



WE STOOD UNITED
AND BLEW THE "STATE PATTERN" OUT OF THE WATER!

MORE THAN
\$600 MILLION
in New Wages & Benefits
for TA/OA Members

Your New Contract
What We WON

RAISES IN
EVERY YEAR

2012	+1%
2013	+1%
2014	+2%
2015	+2%
2016	+2%

with **Full Retroactivity**
to **Jan. 16, 2012**

HUGE BENEFIT IMPROVEMENTS

NEW

Vastly Improved Dental Plan

NEW

Vision Plan with Big Increases

NEW

Line of Duty Death
benefits raised from the
current \$100,000 to \$250,000

NEW

Active Service Death
Benefit increased five-fold
from \$5,000 to \$25,000

FIRST TIME EVER

Healthcare security for
spouses: retirees' surviving
spouses receive medical
coverage up to Medicare age.

FIRST TIME EVER

LIRR & Metro-North Pass
for members living outside
the NYCT Subway zone.
Staten Island Railway (SIRTOA)
access for all members.

FIRST TIME EVER

Two weeks Maternity *AND*
Paternity leave, with full pay,
upon the birth of a child.

ALL MAJOR CONCESSION DEMANDS DEFEATED!

NO WORK RULE CHANGES: No Part Time Bus Operators, No Expansion of OPTO, No Broadbanded Station Agent Duties & No Privatization of Stations

**YOUR LOCAL 100
EXECUTIVE
BOARD
VOTED
OVERWHELMINGLY
(33-0)
TO ENDORSE
THIS CONTRACT.
WE URGE YOU TO
VOTE
YES**

Do you accept the proposed contract?



YES

I VOTE TO ACCEPT



NO

I VOTE TO REJECT

Mark one box only.

A Message from TWU Local 100 President John Samuelson



THANK YOU BROTHERS AND SISTERS

for standing strong with your union against an employer that was hell-bent on gutting our health benefits, eliminating jobs, overhauling important work rules, and forcing a “state pattern” of three years of zero wage increases and massive medical givebacks down our throats.

Every major state union buckled under to the established “pattern.” Just last week, as TWU Local 100 signed a contract with wage increases in every year and massive benefit improvements, CSEA signed a contract for 6,000 court system workers based on the destructive “pattern” of three zeroes, no benefit improvements and work rule changes.

TWU Local 100 refused to fall in line with the state pattern and we didn’t buy into the MTA’s “net-zero” demands at the bargaining table even though they were pushing it until the very end. Now, after a long struggle, we’ve hit our marks.

We demanded compounded raises in every year of this contract, and we got them. We demanded retroactive pay, and we got it.

We fought off the MTA’s crazed concessionary demands, and defended every title in our union:

- We vowed to defend the Bus Operator title and succeeded. No Part Time Bus Operators!
- We vowed to fight the elimination of Conductors off the trains and we succeeded. No expansion of OPTO!
- We vowed to defend Stations Department jobs and we succeeded. No privatization of Station Cleaners and No broad banding of Station Agents! No more second class treatment for Stations Department!

We won important new benefit increases that never would have been awarded by an arbitrator. In fact, for the first time in 12 years, we have a negotiated settlement instead of subjecting

ourselves to binding arbitration. Unlike the last contract where there was an established city worker pattern which was beneficial to us, this time around the only established pattern --the state pattern-- poses a dangerous and unacceptable risk for Local 100 families. Binding arbitration this time around would expose us to three zeroes, huge out of pocket healthcare increases, and put part timers, OPTO and privatization right back on the table. We now have a contract which has taken our union out of harm’s way, and which all members in good standing can vote on.

Most importantly, this contract has money in every year and full retro pay back to January 16, 2012. Upon ratification you will enjoy an immediate 4% wage boost on top of the retroactive pay.

We demanded improved dental and we got it. We also won dramatically improved optical benefits. The improvements on dental and optical coverage alone will put thousands of dollars back into the pockets of Local 100 families. We also won a series of other improvements that will help us to take better care of our families from the birth of a child to an untimely death on or off the job.

