



AT THE GATE

FEBRUARY 2025

A TWU Local 100 newsletter for members of the Stations Division from the desk of Stations Vice President Robert Kelley



Robert Kelley
Vice President Station Department



A MESSAGE FROM THE VICE PRESIDENT

SAFETY IS PARAMOUNT

Communication and information are the cornerstones of a safer and more effective workplace. We are committed to improving our field presence and guiding the Stations Division toward a better, safer future — but we need your help to get there.

If you encounter any defects, hazards, or safety issues, it is essential to report them to the field office immediately. These include, but are not limited to, issues such as lack of hot water, broken

locks, no heat, or rodent problems. When reporting, always write the date, time, and supervisor to whom you reported the issue in the station condition log. If the problem is not addressed in a timely manner, escalate the issue to a union representative immediately.

Your safety and well-being are of the utmost importance. Every day, your efforts ensure millions of New Yorkers can travel safely. But your safety is not only critical to the city, it's also vital for your

coworkers, your loved ones, and most importantly, for yourself.

In these challenging times, anxiety is high due to the increased presence of homelessness and individuals in emotional distress (EDP). Remember to stay vigilant, exercise common sense, and follow all safety protocols. If you are ever asked to perform a task that you feel is unsafe, utilize the safety dispute resolution form immediately.

Always be aware of your surroundings, use your protective equipment, and take breaks when needed to stay alert and refreshed. Remember to document breaks appropriately. Please continue to share your safety concerns openly and report any incidents or hazards right away. Together, we can ensure a safer working environment for everyone.

Thank you for your continued dedication and commitment. Stay safe and take care of yourselves and each other.



YOUR SAFETY IS YOUR MAIN CONCERN

Your safety should always be your number one priority. Following the rules and regulations to keep yourself as safe as possible is crucial. That's not to say that you'll be completely safe just by doing so. We all know that at any given time, an unexpected situation could occur in a matter of seconds. Let's do our best to maintain our safety.

Here are some things you can use to help yourself and others:

1. STATION CONDITION LOG –

A book used to record ALL conditions of the station. This book should always be available to any MTA employee to record an issue and should be found in every booth. Reporting issues within the workplace can protect the safety of yourself and others. You should always record the situation in the STATION CONDITION LOG. It is your accountability and defense when MTA officials say, "It was never reported" or "This is the first time I'm hearing this."

From a union rep's point of view, those are their favorite songs: REPORT & RECORD. Each day, record the issues and ensure your coworkers are aware, as well as the union representatives.

2.SAFETY RULE DISPUTE RESOLUTION FORM – KNOW THE PROCESS!

If you feel your health or safety will be compromised with any instruction or task, make it clear to your supervisor. If the supervisor ignores your concern, request a SAFETY RULE DISPUTE RESOLUTION form. Having a witness to corroborate your claim is extremely helpful.

Once requested, it must be provided, and both the member and supervisor must fill out their portions. A GSS or higher-ranking MTA official must sign off on the final decision. Keep in mind that duties may continue, but not the unsafe task. Once you request the SRDR form, it must still be filled out to protect you from an insubordination charge for that same situation. This must be produced when you and the supervisor disagree on a UNSAFE directive.



3.PPE –

Wear the proper PPE to protect yourself. Be sure you are issued ALL items needed before starting the job. Be cautious of those around you checking to ensure you are using the appropriate PPE for the task you're performing.

4.SECURED LOCKS

Locking all facility doors is crucial, as we have had unauthorized persons enter the property, and in some cases, they have stolen members' property.

5.UNAUTHORIZED PERSONNEL –

Emergency stairways: Do not navigate emergency stairways alone. Some locations within the system have emergency exits that allow the public to access our facilities. This design is flawed. Inspections by the union and MTA have found evidence of homelessness, with people frequently returning to what they see as their shelter. For example, the 2 Ave line, 96, 86, 72, 63/Lexington, Atlantic Ave, 168, 181, 191, Clark St.

WORKPLACE VIOLENCE – MTA occasionally meets with union representatives. An employee from each department occupying the same space (stations, facilities, etc.) inspects to see what tools are in place to prevent violence and what enhancements can be made to better protect us in the event of a violent situation. Objects like parabolic mirrors, egress, and peep holes are checked to ensure they are functioning as intended. The Department of Labor reviews anonymous complaints and conducts surveys to ensure management is

providing proper instructions on how to handle situations in the safest way possible. The Department of Labor is here to protect YOU. Should you be approached by any group of Union, DOL, and Management, please complete the survey. Your input can help bring about better outcomes and necessary changes.

