

SUMMARY OF MTA'S CONTRACTUAL DEMANDS

Local 100 Executive Board “Emphatically” Rejects MTA’s “Insulting” Contract Offer

Authorizes Leadership to Take “Any and All” Actions to Secure a Fair Contract

Hiding behind the false narrative of budgetary woes, MTA Chairman Patrick Foye presented the union with a contract “offer” on August 14th. The proposal is loaded with giveback demands that would deeply diminish our ability to provide for our families. The union’s leadership unanimously and emphatically rejected it at an emergency meeting of the Local 100 Executive Board on August 19, 2019.

Following is a summary of management’s offer:

TERM – 4 years

WAGES (No Retroactivity)

- 2 percent 60 days after “full and final” ratification
- 2 percent a year for the following three years on the 365th day after the previous raise.

HEALTH CARE

- Double the employee contribution (from 2 percent to 4 percent) phased in at .5 percent increase each year of agreement.
- \$150 co-pay for emergency room visit
- prior authorizations for prescription drugs
- Co-insurance.

OVERTIME

- Overtime after 40 hours of actual work hours. Currently overtime after 8.
- Elimination of OTO until worker availability improves by 3 days across all units.

CONTRACTING OUT

The MTA wants to send out the following work, all or in part, to contractors:

- Station and Car Cleaning
- Construction Flagging
- TWU work in Capital Construction currently protected by arbitration proceedings (the Vapor Award).

PART-TIME & REDUCED SCHEDULES

- Part time operations across all bus divisions on new or redesigned routes.
- Reduced schedules in ALL OPERATING DIVISIONS (bus and subways) to institute part time Bus Operators, and part time Train Operators and Conductors.

SICK & OTHER ABSENCES

- Elimination of the 70-30 Sick program (in other words, everyone goes on sick control).
- Workers “earn” one sick day per month (currently 12 days added to the sick bank on May 1st annually).
- Elimination of pick rights for workers coming off absences (for any reason) of 30 days or more, unless the return coincides with a scheduled pick. (Those workers would be assigned by management).
- Eliminate “paper suspensions” for time and attendance violations. (In other words, those suspensions are served without pay.)

NEW EMPLOYEES

Drastically reduced vacation schedules for new employees.

DEPARTMENTAL NEGOTIATIONS

Departmental agreements must be “cost neutral.”

IMPOSED WORK RULE CHANGES

Full management rights to IMPOSE WORK RULE CHANGES if worker availability does not improve by 3 days across the system by the end of 2020 (fewer days away from the job for any reason).

***See complete current offer
on the Local 100 website:
www.twulocal100.org***



Local 100 Executive Board Action

Following is the text of the Executive Board's unanimously passed motion to reject the MTA's offer.

TWU Local 100 Executive Board Meeting Monday, August 19, 2019 Motion to Reject MTA's Contract Offer

The members of the Executive Board of the Transport Workers Union Local 100, representing the 40,000 workers who operate and maintain the New York City Bus and Subway system, emphatically reject the MTA's contract offer presented on August 14, 2019.

The "offer" is wholly inadequate and insulting to the men and women who have worked tirelessly to provide New York City its most essential public service 24 hours a day, seven days a week, 365 days a year.

It completely ignores the union's legitimate contract proposals – presented to the MTA more than four months ago – on main table issues and Departmental concerns.

Worse, it seeks a series of unacceptable giveback demands that would turn the clock back on decades of hard fought gains.

This Board also rejects the MTA's recent negative media campaign that shamefully paints its workers as overtime thieves and pampered no-shows. These are despicable and intentional attacks on the character of thousands of honest, hardworking men and women of TWU.

The MTA offer also purposely overlooks the remarkable job the transit workforce did in implementing the Subway Action Plan. The MTA's top leadership recently boasted of major improvements in on-time service. This would not, and could not, have happened without Local 100 transit workers.

Furthermore, the MTA offer continues to minimize the fact that this City cannot function without our bus and subway system. Transit workers provide the incredible mobility that makes New York an economic giant and the world's greatest center of art, culture, finances, technology and tourism.

Transit workers know that there is no down time on the job. The pressure to produce is intense. We work through snowstorms, hurricanes, power outages, freezing temperatures, and brutal heat. While the rest of the City is asleep or hunkering down during weather emergencies, our members are keeping service moving, protecting the equipment, and assisting the public.

Whether we are driving a bus, operating a train, fixing the signals and track, or maintaining the rolling stock, the lives of millions of New Yorkers – every day – literally depend on the dedication and professionalism of the transit workforce. This enormous responsibility falls squarely on our shoulders and adds to the pressures of our members' jobs.

Transit workers are without question the most productive labor force in the City or State. But remarkably, we are also the most under-appreciated, and that disrespect disgracefully flows from the MTA itself.

Transit workers are the targets of assaults on a daily basis, both physical and verbal. The intimidation factor can be overwhelming. Recent outrageous assaults on our members are symptoms of an unacceptable situation that is only getting worse.

No other workforce in New York has to put up with this level of abuse, threats and bullying.

Then there are the many life-threatening dangers transit workers face on the job. Three transit workers were killed in horrible accidents in the system during this contract period. One worker recently lost a leg. Another lost an arm.

Hundreds more are injured in all sorts of mishaps due to the hazardous conditions we face across the system on the tracks, in our depots and barns and while operating on the road.

None of these harsh realities are reflected in the MTA's offer.

Transit workers take their jobs seriously. They know that what they do is critical to the City. They enjoy their jobs, enjoy their co-workers, and feel a part of a team, despite the criticism from on high; despite the ridiculous levels of discipline from the MTA's management structure; despite the venom from the media, and despite all the other issues that plague the system that are born of age and social crises that transit workers did not create but have to deal with.

As such, the Local 100 Executive Board calls for the TWU Local 100 leadership to deliver this message of categorical rejection of this contract offer to MTA Chair Patrick Foye, and we call for the entire TWU Local 100 membership to stand as one with this leadership to support any and all efforts deemed necessary to achieve a fair and equitable contract.

The Local 100 membership has earned it, and deserves it.