For our own benefit and for that of all public employees in New York, TWU Local 100 has broken through the scourge of zero-percent wage increases. Workers across New York are losing ground on medical benefits, but Local 100 has now greatly improved our medical benefit package. Now comes our contract vote and the chance to secure these gains. This contract is a solid step in continuing to build our future and I urge you to join me in voting “yes” on the agreement.

YOUR NEW WAGE PACKAGE

- ✓ Raises in Every Year (No zeroes)
- ✓ Immediate 4 percent wage increase upon ratification
- ✓ 8.25 Percent Total Compounded Increase
- ✓ Significant Retroactive Pay

Step by step, here's how your wages will improve:

- ✓ 1 Percent RETROACTIVE to Jan. 16, 2012
- ✓ 1 Percent RETROACTIVE and compounded to Jan. 16, 2013
- ✓ 2 Percent RETROACTIVE and compounded to Jan. 16, 2014
- ✓ 2 Percent additional compounded on Jan. 16, 2015
- ✓ 2 Percent additional compounded on Jan. 16, 2016

RETRO PAY MEANS SIGNIFICANT \$ IN YOUR POCKET

<i>If Your</i> GROSS ANNUAL PAY <i>going back to</i> <i>2012 averages...</i>	<i>...Then Your</i> RETRO CHECK <i>(based on earnings up to 7/16/14)</i> <i>will be roughly...</i>
\$60,000	→ \$3,011
\$70,000	→ \$3,513
\$80,000	→ \$4,015
\$90,000	→ \$4,517
\$100,000	→ \$5,018
\$110,000	→ \$5,520
\$120,000	→ \$6,022

SOME NOTES ON RETRO:

As indicated, the projected retroactive pay is based on earnings for the period of January 16, 2012 through the first 6 months of 2014.

If the retro checks are issued prior to July 16, 2014 then the retro pay will be slightly less than shown. If the checks are issued in a pay period after July 16, 2014, then the retro pay will be slightly higher.

There is an additional half-a-percentage point (0.5%) contribution for our substantially improved medical benefits, but it is **NOT** retroactive.

FOR A SIMPLE ESTIMATE OF YOUR RETRO CHECK,
dig out your IRS W-2's from 2012 & 2013
and use TWU Local 100's Retro Estimator at
www.twulocal100.org/retro-estimator



