, be united and always be professional.

Stations Strong ... Peace.

Be Safe Out There.

Day to Day

By Robert Kelley
Division Chair

Stations Courage

Coming to 2 Broadway I have set aside a new sign-in sheet for members. We have put things in place for the membership to get the best possible treatment. All of our representatives are here to help you. They are qualified at every level to assist you. I have provided them with all of the techniques to get you back to work quickly so you don't lose money while your case is waiting to be heard. Be mindful that you can call us directly for accurate information. We have revamped the way office operations are conducted. Feel free to email us also so we can respond back to you with clear instructions.



SOME FACTS!

We have been conducting our Division meetings **with Power Point Presentations**. Additionally we have special guests come in to discuss various topics related to your work-life circumstances. Our meetings are professional and member-friendly.

SAFETY WALKAROUNDS

We have begun Safety Walkarounds. As part of our contract campaign we will be coming around to inspect every facility room, bathroom and employee area. After the inspection is done, all information is sent to the **Office of System Safety** where it is recorded and scheduled for an explanation and correction date.

PROVISIONALS

Many of our members have been calling to ask where is management on making provisional members permanent. **Civil Service Law 75 and the Long Beach Decision** does not give permanent protection to Provisionals. We have discussed the option of reclassifying some Provi-

sionals to Cleaners. If management agrees, you can gain your permanent status. Caution: You should still consider taking other exams while waiting.

EXPRESSION PODS

We have taken a big step forward for women in transit who want to nurse their newborns with the opening of two Mamava Expression Pods (clean, safe and private spaces), one at Parsons Archer and one at Borough Hall. But that's only two spots. We are currently reviewing and inspecting all the old policies and rooms designated for milk expression. We sent management notice to provide us with the entire process from cleaning with less toxic chemicals to defining clearly on what women are to do in Stations Department. We visited some of the rooms and we are not satisfied. If you have any difficulty, contact our office for further instructions or our evening representatives at: 212-712-5891 or 212-420-1766, night Representatives at: 516-819-7111 or 718-915-1788.

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

PROBATIONARY MEMBERS

If you are a Probationary, you are required to complete 365 days with pay or your probation can be extended. Keep in mind that you can accumulate days and request to take off from OSAC. Fill out a G-2 and drop it off at OSAC before you need the day off. Please be careful with operational issues. Mistakes can lead to termination. If you go out sick, you will not be paid for the first day. In cases of pregnancy, when you return to work your probation will be extended. Please keep all documents from your doctors in all cases that require time off.

COLLECTING AGENTS

As technology increases, we are fighting to keep you in Station Department with qualifying task.

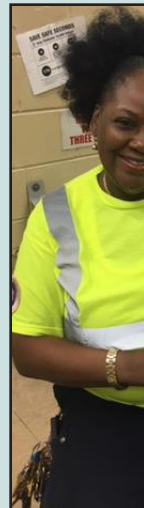
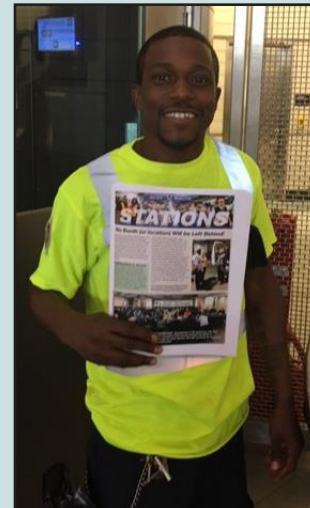
SUPPLY LOGISTICS

Under the MTA consolidation plan management did mention that they are reducing up to 4 hours at some warehouses.

