



TRANSPORT WORKERS UNION

OF GREATER NEW YORK • AFL-CIO • LOCAL 100

John Samuelson
President

Earl Phillips
Secretary Treasurer

LaTonya Crisp-Sauray
Recording Secretary

Angel Giboyeaux
Administrative VP

Proposed Local Wide Demands

- **General**

- **Universal pass for LIRR, Metro-North, NJT – for family members too**
- **EZ Pass for MTA Bridges**
- **No broad branding**
- **Additional protections for probationary employees (G&D table)**
- **No lay off clause**
- **No farming out**
- **Reduce time to top pay**
- **Involvement in procurement decisions**
- **Transfer leave balances**
- **Accrued pay time on pay stub**
- **Right to pick across MNR, LIRR, SIRTOA and NJT**
- **Weekly paychecks**
- **Joint committee on ADA issues**
- **On-site childcare facilities**
- **Increase money to Child Care Fund**



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- **Grievance & Discipline**
 - **Eliminate requirement to provide MD lines (Leave table)**
 - **Eliminate home visits under SLCL and chronic**
 - **Raise threshold for SLCL**
 - **Eliminate SLCL and discipline for chronic absenteeism**
 - **Add discipline tracks**
 - **Increase look back on medical appeals to 90 days**
 - **Eliminate AWOL for late reports**
 - **Right of TWU to appeal on behalf of member at Step 1 and Step 2 hearings**
 - **TWU to be informed of outcome of discipline of supervisors for harassment**
 - **Change burden of proof from preponderance of evidence**
 - **Increase late payment penalties**
 - **Excuse lateness due to service disruptions on LIRR and MNR**
 - **Increase time to submit sick forms**
 - **Expunge mandatory retesting after one year**
 - **Penalties for unfair distribution of OT**
 - **TA to pay TWU's witnesses at disciplinary hearings**
 - **Eliminate need to go to MAC if returning to work within 45 days**



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- **Health benefits and health**
 - **Improve health benefits – including optical and dental for Retirees, hearing aids**
 - **Lifetime medical coverage for spouse if death before retirement**
 - **Raise Medicare Part B to national coverage**
 - **3D Mammograms covered (Women's table)**
 - **Improve Hi Option**
 - **Facilities for those who are nursing to express milk**
 - **Increase time and coverage for Cancer and wellness screenings**
 - **Improve air quality in TA facilities**
 - **Eliminate diesel powered equipment in shops and stations**
 - **Healthcare upon hiring**
 - **Braces for adults**
 - **No placement on FMLA while on comp**
 - **More restricted duty jobs**
 - **Health club membership**
 - **Back support as PPE**



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Proposed Local Wide Demands

- **Holidays**
 - **9/11 to be a holiday (AVA)**
 - **Easter and Columbus Day to be holidays (AVA)**
 - **Holiday for day after Thanksgiving**
 - **Yom Kippur Holiday**
 - **Eid al Fitr Holiday**



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- **Leave**
 - **Increase vacation allotments**
 - **Extend parental leave**
 - **Expand family members covered by DIF**
 - **Increase numbers of sick days**
 - **Use sick time for FMLA for family member**
 - **Shock/trauma leave – 4 days**
 - **Increase paid military time from 22 to 37 days**



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- **Legislative**
 - **TA support Tier 6 reform**
 - **MTA to support heart and lung bill**
 - **Credit for prior service at other city agencies**



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- **Wages**
 - **Substantial wage increase – continue raises above rate of inflation**
 - **Eliminate health benefits deduction**
 - **Increase DIF**
 - **Increase longevity pay**
 - **Cash out all unused sick leave – when resigning, retiring or dismissed**
 - **COLA for active and retirees**
 - **10% night diff**
 - **Improve Workers Comp benefits and procedures**
 - **Workers Comp pay in first pay period, when not contested**
 - **MTA to match 401(k) and 403(b) at 20%**
 - **\$20 meal allowance**
 - **Increase equity fund payment to maintainer titles to \$960**