

# Transport Workers Union Local 100 Union Wide Collective Bargaining Demands NYCT/MaBSTOA/MTA Bus April 3, 2019

Term of 3 Years

Increases in Wage Rates<sup>1</sup>

Provide Sufficient Funding to Implement Improvements to Health Benefits

- Nationwide coverage
- Hearing Aids
- Lifetime Spousal Medical Benefit
- Other Improvements

Provide Sufficient Funding to Implement Improvements to Dental/Vision Plans

- Retiree eyeglasses
- Dental Implants
- Other Improvements

Increases to Night/Shift Differential Pay

Improve Longevity Schedule to Provide for Earlier Vesting and Increased Payments

10 years:	\$450
15 years	\$550
20 years	\$650
25 years	\$750
30 years	\$1,000

Increase Line of Duty and Active Service Death Benefits Payable to Member's Beneficiary

Active Service Death Benefit	\$50,000
Line of Duty Death Benefit	\$300,000
All Leave Balances Paid to Beneficiary in Full	
Spouse to Receive Medical for Life	

---

<sup>1</sup> All contractual overtime caps shall increase by 150% of general wage increases.

Improvements to Maternity/Paternity Benefit, including flexibility in timing of usage

- 3 Weeks Fully Paid
- Member's Option as to When to Utilize
- 6 weeks for Multiple Births (Twins/Triplets, etc.)

Opt-in to NYS Paid Family Leave

Address On-the-Job Issues Relating to Maternity/Pregnancy

- Uniforms
- Work assignments
- Harassment from Management
- Putting Members Out of Service/Light Duty

Address Issues Related to Sick Leave

- Incentives for Judicious Use of Sick Days
- Creation of Sick Leave Bank for Members in Need

Increase Administrative Terminations to 18 months (with medical)

Increases in Death in Family to 5 days and broaden list of relatives

Universal MTA Pass (including MTA Bus, Bridges, Tunnels, Express Bus and EZ Pass)

Tier VI Pension Reform (support legislation)

Increase in MTA Bus Pension to Equal TA/OA Benefit

Articulated Bus Differential for Entire Length of Run

Increases in Maintainer Bonus

Increase in Snow Duty Pay, including more titles receiving Snow Duty Pay (Departments)

Improvements to Training Pay (Departments)

Improvements in Specialty Pay Rates (Departments)

Increase Meal Allowances (Departments)

Address Issues Related to AVA's/OTO/PLD's - Including Increasing Allotments (Departments)

Address Pay Shortages with Respect for Members Who Are Underpaid for Their Work

Privacy Envelopes for Submission of Sick/Doctors Lines/FMLA

---

TWU Local 100 reserves the right to revise, amend, alter, add to or delete any of the above up to and including the execution of an agreement.

Increase Training Time for Bus Operators

Adopt Late Excuse Policy Currently in TA/OA to LIRR/MNRR

Eliminate Workers Compensation "Pilot Program" at OA/RTO

Joint Review/Audit of Workers Compensation Department

Swap of Lincoln's Birthday for Day After Thanksgiving (Departments)

Increase Uniform Allotments/Allowances (Departments)

Increase Prime Vacation Weeks in All Departments

Grievance Hearings on Company Time in All Departments

Disciplinary Investigations Must Be Done in a Timely Fashion (30 day limit)

SIR/IG Investigations Include Union Representation at All Times for All Members

Management Requests for G2's Require Union Representation

Paycheck Should Be in Easily Readable Form

In the event any MTA related entity reaches an Agreement with any of its collective bargaining parties that provides for general wage increases greater than those provided for in the agreement reached herein, this Agreement shall reopen with the intent of mirroring the higher general wage increase for members of Local 100.