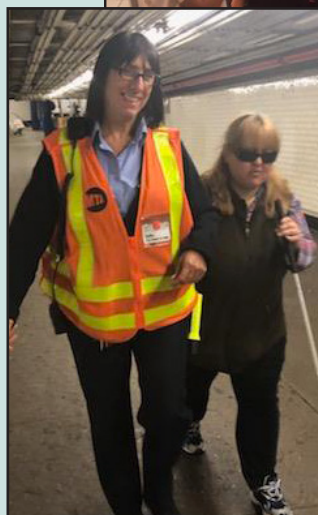
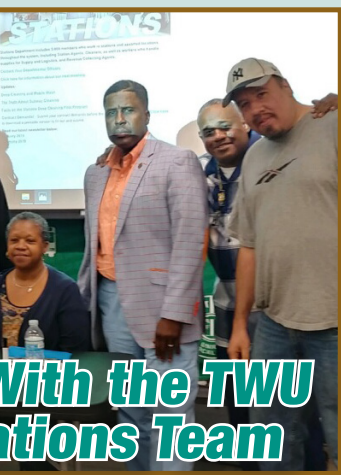
to such subjects as: **Absenteeism, lateness, accidents, compliance with work rules, damage to company property, falsification of records, slowdowns, theft, violations of safety rules and poor attitude.**

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.



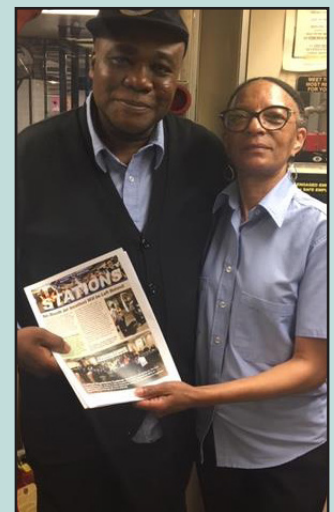
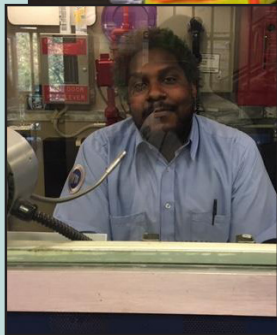
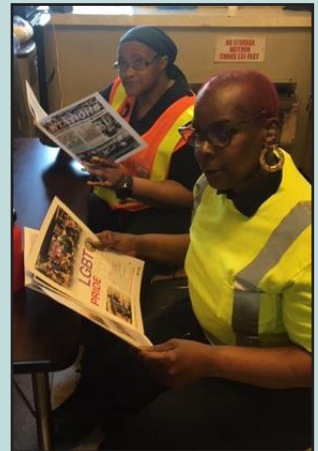
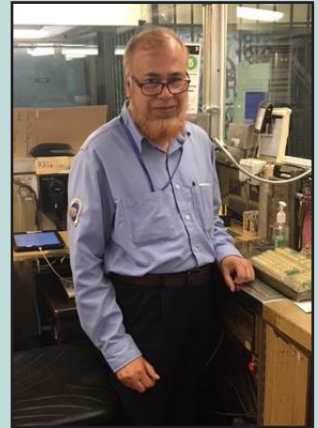
Photos are from around the system, except the one on the right, which is from the Puerto Rican Day Parade. Stations Division members proudly celebrated the parade and marched with their union.



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ade where many
brated their heri-



Around Town!



Winning for You, One Station At a Time

By Ana Cepeda
Division Recording Secretary &
Wayfinders Liaison



As we go around checking stations our goal is to bring up standards for our members. Making big changes is what we are achieving, one

station at a time. Its not possible without you the members, working with your union reps in maintain a standard across all stations.

It is very important that we look on TWU website, on there you will find out about all the services that is available to you. the UAP, childcare, titution reimbursement, vision care, dental care, open jobs and ect. Lets not forget all the up to date information on what going on for the month. twulocal100.org

Greetings From 2 Broadway !

By Nicolette Browne
Executive Board Member

It's always my pleasure to reach out to you to catch you on what's going on at 2 Broadway.