New Wage Scales & Hourly Increases

	Current Hourly Wage Rate	1 Percent Increase Jan. 15, 2012	1 Percent Increase Jan. 15, 2013	2 Percent increase Jan. 15, 2014
Bus Maintainer A, B, CM, BM	\$31.8725	\$32.1900	\$32.5125	\$33.1625
Bus Operator	\$29.9550	\$30.2550	\$30.5575	\$31.1675
Cleaner/Helper OA	\$26.9625	\$27.2325	\$27.5050	\$28.0550
Cleaner	\$25.3900	\$25.6450	\$25.9025	\$26.4200
Car Inspector A&B	\$33.2800	\$33.6125	\$33.9475	\$34.6275
Car Maintainer Trainee	\$28.5000	\$28.7850	\$29.0725	\$29.6550
Collecting Agent	\$28.4900	\$28.7750	\$29.0625	\$29.6450
Conductor	\$27.8150	\$28.0925	\$28.3725	\$28.9400
Electronic Equipment Maintainer	\$32.9150	\$33.2450	\$33.5775	\$34.2500
Electronic Specialist @ Woodside	\$35.5125	\$35.8675	\$36.2250	\$36.9500
Helper (Light, Power, Tel, Mech)	\$26.9625	\$27.2325	\$27.5050	\$28.0550
Maintainer Helper B	\$26.9625	\$27.2325	\$27.5050	\$28.0550
Light Maintainer	\$31.8725	\$32.1900	\$32.5125	\$33.1625
Maintainer Trainee A, B, C, D	\$28.5000	\$28.7850	\$29.0725	\$29.6550
Mechanic Maintainer C (not in car equip)	\$31.8725	\$32.1900	\$32.5125	\$33.1625
Mechanic Maintainer C	\$33.2800	\$33.6125	\$33.9475	\$34.6275
Money Truck Operator OA (Paid as B.O.)	\$29.9550	\$30.2550	\$30.5575	\$31.1675
Money Truck Op. TA (Coll. Agent + \$0.75 diff)	\$29.2900	\$29.5825	\$29.8775	\$30.4750
Train Operator Yard	\$30.6225	\$30.9275	\$31.2375	\$31.8625
Train Operator Road	\$31.8725	\$32.1900	\$32.5125	\$33.1625
Plant & Equipment Maintainer	\$33.1100	\$33.4400	\$33.7750	\$34.4500
Power Cable Maintainer	\$32.7375	\$33.0650	\$33.3950	\$34.0625
Power Elect. Tech	\$29.2600	\$29.5525	\$29.8475	\$30.4450
Power Elect. Maintainer	\$33.0225	\$33.3525	\$33.6850	\$34.3575
Power Distribution Maintainer	\$32.1100	\$32.4300	\$32.7550	\$33.4100
Power Maintainer B	\$32.1100	\$32.4300	\$32.7550	\$33.4100
Railroad Stockworker I	\$28.1075	\$28.3875	\$28.6725	\$29.2450
Railroad Stockworker II	\$31.4275	\$31.7425	\$32.0600	\$32.7000
Revenue Equipment Maintainer I & II	\$32.9150	\$33.2450	\$33.5775	\$34.2500
Roadcar Inspector	\$34.1375	\$34.4800	\$34.8250	\$35.5225
Signal Maintainer	\$32.1100	\$32.4300	\$32.7550	\$33.4100
Station Agent	\$27.5050	\$27.7800	\$28.0575	\$28.6175
Station Agent Non-AFC	\$26.1925	\$26.4550	\$26.7200	\$27.2550
Structure Maintainer A-H	\$31.8725	\$32.1900	\$32.5125	\$33.1625
Telephone Cable Maintainer	\$31.8725	\$32.1900	\$32.5125	\$33.1625
Telephone Maintainer	\$31.8725	\$32.1900	\$32.5125	\$33.1625
Tower Operator	\$30.1025	\$30.4025	\$30.7075	\$31.3225
Track Equipment Maintainer	\$31.8725	\$32.1900	\$32.5125	\$33.1625
Railroad Track Cleaner	\$26.4300	\$26.6950	\$26.9625	\$27.5025
Track Worker	\$29.1050	\$29.3950	\$29.6900	\$30.2850
Traffic Checker	\$16.1075	\$16.2675	\$16.4300	\$16.7575
TPPA	\$24.8450	\$25.0925	\$25.3425	\$25.8500
Turnstile Maintainer	\$31.8725	\$32.1900	\$32.5125	\$33.1625
Track Specialist	\$31.8725	\$32.1900	\$32.5125	\$33.1625
Ventilation & Drain Maintainer	\$31.8725	\$32.1900	\$32.5125	\$33.1625



