



TWU LOCAL 100 NEWS

Car Equipment Department

February 2010

Wishful Thinking In Car Equipment

The MTA/NYCT has been trying to come up with ways to close their budget gaps. The actual term is "Program to Eliminate the Gap (PEG)". The 2010 PEGs worksheet has been made available to the Union. In CED, the implementation plan calls for increasing the inspection cycle for the older fleet (R44 – R68) from 10,000 miles or 66 days to 11,000 or 73 days. In addition Supervisor efficiencies will be realized by increasing the SMS span of control ratio from an average of 7.5 hourly to one MS1 to a ratio of 8 to 1.

This will not be tolerated. In most cases Inspection Barns are running at capacity with a work force minimally trained. Your Car Maintenance officers have addressed the training aspect but management is behind on its obligations. With the increased inspection cycle comes more TT's resulting in a decrease in the (MDBF). Then training suffers because local management will be reluctant to send people for fear of losing a days production. We fear that this vicious circle will return. The Section Chairs will be notified of this development and asked to keep the Division informed of developments.

The savings impact to the department is estimated as follows (\$ in Millions):

Year	2010	2011	2012	2013
Total Headcount	28	29	29	30
Financial Impact	\$1.457	\$2.596	\$2.596	\$2.703

As you can see for yourself, this minor savings has a large impact on the Mean Distance Before Failure statistics (MDBF). These older cars need major overhaul work before management can even dream about increasing the inspection cycle. Without a proper overhaul, management can only rely on the unsafe speed up of our work.

And the Impact on Car Cleaners?

Along with management's assertion that less is more, the PEG Worksheet is out on cleaners too. It states and we quote, "Terminal Car Cleaner resources are being reduced with no expected impact". It goes on further to say, "Early in

Division Officers
 Vice-President Nelson Rivera



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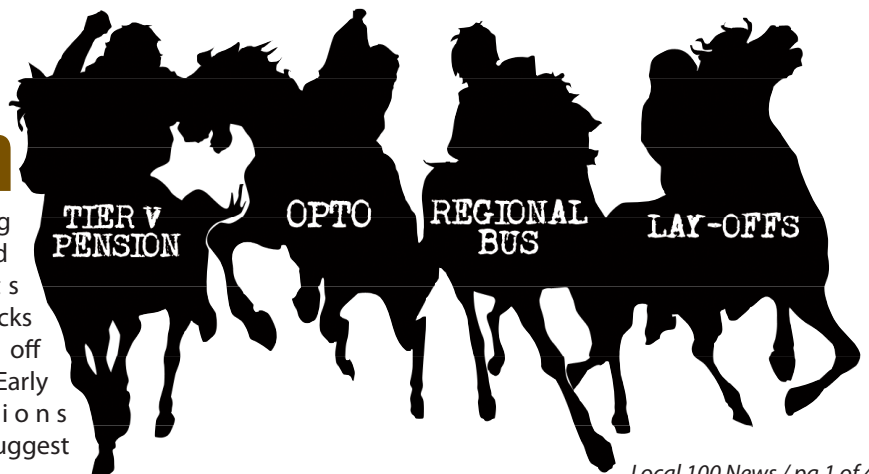
2009, a review of terminal cleaning results indicated that the budgeted resources could be reduced by 20% with no impact on cleaning goals...". Therefore, according to the PEG, management will attempt the following cuts by attrition in the cleaner force of 58 CTA's in CED per year until 2013. It is an estimated savings of \$14.27 million. This would constitute that 20% reduction that no one is supposed to notice.

In reality, the only way to cut the cleaner force by 20% is to rob the shops of its reno crews and shop and yard cleaners and throw them on the terminals. This is not acceptable and we will do whatever we can to maintain a respectable cleaner force for our shops.

Beware the Four Horsemen

There are those in city and state government as well as the tabloid press, who feel that public sector workers are not entitled to decent wages, guaranteed pensions, and full medical benefits. Furthermore, these same individuals would advocate for the unsafe speed up of our work, the elimination of our hard fought seniority rights, and the

balancing of bloated budgets on the backs of laid off workers. Early indications would suggest



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that there are currently four major fronts on which the city, state, and the MTA will attack this Union in the coming year. Consider the following;

Tier V Pension

In 2005, during contract negotiations, the Authority let it be known that they would be seeking a reduced pension benefit for all new employees inside the Local 100 Bargaining Unit. That new pension is called Tier V. To transit workers, it meant either a 30 years age 62 retirement (30/62) or an increased pension contribution to 6% (up from the 2% we currently pay now). What makes Tier V so dreadful, besides the obvious, is that it would divide the membership into first and second class membership. Unionism under these conditions cannot fully function the way it is intended. We had the wisdom back then not to allow an inferior pension tier on the property.