Currently we are still fighting snow duty cases. Many have been withdrawn for

various reasons and we will continue to fight the others. It is important for us to do this together. If you have been written up and were

on vacation, had an AVA, out sick, etc. please contact us to prep for your case. Other situations may also apply. If you failed to show or comply for snow duty and did not have any of the above excuses make sure you still come to your hearing. If you miss both of your Step I hearings, it will result in an implementation of the penal-



ty. Also, do not accept any penalties in the field. That includes any kind of write up you may receive. Please remember to be mindful of your conduct on and off the job. Do not let a misunderstanding between you and your co-worker end up in you (both) being removed from service. We are here to make a living not to lose money and possibly you job. On that note, I wish you all well and continue to be productive. I appreciate all of you.

Words From The Inside

By: Jason Nisanov

This month we had the chance to unwind a bit with our TWU Family Day event. Stations showed we know how to have a good time with the best. Of course outside of that it's been a busy month as always. I've helped a few people fight supervisors that thought they would push us around. This is always unacceptable. No one is to feel like they have been stepped on at all.



A Myth: Unions Hurt Productivity

By Saim Montakim.
Division Vice Chair Station

Many in corporate America believe that unionization is the main reason for decreased productivity. The common myth is that unions hurt productivity, supposedly because they impose work rules making operations less efficient. A broad study of the economics literature found a positive association of unions on productivity in the U.S. in general and for U.S. manufacturing in particular. Unionization has declined since the late 1970s, when 27% of



Saim Montakim
Vice Chair, SA's

American workers were covered by union contracts. Today, only 12% are covered. This has had substantial adverse effects on equality, the wages of typical workers, and pension and health benefit coverage. BUT, worker productivity increases are on par with western European nations where employees are covered by collectively bargained contracts, ranging from 68% in Germany to over 90% in Belgium, France, and Sweden. If Congress is concerned about protecting middle-class incomes, it should pass measures to facilitate union organizing and collective bargaining coverage, including the Employee Free Choice Act. There is no reason to fear that higher rates of unionization will impede efficiency or labor productivity.

Report from Member Services

By Kendra Hill
Executive Board Member

Are you ready.....I said are you ready? If you're and ready to retire here's some vital information for you. You should request a Roster Card. You're scratching your head and asking what's a Roster Card?

A Roster Card records your dedicated service to the MTA. Any salary change, title changes and good/bad time will be listed on this. It's not an actual card. It is a printout with your information. You can only request this by email. Emails are answered on Wednesdays only. Please send in your request by the prior Tuesday to be on the list for Wednesday's retrieval. If you find any discrepancies in your work history, then you reach out to timekeeping for clarification. Email: Kerriann.perry@nyct.com Don't wait until the last minute to request this. Do it as soon as possible. As a Member Services Outreach Coordinator it's always a pleasure to assist you.





Stations at Fo





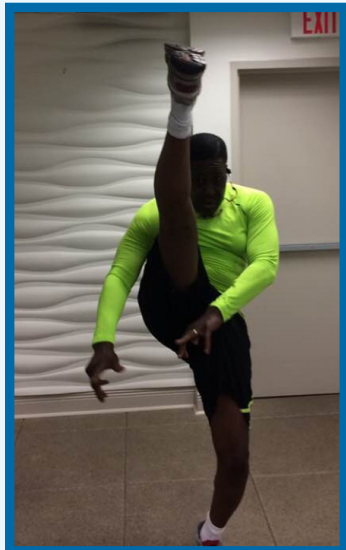
Family Day



Kick'n Out All Doubts!

6-Month Review!

“The elected Stations Division team, working with the top leadership of Local 100, has elevated the levels of service to the membership since the beginning of the year. We have worked hard to speed response time on all issues. And we are continuing to work diligently to reduce discipline in all titles. Hopefully, our efforts have pushed away any doubts in the effectiveness of our union as a necessary and powerful force in your behalf.” *Vice President Lynwood Whichard*



Yes, believe it or not, this is Vice President Lynwood Whichard, channeling his inner Bruce Lee. Whichard acutally is a Karate Black Belt trying to keep it together as wellness is important to us all.