2 Percent Increase Jan. 15 2015	2 Percent Increase Jan. 15, 2016	Immediate \$\$ hourly increase upon ratification	Total \$\$ Hourly Increase In Contract	New Wage Scales & Hourly Increases
\$33.8250	\$34.5025	\$1.29	\$2.6300	Bus Maintainer A, B, CM, BM
\$31.7900	\$32.4250	\$1.21	\$2.4700	Bus Operator
\$28.6150	\$29.1875	\$1.09	\$2.2250	Cleaner/Helper OA
\$26.9475	\$27.4875	\$1.03	\$2.0975	Cleaner
\$35.3200	\$36.0275	\$1.35	\$2.7475	Car Inspector A&B
\$30.2475	\$30.8525	\$1.16	\$2.3525	Car Maintainer Trainee
\$30.2375	\$30.8425	\$1.16	\$2.3525	Collecting Agent
\$29.5200	\$30.1100	\$1.13	\$2.2950	Conductor
\$34.9350	\$35.6325	\$1.34	\$2.7175	Electronic Equipment Maintainer
\$37.6900	\$38.4450	\$1.44	\$2.9325	Electronic Specialist @ Woodside
\$28.6150	\$29.1875	\$1.09	\$2.2250	Helper (Light, Power, Tel, Mech)
\$28.6150	\$29.1875	\$1.09	\$2.2250	Maintainer Helper B
\$33.8250	\$34.5025	\$1.29	\$2.6300	Light Maintainer
\$30.2475	\$30.8525	\$1.16	\$2.3525	Maintainer Trainee A, B, C, D
\$33.8250	\$34.5025	\$1.29	\$2.6300	Mechanic Maintainer C (not in car equip)
\$35.3200	\$36.0275	\$1.35	\$2.7475	Mechanic Maintainer C
\$31.7900	\$32.4250	\$1.21	\$2.4700	Money Truck Operator OA (Paid as B.O.)
\$31.0850	\$31.7075	\$1.19	\$2.4175	Money Truck Op. TA (Coll. Agent + \$0.75 diff)
\$32.5000	\$33.1500	\$1.24	\$2.5275	Train Operator Yard
\$33.8250	\$34.5025	\$1.29	\$2.6300	Train Operator Road
\$35.1400	\$35.8425	\$1.34	\$2.7325	Plant & Equipment Maintainer
\$34.7450	\$35.4400	\$1.33	\$2.7025	Power Cable Maintainer
\$31.0550	\$31.6750	\$1.19	\$2.4150	Power Elect. Tech
\$35.0450	\$35.7450	\$1.34	\$2.7225	Power Elect. Maintainer
\$34.0775	\$34.7600	\$1.30	\$2.6500	Power Distribution Maintainer
\$34.0775	\$34.7600	\$1.30	\$2.6500	Power Maintainer B
\$29.8300	\$30.4275	\$1.14	\$2.3200	Railroad Stockworker I
\$33.3550	\$34.0225	\$1.27	\$2.5950	Railroad Stockworker II
\$34.9350	\$35.6325	\$1.34	\$2.7175	Revenue Equipment Maintainer I & II
\$36.2325	\$36.9575	\$1.39	\$2.8200	Roadcar Inspector
\$34.0775	\$34.7600	\$1.30	\$2.6500	Signal Maintainer
\$29.1900	\$29.7750	\$1.11	\$2.2700	Station Agent
\$27.8000	\$28.3550	\$1.06	\$2.1625	Station Agent Non-AFC
\$33.8250	\$34.5025	\$1.29	\$2.6300	Structure Maintainer A-H
\$33.8250	\$34.5025	\$1.29	\$2.6300	Telephone Cable Maintainer
\$33.8250	\$34.5025	\$1.29	\$2.6300	Telephone Maintainer
\$31.9500	\$32.5900	\$1.22	\$2.4875	Tower Operator
\$33.8250	\$34.5025	\$1.29	\$2.6300	Track Equipment Maintainer
\$28.0525	\$28.6125	\$1.07	\$2.1825	Railroad Track Cleaner
\$30.8900	\$31.5075	\$1.18	\$2.4025	Track Worker
\$17.0925	\$17.4350	\$0.65	\$1.3275	Traffic Checker
\$26.3675	\$26.8950	\$1.01	\$2.0500	TPPA
\$33.8250	\$34.5025	\$1.29	\$2.6300	Turnstile Maintainer
\$33.8250	\$34.5025	\$1.29	\$2.6300	Track Specialist
\$33.8250	\$34.5025	\$1.29	\$2.6300	Ventilation & Drain Maintainer



BENEFIT PACKAGE BREAKS NEW GROUND

FINANCIAL SECURITY comes with higher pay and the ability to lower expenses. Our new contract brings both. Our new benefits deliver tremendous added economic value for our members and their families. Many of these benefits break new ground in State and City contracts.

OUR DENTAL BENEFITS

will be significantly improved. Vastly improved orthodontics. Free root canals, crowns, extractions, fillings, and more. This new plan gives us expanded access to thousands of participating dentists. You will be able to go to a real dentist and not a clinic. No more hunting for a good dentist who will take our plan! The disrespect of an inferior dental plan is over.

LINE OF DUTY DEATH BENEFITS

The family of a member who is killed in the line of duty will now receive a \$250,000 payout from the MTA (up from \$100,000). This is a financial improvement that will greatly assist Local 100 families who suffer such a tragic loss.