SAFETY STAND DOWN

At 2 Broadway, CTA's voiced concerns and offered ideas that could enhance safety. Many were outraged at how unsafe it is working in the public given the escalation of attacks and incidents.

TWU Local 100, Department of Subways, and Office System Safety will sit down to explore what improvements can be implemented based on your suggestions. Your Division Chair, Nicolette Brown (Station's Dept.), Division Vice Chairman (CTAS), Gregory Ward, I, and other union reps are here to help push those suggestions forward. DOS has acknowledged that some ideas were worth exploring and announced that these concerns will be addressed.

TWU, MTA, and DOS meet monthly to discuss all safety issues. If you have concerns that are not being addressed in a timely manner, please don't hesitate to bring them to your union representatives. If necessary, we will bring them to the attention of DOS.

Thank you,
Vanessa Jones,
Local 100 Executive Board, Station Agents
Division Vice Chair Stations Safety Liaison

As per NYCT Service Delivery Bulletin 75-23.... "These forms must be made available from the supervisor at the work location to any TWU-represented employee who wishes to raise such allegation. Only work relating to the allegation shall stop until the dispute resolution process is completed. All work not related to the allegation shall continue"

SAFETY RULE DISPUTE RESOLUTION FORM

DEPARTMENT OF SUBWAYS

This section is for the employee who is alleging a violation of a departmental or applicable NYC Transit-wide safety rule or a section of an applicable law.

An employee or group of employees directed by supervision to violate a departmental or applicable NYC Transit-wide safety rule or applicable law can utilize the following procedure in order to have the situation immediately reviewed by a supervisor and manager, if necessary.

If a manager is present when the issue is raised, the alleged violation need only be reviewed by the manager.

This procedure does not supersede or replace the provisions of the Collective Bargaining Agreement.

Employee Name	
Title	Pass #
Dept/Division	
Supervisor	Pass #
Date	Time
Task Being Performed	
Location	

1. In this section the employee must specifically describe the alleged violation. Indicate or describe the rule or standard being violated.

Time: ____ a.m. ____ p.m.

Date ____/____/____

Employee Signature (required)

2. In this section the supervisor at the location must indicate what actions he/she took regarding the concerns that the employee has indicated. If the employee does not agree with the explanation or action, indicate what the disagreement is and refer the matter to a manager who must notify his/her divisional Control Center and advise them to immediately notify the TWU of the issue (347-916-0579). If there is no divisional Control Center the manager must notify the TWU. The manager must immediately review the matter.

Employee Agree ☐ Disagree ☐

Employee Signature

Time ____ a.m. ____ p.m.

Date ____/____/____

Supervisor Signature (required)

3. In this section a manager from the division must indicate what actions he/she took regarding the concerns that the employee indicated above. Upon explaining to the employees what changes will be made at the work site or that the challenge is not valid, the manager will direct the employee back to work. If the employee/gang refuses the manager's decision, appropriate action may be taken against the employee(s). If the supervisor/manager fails to correct a valid safety condition, appropriate action will be taken against the supervisor/manager.

Time ____ a.m. ____ p.m.

Date ____/____/____

Manager Signature (required) Print Name/Pass Number

Forward completed forms to the division head,
Office of System Safety (SRDRForm.OSSMailbox@nyct.com), Department of Subways (DOSSafety@nyct.com)
and TWU Director of Safety and Health (Safety.Hotline@twulocal.org)

SAFETY

DWQQNBNTYBCOV OZGZWSGIXEYNSZG
YAZGNCJEOELSANZPZIUNRGB OJXNCVC
DQKDLBCNUGUEAQIAMKCZHEGAFLRZH G
XKZUORJYGADMAFCJUZFKKTMTZCHUVA
WLJ CWKDQOIGEA XEIA P PPOBSRHM YRES
BU CRWZCDPK EQJRXTXDLVMGAYDMUXBD
OABIPEKRHHRMOZEDYILVLD OBBMGWNM
QYTVRWE COWDYPNUIPSQAQUHLYOVOYA
UPEROCWRAOKVIGJDTCTPPBEAURUREB
SNYRZVP OILOSJYIMMKSAQNRITCYKLO
EWAXWLIGPZRDTKOIAVLJNMYA OCLPEZ
COMUHUMENMMUCAGSNYNKQDMJWLHLCS
URSPTWTFRARD FJTINUTONZDMOOVAZO
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CRHBPF RVYCEVWMYAACHHNTBDWVKLL
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KYZJLJTEAXGF DVXSQPBPM MYSUOJRPH
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unauthorized personnel

workplace violence

ppe

record

safety

station condition log

safety stand down

report

secured locks



Pedro Rivera
Division Vice Chairman

COLLECTORS WORLD

Happy New Year Everybody!