There are some Unions in the city pension system that are now Tier V. The reduction in pension benefits vary from Union to Union, but the intention is clear. It is not for us to judge how other Unions choose to deal with their own survival. However, within those organizations, you will see a divided membership fighting to correct the imbalance of multiple tiers and abandoning any realistic hopes of positive pension legislation in the near future. In Car Equipment alone, approximately 25% of our membership was hired after the 2005 strike, when we decided to take a stand. Look around you at your fellow workers. You can see how awkward a situation this could have become.



The city's five pension funds collectively totaled \$101.57 billion as of last week, up from just \$77 billion last March. Obviously, a testament to the leadership of former City

Comptroller, Bill Thompson. But let's not fall into the trap of complacency or allow them to manipulate our fears. Cannibalism is not the answer. We must pool together all our political muscle and the resolve of our membership and stop this awful thing from ever becoming a reality inside Local 100.

OPTO

One Person Train Operation. Management has been trying, for the longest time, to impose OPTO throughout the system. In theory, with the help of modern technology, a Train Operator would drive the train and operate the doors as well as make all the announcements and check for a clear platform. First, OPTO is just plain dangerous. If you can recall the city-wide blackout in August 2003, subway riders were rescued by transit workers but most notably by the two person crews, Train Operators and Conductors. They not only led riders to safety but also helped to direct emergency services and were able to keep riders from panicking simply because the ridership knew there was an experienced and competent crew in charge.



Evacuations happen for other reasons such as derailments, smoke issue, and heaven forbid, terrorist attack. One person cannot be expected to have over a thousand people in his charge and safely perform the duties described above. Passengers also feel safe late at night riding in either the Train Operators car or the Conductors car. These are the rider safety aspects of OPTO.

So how does this affect our Union? The obvious affect is one person doing the job of two people and two titles. Broadbanding doesn't do anybody any good no matter how much they pay for it. Could it lead to the laying off of Conductors? Even if the elimination of the Conductor title were done by attrition, it would still do away with a very valuable promotional opportunity to

those in our division in entry level positions, namely CTA's and TPPA's. This leads to the safety of our families. Those of us who have family members who ride the subway leave our loved ones in the hands of our fellow brothers and sisters. The security of knowing that they are safe is priceless. The same can be said about the riding public.

Evacuating millions of people safely each day can only be accomplished by a solid crew of professionals. It is this principle that will continue to provide a solid relationship with rider advocacy groups and the riding public. These alliances are invaluable to our moving forward in the future.

Regional Bus

Regional Bus refers to the establishment of one bus company covering all bus operations in the city and surrounding counties with movement of equipment, routes, work, and personnel among different bargaining units. Regional Bus has been the pipe dream of MTA upper management which Local 100 has stopped successfully several times and as recently as last year when it was made part of the Ravitch Commission's plan to avert the 'doomsday budget' cuts. Local 100's opposition blocked Regional Bus and at the same time helped secure over \$2 billion in funding.



But look out. The realization of a Regional Bus company would be a wind fall for the MTA but a tragedy for TWU. How could this be implemented without first addressing

cont. Beware the Four Horsemen

how seniority would work in a shop where there are multiple contracts? We're talking about the combining of TA Surface, MABSTOA, Long Island Bus, Westchester Lines, MTA Bus, Staten Island Bus etc. The co-mingling of members of different unions, different pensions, different shop rules, pick rights and no pick rights, etc. The MTA would love to implement this can of worms without the input of the Union. We cannot allow that to happen.

Lay-Offs

Last but not least. President Obama has made it clear in his State of the Union pledge on jobs and growth that a \$33 billion tax credit will be made available to small businesses that take on new workers.

The plan further calls for tax breaks for companies who gives employees raises, namely a refund of the increased Social Security taxes that those businesses will have to pay. Great idea.

So who the hell does the MTA think it is to counter the Presidents initiatives by going by the Bloomberg philosophy of less is more? The proposed NYCT layoffs would supposedly affect only Bus Operators and Maintainers. This doesn't mean that it won't affect all transit workers. For the Transit Authority to suddenly adopt a philosophy of layoffs as a means to close budget gaps is a major reversal of what public sector employment is all about. First it's them, next it's you. That's why we must stand strong



with our Union and our brothers and sisters who are being threatened and force the Authority to join us in seeking additional Federal, State, and City subsidies.

Paid Leave for Cancer Screening

MTA New York City Transit Authority, including the Manhattan and Bronx Surface Transit Operating Authority and the Staten Island Rapid Transit Authority (hereinafter collectively referred to as MTA NYC Transit), in accordance with Sections 159-b and 159-c of New York Civil Service Law has established guidelines for use of leave time for breast and **prostate cancer screenings**.