BETTER ACTIVE SERVICE DEATH BENEFIT

Since the 1960's, the Active Service Death Benefit has been only \$5,000. We have won a 500 percent improvement to \$25,000.

THE OPTICAL PLAN

We won an additional \$3.23 million from the MTA, putting it on par with the best in the industry.

RAILROAD PASS

No more second class treatment for members who live outside the city in Metro North or LIRR commuting zones. We have taken a huge step forward in establishing the principle that we should not have to pay the MTA to travel to work for the MTA. Thousands of TWU Local 100 members who live north of the Bronx or east of Queens will get 24-hour railroad commutation passes worth between \$300 and \$500 per month, an annual benefit worth thousands. Everyone will ride SIRTOA for free with our EPIC Pass.

SPITTERS BEWARE!

New DNA kits for every bus so that any assault which leaves a trace bodily fluid can be matched back to the perp.

MATERNITY/ PATERNITY BENEFIT

Two weeks of fully-paid maternity or paternity leave upon the birth of a child — this alone is worth 4% of pay in the year benefit is used.

SPOUSAL HEALTHCARE SECURITY

We can now be sure that our spouse's health care will be free until he or she gets Medicare, regardless of spouse's age at date of retiree's death. Currently, a spouse's health care coverage ends shortly after death of a transit retiree. This contract fixes this problem and avoids thousands in health care or insurance expenses for our spouses.

SAFETY ON THE JOB

This contract requires the MTA to install partitions on all buses (except MCI's) by the end of the contract. No more unfulfilled MTA promises (since 2008) on this issue. We now have it in writing.

FIXING UNCLEAN FACILITIES

The new contract ensures that female Operators will enjoy improved restroom facilities throughout the system.

MTA Demanded Huge Givebacks & Work Rule Changes **ALL DEFEATED!**

	MTA DEMANDS	TENTATIVE AGREEMENT
TERM	Five Year (2011-2015)	Five Year (2012-2016)
WAGES	2012: 0% 2013: 0% 2014: 0% 2015: 2% 2016: 2%	2012: 1% (1/16/2011) <i>Full retro payment going back to January 16, 2012</i> 2013: 1% (1/16/2012) 2014: 2% (1/16/2013) 2015: 2% (1/16/2014) 2016: 2% (1/16/2015)
HEALTHCARE CONTRIBUTION	Additional 1.2% on 40 hours (to a total of 2.7%)	Additional ½ a percentage point (0.5%) on 40 hours (\$5.77 per week for someone making \$60K per year)
HEALTHCARE PLAN CHANGES	Emergency Room co-pay of \$100. In-Network Deductible from \$175-\$750. Increased co-pays on doctor visits and prescriptions.	We defeated it!
FURLOUGHS	Five (5) unpaid leave days.	We defeated it!
REDUCE VACATION ACCRUALS FOR NEW EMPLOYEES	Two (2) weeks vacation until year 3, then three (3) weeks vacation until year 9.	We defeated it! Accrual remains the same. Four (4) weeks earned at year three (3).
LEAVE DAYS PAID AT 8 HOURS	Vacation or Sick leave days would only be paid on 8 hours, not picked job.	We defeated it!
PAYMENT OF OVERTIME	Overtime paid after 40 Hours of actual work per week	We defeated it! Overtime paid after 8 hours, each day.
NIGHT DIFFERENTIAL	Reduce night differential payment and hours.	We defeated it!
WORKERS' COMPENSATION	Enact a career maximum of Differential Pay of 260 work days.	We defeated it! <i>If you're injured on the job, you are not penalized.</i>
SWING PAY	Swing pay to start after 2.5 hours	We defeated it!
SPREAD PENALTY PAY	Spread penalty pay to start after 12 hours.	We defeated it! <i>Spread penalty pay begins after 11 hours.</i>
HEADWAY ALLOWANCE	Eliminate headway allowance.	We defeated it! <i>Penalty payment of one headway remains.</i>
CLEANER RATE OF PAY	Reduce top pay rate of Cleaners for new hires.	We defeated it! <i>Top pay rate for Cleaners remains the same.</i>
PART-TIME BUS OPERATORS	Eliminate restriction on hiring part-time bus operators.	We defeated it! <i>No part-time bus operators.</i>
EXPRESS BUS SWING RESTRICTION	Eliminate the restrictions on the number of express bus service swing runs.	We defeated it! <i>Swing cap on express bus runs maintained.</i>
ONE PERSON TRAIN OPERATION	Eliminate the restriction to operating subway trains without a conductor.	We defeated it! <i>Safe, two person train operation maintained.</i>
STATION CLEANING	Privatize station cleaning in a number of large stations.	We defeated it! <i>Public sector Local 100 work protected from privatization.</i>
BROADBANDING STATION AGENT TITLE	Addition of platform conductor duties, emptying garbage cans, and light maintenance.	We defeated it! <i>Work rules for Station Agents remain the same.</i>