I would like to say Thank You to all the Union Members in the Revenue Department for supporting democracy in this election. We are moving in the right direction into the future for our members.

Let's keep safety always in our thoughts and actions while we work. We owe it to ourselves and to our families. There are unhinged individuals out there. Remain alert and be aware of your surroundings! At All Times! I hope that this will be the Best Year Ever for all of you and your Loved Ones!



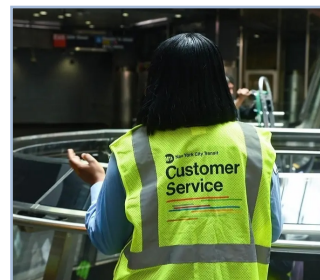
Michael LittleBear
Division Vice Chairman

SUPPLY LOGISTICS FAMILY

Happy New Year All! I hope that we all had a nice New Years!

Well, it's a New Year, but the fight continues. We will all continue to fight for our rights and fair treatment. We all deserve a life of quality. Our Union will continue to fight for that. We all work hard and deserve a safe work environment. V.P. Robert Kelley and Our Union are more dedicated than ever to ensure that we receive fair and respectful treatment. The fight never ends.

Let's be careful out there and have a happy and prosperous New Year. Together, we can move mountains. Let's Do This!!!!



Bottom: CTA keeping platform snow free for commuters. Bottom Left: Just because Metro Cards are fading in relevance doesn't mean our members won't fix the machines used to check the balance on them.

CTA Section

A Happy and Safe New Year to My Brothers and Sisters! Snow Duty Equals Job Security for Every CTA!

It's winter time, again, Ugh! However, it's a chance to show the MTA and the public the importance of CTA's and everything we do to "move NYC". Snow Duty is that chance. We shovel, we salt, and we clean every station and yard throughout the system. We make sure each station is safe for the customers and fellow co-workers to use daily.

We sacrifice our RDO's and work in the cold temperatures for long periods of time. However, our work doesn't go unnoticed by the riding public and the MTA.

This sacrifice secures our job and title for years to come. We will continue to push for better equipment and for faster payment of OT and Snow Pay during these times. I appreciate you all for your hard work daily. Always remember: "Snow Duty equals Job Security" when you are out there this winter.



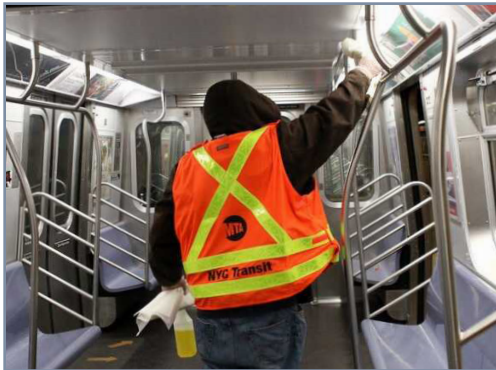
Antonio Roldan Jr.
CTA Section Chairman

CROSS-EYED JUSTICE

Md. Adellahi, an illegal immigrant, was sentenced to two years' prison time for assaulting Sister Mallory, the Station Agent who worked Wall St. on Valentine's Day, Feb.14th 2024. He will be deported after the sentence is served.

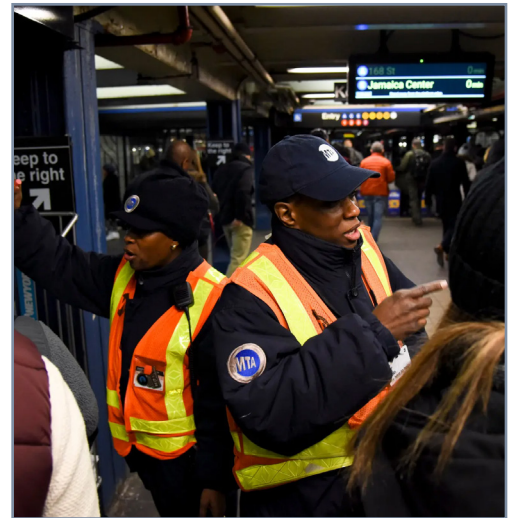
The coward, Alexander Wright, who brutally attacked **Brother Anthony Nelson** in August 2022, was apprehended. After being deemed fit to face trial and posting the \$500 bond, he immediately jumped bail, skipping his scheduled court appearances. He was captured by the NYPD and on January 9th the process was renewed, with a hearing at Bronx County Criminal Court. Wright was remanded to a psychiatric hospital for another evaluation as to whether he is now again fit to stand trial.