The National Cancer Institute defines a screening as an examination for a disease when there are no symptoms; it may find disease at an early stage when there may be a better chance of curing it. Examples of cancer screening tests include, but are not limited to, the mammogram (breast) and PSA blood level and digital rectal examinations (prostate). This benefit will be implemented pursuant to the following guidelines:

1 All employees are entitled to take up to four hours of paid leave for breast cancer screenings. Four hours of paid leave is also permitted for prostate cancer screenings.

The paid leave is not to be deducted from either accrued annual or sick leave. It is available on an annual calendar year basis, and cannot be carried over from year to year.

2 The four hours may include physical examinations, blood work and travel time to and from the screening. Anytime over the four hours will be charged to accrued annual leave balances.

3 Employees who undergo these screenings outside of their regular work schedules do so on their own time. There will be no compensatory time off granted for screenings that occur on days off or holidays.

4 Satisfactory medical documentation that the employee's absence was for the purpose of breast and/or prostate cancer screenings must be provided.

5 In order to utilize the paid leave time, employees must provide at least seven (7) days advance notice of his or her absence. MTA NYC Transit reserves the right job require the employee to postpone the screening based upon the business needs of the agency.



Members of Car Equipment Department present a check for \$3,667 to President John Samuelson for Haitian relief. The presentation too place at the TWU Local 100 Union hall

Be aware that you have rights under the contract to be treated fairly and with dignity and respect. If you find yourself being threatened, harassed, or intimidated by a member of supervision or management, call your Section Chair immediately and ask to document the incident with a G-2.

Please note the following Shops, Section Chairs, and corresponding numbers.

LOCATION	CHAIR	UNION #	FAX #	
CONCOURSE BARN	Mathew Jacob	212-712-3152	212-712-3146	Terminals; 205th St.; Stillwell Avenue
CONY IS. OVERHAUL	Tom Carrano	718-3219???	718-714-3125	
CONY IS. BARN	David Leviev	718-714-3875	718-714-3614	Terminals; Stillwell Ave; Brighton Beach; Ditmars Blvd; City Hall
CORONA BARN	John Rowe	347-694-1267	347-694-1267	Terminals; Main Street; Times Square
EAST NEW YORK	Jerry Archer	718-927-7152	718-566-3837	Terminals; 14th St. /8th Avenue; Canarsie; Parsons/Archer; Metropolitan Ave
EAST 180TH ST. BARN	Sam Ponnolil	718-319-5384	718-319-5228	Terminals; Dyre Ave; Flatbush Avenue
JAMAICA BARN	Walter Butscher	347-643-7046	347-643-7045	Terminals; Parsons/Archer; 2 nd Ave.; 179 th St.; 95 th St; 71 st & Cont'l, World Trade center, Court Sq
JEROME BARN	Jolly Eapen	718-319-5722	718-367-1270	Terminals; Woodlawn, Utica Ave.
LIVONIA BARN	Whitney Britton	718-243-5509	718-272-9554	Terminals; 148th St; New Lots Ave; Grand Central Terminal
PELHAM BARN	Mike Hom	718-829-7927	718-518-1482	Terminals; Pelham Bay; Parkchester
PELHAM DIESEL	Nathaniel Daniels	718-824-0895	718-792-5376	
PITKIN BARN	Cyril Francis	718-243-570	718-243-5700	Terminals; Euclid Ave; Lefferts Blvd; Far Rockaway; Beach 116 Street
207th St. OVERHAUL	J. Leonard	212-544-3863	212-544-3138	
207th St. BARN	Mike Russell (Acting)	212-544-3449	212-544-3183	Terminals; 207th St.
239th St. BARN	Pisley Salmon	718-231-5708	718-324-7561	Terminals; 241st St, Flatbush Ave.
240th St. BARN	Matt Ahern	718-549-3964	718-549-3964	Terminals; 240th Street, South Ferry
BOX STREET (RCIs)	John Giambalvo	718-694-1621	718-694-4586	
38th St. YARD (RCIs)	John Giambalvo	718-694-1621	718-694-4586	

WHO YOU GONNA CALL?

2 Broadway

646-252-5549 or 646-252-2925

If you need to speak with someone about a hearing, a contract grievance, or disciplinary charges.

130 Livingston

718-694-4168 or 718-694-4212 For general information and assistance, such as probationary issues, arrests, grievances, sick leave.

Local 100 Member Services

347-643-8061, 8062, 8064 If you have questions about medical benefits.

Local 100 Safety Hotline

888-898-6608 If you need to reach someone on weekends or at night, or for safety matters that need immediate attention.

TWU Union Hall • 212-873-6000

CED ext. 2029, 2031, 2028

TWU LOCAL 100
Celebrates
BLACK HISTORY MONTH

In Honor of
Willie James
First African American President
of Local 100

Saturday, Feb 27th 1-5pm
At TWU Local 100 • 80 West End Ave. (64th St, Manhattan)

* Members in Good Standing Only

For more information Contact C. Jenkins / Amorette Shaw
212-873-6000 X. 2026,2157 / Fax 212-580-0350

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