WHAT THEY ARE SAYING...

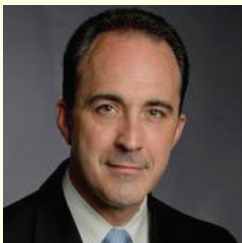
...about the contract



“Good things come to those who wait. After 27 months of working with no deal, the 34,000 TWU members who

work for the state-run MTA just got a great deal from Gov. Cuomo... The average transit worker can expect to earn about \$75,000 with this \$6,000 or so raise – and will only have to pay \$400 more in annual health care costs in return...transit workers have also won a bunch of new goodies...that is all an especially impressive feat [for TWU Local 100].”

- NICOLE GELINAS
NY Post
 April 18, 2014



“TWU Local 100’s contract deal is a great victory for the dedicated workers, and for the riding public who

have come to depend on the first class service provided by our city’s transportation professionals. This agreement marks the culmination of over two years of negotiations, resulting in retroactive pay, and improved health benefits for the hardworking men and women who maintain the world’s most sophisticated transportation structure. I applaud President Samuelsen and the Local 100 Executive Board on securing a fair and equitable contract for their hardworking members.”

- VINCENT ALVAREZ
 President, New York City
 Central Labor Council,
 AFL-CIO

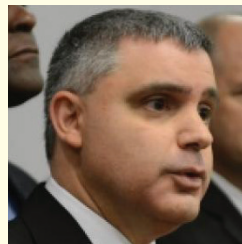


“When the board of the Metropolitan Transportation Authority approved its budget in December,

agency documents warned that any increases in labor costs could have devastating consequences. But on Thursday, when Gov. Andrew M. Cuomo announced a much-delayed contract agreement between the transportation authority and the union representing New York City’s subway and bus workers, that dire warning seemed a distant memory.

The agreement with Local 100 of the Transport Workers Union..moved the authority far off its long-held position that its fiscal future depended on securing three consecutive years without increases in labor costs.

- MATT FLEGENHEIMER
The New York Times
 April 18, 2014



Wage increases in every year of the contract, full retro pay, and massive improvements to health benefits will ensure

the economic security and wellbeing of 34,000 transit employees and their families. In addition, groundbreaking provisions such as first time ever paid maternity and paternity leave, as well as measures to ensure bus operator safety, are testaments to the union’s perseverance.

- MARIO CILENTO
 President , NY State
 AFL-CIO



“Harry Nespoli, head of the city’s sanitation union and the Municipal Labor Committee, an

umbrella group of city unions, said he believes the retroactive pay increases in the MTA deal ‘definitely helps’ the city unions in their negotiations with the de Blasio administration.

‘Retroactive [pay] is very important to any of the unions that have been waiting for their contract,’ said Mr. Nespoli, whose union has been without a contract for 2^{1/2} years. Mr. Nespoli said he expected other unions that have outstanding contracts going further back than his union, notably the teachers union, will be settled before Mayor Bill de Blasio’s administration moves to his union and others in a similar situation.”

- ANDREW TANGEL
Wall Street Journal
 April 18, 2014



“Brothers and sisters, the TWU Local 100 contract settlement represents a large success for ATU 726 transit workers.

Two years ago, all NYC transit workers were facing a disastrous situation...[but] now there is a contract settlement which has shattered the state pattern and moved the MTA far off their initial ‘three zeros’ bargaining position.”

- DANNY CASSELLA
 President, ATU 726