The sticker notifying the public that individuals face an 'up to a seven year sentence for assaulting a transit employee' is still posted at a few select stations.



However, there has been a pattern of skimping on the penalties allowed by state law on the part of several District Attorney's offices in the 5 Boroughs. Keep in mind, the D.A.'s are all up for election this year -- and some will face primaries.

Our union reps always show up to support our members in court.



THE TALLY

On December 12th the ballots in Our Union Election were counted. We congratulate all of you who voted. Below is a listing of the Union officers who will represent Station Division over the next three years:

Station:

Vice President: Robert Kelley.
Division Chair; Nicolette Browne
Vice Chair (Station Agents); Vanessa Jones, **Vice Chair CTA's;** Gregory Ward, **Vice Chair C/A's;** Pedro Rivera, **Vice Chair Supply Logistics;** Michael LittleBear **Division Recording Secretary;** Shameia Colter

Executive Board:

Nicolette Browne, Antonio Roldan Jr., Vanessa Jones, Akhlaqur "Apon" Rahman, Steve Anderson

Closer to home, we will be tested as well in our efforts. Here are some forward-looking matters which concern us:

1. Cameras must be 'pro-active'. Not intrusive. They should protect us, not put us at risk of discipline
2. The Interborough Express (IBX) will bring over 175 new positions to the members when completed. I want to secure this work for us!
3. A Pilot Program for a 4 Day Work Week (for all titles in Station Department)

Communication and Information are key ingredients to the creation of a better and safer future. Whether it is making the members aware of Union events such as rallies at a courthouse, MTA Headquarters, mass meetings, celebrations of heritage and our families, charity affairs; the details must flood the 'road'.

When promotional exams are offered (or even Open Competitive) or when there is a 'policy change' in disciplinary matters; the Members need to be alerted. A comprehensive field presence will bring to Station Division a positive path to an

improved workplace as well as an enhanced Quality of Life on and off the job. Information will be dispensed in a timely manner. Defects and hazards in the workplace will be identified and promptly corrected.

Thank You to all who participated in the recent Union Election. Your voting, making your voice heard and expressing your concern for your and YOUR FAMILY's Future makes me confident that we shall make Great Strides on our journey over the next three years!

In the Spring of '26 we shall rise to a Guaranteed Challenge: OUR 2026 CONTRACT! You have a voice in OUR FUTURE. Together, we will PUT STATION FIRST!

MTA BOARD

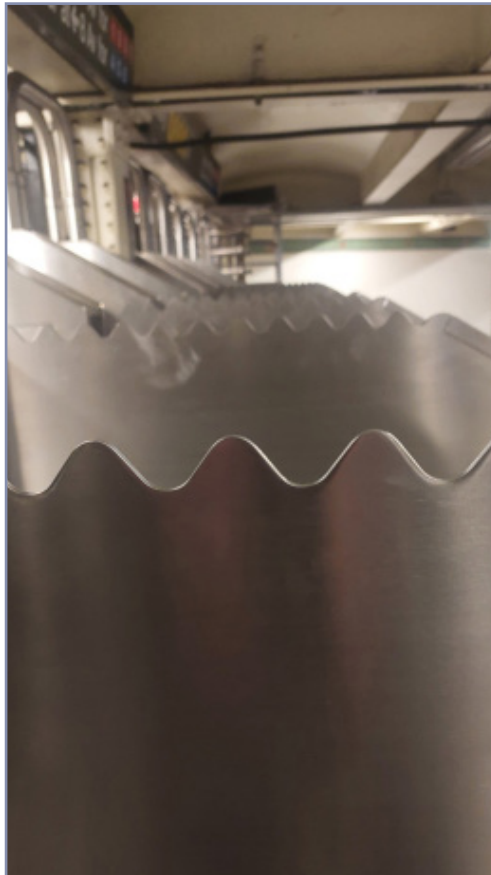
The November MTA Board meeting was one of the briefest on record. The public comment portion was among the most passionate and rowdy in recent years. Congestion Pricing was the centerpiece. During his update on the State of the MTA, Chairman Lieber defended the concept in terms that touched on health, clean air, safety and financial impact. A good deal of time was spent elaborating on the response times of emergency vehicles due to traffic congestion. The Chair took shots at both the media for their one sided anti-congestion pricing coverage as well as the State of New Jersey for the way they have stumbled about trying to manage Jersey

