

TWU Local 100

Bikeshare Members:

# EarthDay

## Rally for a Living Wage

Citibike is expanding. It has raised its prices, and has gotten \$115 million in new funding. The time is now to make the green economy the route to income equality!

*We have demanded a real raise in Contract Negotiations, but the company is stalling, and has reneged on its promises.*

**Come rally with all your TWU brothers and sisters to win a raise and a fair contract.**

**Wednesday, April 22nd**

**4:00pm-6:00pm**

at the first station:

**Centre and Chambers Street**

(in front of City Hall)

**Let's tell the City Council, the Mayor, and NYC that Citibike workers deserve a living wage!**



# TWU Local 100/Bikeshare **Negotiations**

# UPDATE!

**As of March 30, we have reached agreement on the following:** Safety, Workers Council, Bereavement Leave, No Discrimination, Probationary Period, Dignity and Respect, Union Visitation and Bulletin Board, Union Check-off, Union Security.

**Of most significance, we reached agreement on an interim grievance procedure. This is very important, as it provides a formal mechanism to file grievances when you have an issue with management.**

We spent time trying to settle the Unfair Labor Practice charge filed that says management made a unilateral change when they promoted people to management but continue to have them do work performed by Union Members. It is a violation of the labor law to make such a change without negotiation and they did so.

Further we negotiated how the three Call Center employees, who were laid off, will return to their jobs. Key elements – they stay Part Time, get the same hours back, and are put back before any new people are hired.

We discussed scheduling – there have been ongoing meetings with Matt Berlin on this issue. We maintain that the only fair way to schedule people is that they pick the shifts they want in seniority order. So, the most senior employees get to pick first and then we move down the line. If you change titles – say you move from rebalance to driver, you pick with title seniority not company seniority.

This is what we are hoping to win in negotiations because it is a fair and transparent system. We left the session having set April 16th as the next meeting with an entire day blocked out. We are hoping to be able to make real progress on the outstanding and difficult issues – definitions of full time, part time and seasonal, job titles and duties, subcontracting, scheduling and **MONEY!**

**If you want more detailed information, talk to your elected bargaining team: Briton Malcomson, Evan Ryan, Dolly Winter, Juseg Reynoso, Joseph Hodges, Edwin Aviles, JT Taylor, Angelo Batista, Keandra Razor, David Kellman.**

**A quick note on the other cities –** Boston, DC, and Chicago have all had negotiation sessions and are adopting a lot of the language we have here in NYC. Boston has decided to go with many more full time staff, though they work only nine months. It also appears that we have a back pay settlement in Boston for folks who worked through lunch and did not get paid. Chicago has a big problem in that there are people who work 30 hours who are part time and those who work 32 and are full time. They also staff the Bikeshare with temps who are not in the union. Messed up! We are also filing a DOL case against Chicago because we think they have to pay prevailing wages and have not been.