Transit. Economic benefits were the focal point of the presentation. Several powerful entities in the business community, the Citizens Budget Committee and the Real Estate Board of New York (REBNY) were in complete agreement, as was the business world as a whole. These powerful endorsements were based on their findings that Congestion Pricing “will be a boon to the economy.” The Board also accepted the November Financial plan which they approved at December’s gathering, sending it for final approval by the State Legislature.

The Public Speakers at the December Board meeting were not as raucous as in November, though the topic of

Congestion Pricing, again, dominated the proceedings.

The Chairman reiterated his commitment to the implementation of the “Congestion Relief Zone.” Lieber devoted a hefty portion of his update to several MTA advances that he felt were often distorted, among them that crime is down 6% from pre-covid levels, the budget has shrunk 3% in the past three years, and on-time performance has risen to new heights. He concluded his remarks with the upbeat prediction: “2025 is going to be a big year.”



New York City Transit's newest farebeating pilot program features curved spikes to discourage fare evaders from hopping.

SNAP SHOTS

The latest edition of the Booth of the Future is perched on the mezzanine of 14th St. and 7th Ave. The silver edifice is wider than its previous incarnation and does not contain a safe.

Raising the bar!

Soon, turnstile leapers will be hit with a \$100 fine if they ‘go airborne’, ‘cock and squeeze’ or ‘bow to the Booth and slither under!’. New Jobs on Hold! The Budget revisions will delay the “IBEX” (with its 19 additional stations) as well as extensions to the 2nd Ave. Subway.

The Interborough Express was scheduled to begin operations in 2027. A final design has been agreed on and the light rail service will run underground for the entire route, avoiding the hazards of travelling down Metropolitan Avenue for a portion of the trip. It should be ready by 2032. On the other hand, the 2nd Ave. Subway could be ready by '29 (that's 2129!!!). 2nd Ave Subway is synonymous with Delayed Mega-Project!

An increase in ridership is anticipated with the introduction of fees to enter the Central Business District, so of course

now is the perfect time for the MTA to Raise the Fare! (the ex-driver commuters won't know any better!).

Read the Fine Print!

The toll for Congestion Pricing for cars is: \$9 (peak hours/ 5a.m.-9p.m., Mon-Fri. 9a.m.-9p.m., Sat/Sun). A \$2.25 fee applies for autos entering during the off-peak hours. However, if you don't use 'E-Z Pass' the charges jump to \$13.50 and 3.30 respectively.

“Your ‘E-Z Pass’ tag account must be connected to your vehicle’s license plate or you will be charged the maximum fee (if you’ve upgraded your wheels you may have to update your account).

Call the ‘EZ-Pass customer center at 800-333-8655.

FEBRUARY IS ... NATIONAL CANCER PREVENTION AWARENESS MONTH

REMEMBER YOUR CANCER SCREENING

February is National Cancer Prevention Awareness Month, a time to reflect on the simple yet powerful steps we can take to reduce our risk of cancer. But prevention isn't just something to think about this month, it's something we can prioritize every day. By making small changes, we can significantly improve our overall health and well-being. Together, we can raise awareness and work toward a future with fewer cancer diagnoses. To support our commitment to health, our employer provides paid leave for cancer screenings. All employees are entitled to up to 4 hours of paid leave each calendar year for screening, without using personal leave balances. The screening must be completed during regular work hours, and the leave cannot be used for days off or holidays. To utilize this benefit, please provide at least 7 days' notice to ensure approval.



New York City Transit

Verification of Cancer Screening Form

Employee's Printed Name

Employee's Title

Employee's Department

RC

Employee's Work Location

To be completed by requesting Employee:

Note: Excused leave for screening of cancer is limited to four hours annually between January 1st and December 31st. If time taken off for screening exceeds four hours, the additional time will either be unpaid or charged to an appropriate leave bank (if employee has any such leave accrued) in accordance with current policies, procedures, and/or collective bargaining agreements.

All requests for leave to undertake cancer screening require appropriate documentation.

Date of cancer screening: _____ Hours From: _____ To: _____

Regularly scheduled hours on date of screening: _____ From: _____ To: _____

I authorize the screening facility, below, to verify that I have received a cancer screening.

Employee's Signature

Date

To be completed by the Screening Facility:

This is to verify that the above identified individual received a cancer screening at our facility:

Name of Facility

Date of Screening

Printed name of person at facility: _____

Title: _____

Signature: _____

Contact Telephone: _____

Physician signature and stamp: _____

FEBRUARY IS ... **BLACK HISTORY MONTH**

NOTABLE AFRICAN AMERICANS IN THE LABOR MOVEMENT

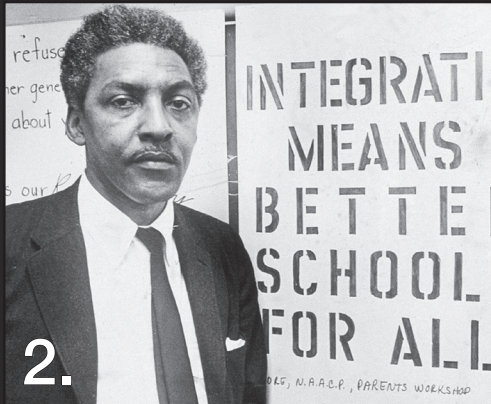


Philip Randolph

Philip Randolph is one of the most prominent figures in the labor movement and a leading civil rights activist. He was the founder of the Brotherhood of Sleeping Car Porters in 1925 and organized the first predominantly African American labor union. Randolph's efforts led to better wages, working conditions, and job security for thousands of Black railroad workers. He was also instrumental in organizing the 1963 March on Washington, which brought national attention to both labor and civil rights issues.

"My philosophy was the result of our concept of effective liberation of the working people"

— Philip Randolph



Bayard Rustin

Bayard Rustin was a key figure in both the civil rights and labor movements. Rustin helped organize the March on Washington and worked alongside labor unions to promote equality for African Americans in the workforce. He was a strong advocate for integration within unions and fighting for workers' rights.

"When an individual is protesting society's refusal to acknowledge his dignity as a human being, his very act of protest confers dignity on him"

— Bayard Rustin



Ella Baker

Ella Baker was an influential civil rights leader and activist who worked alongside many labor leaders. She is most known for her leadership in the Southern Christian Leadership Conference (SCLC) and the Student Nonviolent Coordinating Committee (SNCC). Baker also supported labor organizing. She was a strong advocate for the inclusion of African American workers in union activism, especially in the South.

"People cannot be free until there is enough work in this land to give everybody a job."

— Ella Baker



Claudia Jones

A key figure in the labor movement and communist activism, Claudia Jones was an advocate for civil rights and workers' rights. Jones played a crucial role in supporting Black workers in the union movement and was instrumental in organizing against racial and gender discrimination in the workforce.

"Too many progressives, and even some Communists, are still guilty of exploiting Negro domestic workers."

— Claudia Jones



AT THE GATE



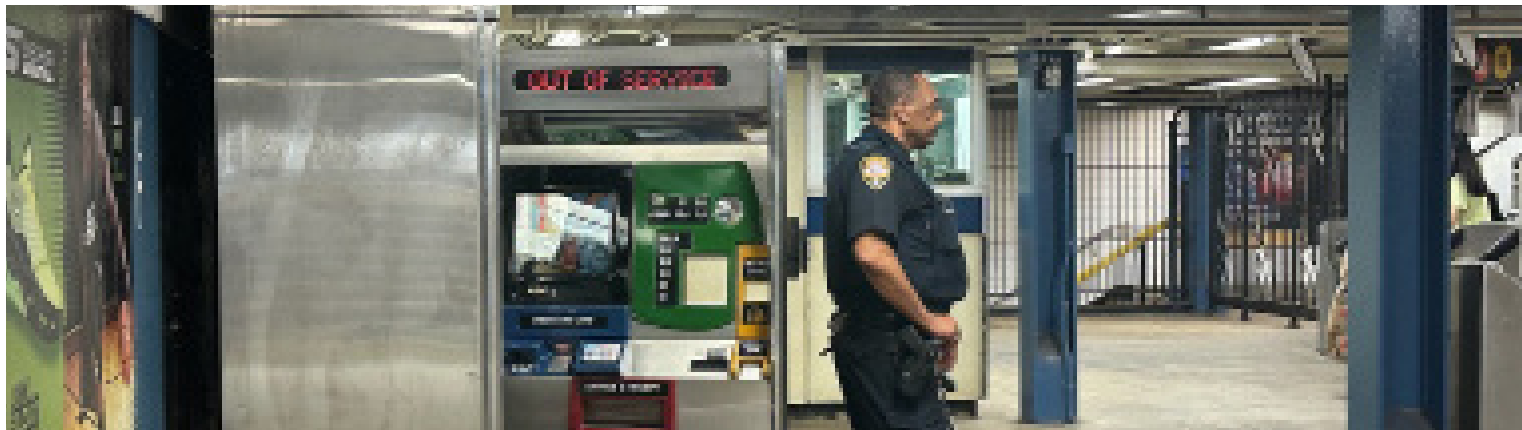
Who to Call @TWU

UNION ASSISTANCE PROGRAM (UAP): Made some wrong decisions this Holiday Season? Maybe a case of the January Blues? It's Confidential, Voluntary and Non-Disciplinary. We offer caring help for personal and family problems. Don't allow addiction to ruin your future. Call 212-736-3378.

MEMBER SERVICES: Questions about Health Coverage? Call: 347-643-8060 or 8062. Dental Issues? Call: 347-643-8061. Inquiries about the Vision Plan? Call: 347-643-8064

TRAINING & UPGRADE: What is holding you back from advancement? Higher Education? Skills training for other titles? Maybe just learning another Language for when you travel while enjoying Retirement? Call: 718-780-8700 or click the Training & Upgrade link at 'www.twuloca100.org **DO IT!**

RETIREMENT: Winter is approaching and perhaps you don't feel like another season of shoveling, salting or navigating the ice patches on your way to work. Before you retire call the Pension Consultants: 212-873-6000 (extensions: 2161, 2076 or 2037).





AT THE GATE



SHARE YOUR CONCERNS, THOUGHTS AND IDEAS AT THE 2024 **STATION DIVISION MEETINGS**

~~Jan. 23, 2025~~
Feb. 27, 2025
Mar. 27, 2025
Apr. 24, 2025
May. 22, 2025
June 26, 2025

Jul. 24, 2025*
Aug. 28, 2025*
Sept. 25, 2025
Oct. 23, 2025
Nov. 2025***
Dec. 2025***

*According to TWU Local 100 By-Laws: Summer meetings are dispensed with during the months of July and August by a majority vote at the June Meeting.

***Dates are not finalized pending Thanksgiving and Christmas.

Division Meetings ARE HELD AT 10 a.m. & 5 p.m.

Union Hall: 3rd Floor, 195 Montague St. Bklyn.

How to get there? The 'R' to Court St.,

The '2', '3', '4', '5' to Boro-Hall, The 'A', 'C', 'F', to Jay Street

**This presented a serious Threat to OUR JOBS!
Our livelihoods were in Grave Danger! We stopped it.**

Notice of Examination

Transit Customer Service Specialist, Exam No. 0611

Application Deadline:

December 24, 2019

Type of Test:

Multiple Choice

Application Fee:

\$61.00

Test Date: (subject to change)

Saturday, March 28, 2020 or
Sunday, March 29, 2020

JOB DESCRIPTION

Transit Customer Service Specialists, under close supervision, with limited latitude for independent initiative and judgement, assist and participate in explaining MTA New York City Transit policies and procedures to inquiring customers; receive/record customer complaints, comments and suggestions; dispense information and maps; draft routine replies to customer inquiries; study route schedules of trains and buses to select the most advantageous routes and modes of transportation to reach a destination; provide full and reduced fair media, travel information to callers on special customer inquiry telephone lines; and perform related work.

Special Working Conditions: Transit Customer Service Specialists may be required to work various shifts including nights, Saturdays, Sundays and holidays.

(This brief description does not include all of the duties of this position.)

SALARY AND BENEFITS

The current minimum salary for Transit Customer Service Specialist is \$42,030 per annum. This rate is subject to change. The benefits of this position include, but are not limited to, night and weekend salary differentials, paid holidays, vacation and sick leave, a comprehensive medical plan and a pension plan.

**Now, OUR JOBS have been secured!
The “Station Agent of the Future”
GUARANTEES OUR JOBS!**



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