



Our New Computer And Telecom Contract

The negotiations are ongoing for our new contract. Based on the survey taken last year, we have a long list of items to work with. With a host of issues on the table, we'll report the results of the final agreement in the pages of this newsletter. Stay tuned with this newsletter and your representatives for updates. These things take time and patience, but it's looking good!

Things to Remember

To help us keep track of our members, it is up to you to report to your union rep any staffing changes that are imminent or have already occurred. Some new consultants have been hired and others moved on but we know this as a result of members passing along the information they've learned – keep up the good work!

Overtime Issues

From time to time, some of us may have to work overtime. What we're sure of is that the rules on overtime are not widely known to our membership. One of those issues is that Timekeeping requires all MTA-IT employees to obtain an OT waiver from their management in order to continue to be paid OT/OTO without interruption or to have OT released that has been put on HOLD because you have already reached your OT/OTO cap. If you don't do this, you might not get credit for the time you worked. There's a cap on how much OT you can work. When your cap is about to exceed 8%, 16% or 24% of your gross salary, you must get a waiver from management in order to either continue to accumulate time in your OT cap or to be paid cash.

There are a number of issues that can affect our members individually and they will be addressed in this issue of our newsletter.

You can refuse to work OT if you have reached your OT/OTO cap limit and your management has not provided the required waiver memo/letter. In the event you have reached your limit and are no longer being paid for your time, you are not required to be forced to work OT if these required waivers are not provided. The bottom line is that you need to keep track of your OT/OTO when you are about to reach the cap. Do not depend on Kronos/BSC to keep accurate records. It has been reported by members that the Kronos timekeeping OT/OTO cap stats may not always be accurate and the reports may not be available for your viewing. If you have any issues, it's a good idea to get your documentation together and discuss it with a shop steward before addressing the issue further.

General Questions We've Heard

We've received many questions that need to be replied directly to all our membership because they're occurring frequently. Contact your local shop steward if you need additional assistance on the FAQs below:

• **My BSC data isn't correct**

On your work computer, go to the BSC webpage and navigate to **My Personal Information->My Job Profile**. If it has incorrect information such as hours, job title or other data; make note of the error and keep track of it. This isn't a problem as they are correcting it. The 3 items you should look for are:

Bargaining Unit: TWU

Title: "Rep" should be on your title indicating you are represented

Standard Hours: 35.00

• **Will we be receiving a union membership card?**

Yes. However, it's not required for entry at union events.

• **If I apply for a position listed or take a promotion on BSC or TENS webpage, could it affect my membership, pension and/or pension tier?**

YES. These postings are probably "HQ/IT" jobs and would require you to leave your operating agency, pension, tier and/or TWU100. **The same applies for a promotion or transfer to another area, so contact your shop steward before making any decisions.**

• **Is it legal to make a recording of an incident or discussion with my supervisor or manager?**

Yes and you don't have to notify them either. In fact, we suggest you keep a small pocket voice recorder with you that can be activated quickly.

• **What can I do when my management is harassing me or attempting to discipline me?**

Stop and tell them you are a member of TWU Local 100 and you need to contact a shop steward. **DO NOT** attend

the meeting without a shop steward present and reschedule the meeting if a shop steward isn't available.

• How can I get more involved with the union?

You can ask to be signed up for shop steward training; help/volunteer at union events (parades, festivals, rallies, etc.), or; assist the Staff Analysts in their drive. More members are needed at various locations to assist or offer representation.

• My job duties/functions, tours of duty, hours or locations(s) are being changed. What can I do?

Again contact your shop steward since this is on a case by case basis to determine what can be done as reasonable accommodations, FMLA, Arbitration, Labor Relations, etc. may need to be made. If your duties are being radically changed say from a computer programmer to a database administrator, you need to get a shop steward involved because there's a host of training you'll need as well as access to a mentor. If you are being given a new assignment, a shop steward isn't required in the meeting unless it is part of a disciplinary action.

• Do we have Aetna health insurance as seen on the TWU's website?

No we don't. Membership requested and agreed to keep The Empire Plan/United Health Care.

Keep in mind not everything on the union's website pertains to our Computer/Telecom unit.

• Why do we have our own contract?

During the contract process, the membership requested and management agreed to keep all benefits, including the Empire Plan/United Health Care, intact for our members. However this put us in a different category and hence, a separate bargaining unit.

• Did our contract expire on January 15th, 2017?

NO. According to New York State law, the expired contract remains in effect until replaced with a new one. In

practice, contract negotiations are an ongoing process.

• After our contract expired on January 15th, 2017, are we still TWU Local 100 members?

Yes!

• What's next for our unit?

After negotiations have concluded and a tentative contract has been reached, we will be voting on the contract with mail-in ballots. Subsequently, we will have another election for our unit to elect officers for our own unit. Periodic member meetings will be scheduled at the union hall in Brooklyn to discuss issues and other matters.

TWU Happenings



Photo by Joseph M. Calisi

Local 100 Dir. of Organizing, Frank McCann with MaBSTOA Analysts.

Help the Staff Analyst Titles Organize with TWU Local 100

During the organizing effort to enlist the Staff Analysts, the judge at PERB made a decision to go forward with an election that will take place between TWU Local 100 and the OSA. While this process may take a little longer, in the end we know we will prevail and we will be welcoming the MaBSTOA Staff Analysts aboard soon! If you know a staff analyst or if they need information, refer them to our Computer and Telecom Organizing Committee or shop stewards. Our Computer and Telecom titles are being asked to help out whenever they can with the Staff Analyst organizing effort. Even if you refer a staff analyst that has questions to one of our shop stewards, you've done a great job!

Our ranks are growing

We welcome former TWU Local 106 members into our Local 100 unit effective this month!



Photo by Joseph M. Calisi

The Computer and Telecom unit in our MaBSTOA division is absorbing the MaBSTOA people doing the computer work, formerly from TWU Local 106. In an informational meeting on December 6th, Senior Director Frank McCann was joined by our labor lawyer Arthur Schwartz, Local 106 acting-Chair Cynthia Brathwaite along with Computer and Telecom members of our contract negotiating team Denise Wellington and Joseph M. Calisi.

The transfer was explained to the affected Local 106 members and they were welcomed aboard. Going forward they will be included in the Bulldog newsletter.

Keep in mind, IF you are required to work from home you are well within your rights to have an MTA issued laptop/cell phone. This will prevent you from having to use your personal device for work related issues.

April marks the 83rd anniversary of the TWU. Go to the following link to see an historical retrospective on the brother and sisterhood of our union and how our predecessors sacrificed so we can have the great benefits we now have.

<https://www.youtube.com/watch?v=fk4-hUaqvc>

Remember, there's no union without you! Participate and be strong in TWU Local 100!

Your TWU Local 100 Shop Stewards



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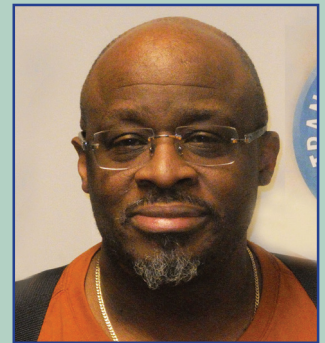
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LOBBY DAY 2017

TUESDAY, MAY 16TH ALBANY

Transportation, Breakfast and Lunch Provided.



JOIN YOUR BROTHERS AND SISTERS
TO MAKE YOUR PRESENCE KNOWN AND
FIGHT TO ADVANCE LOCAL 100

Check the TWU Local 100 website for updates on the agenda

www.twulocal100.org | [fb/TWULocal100](https://fb.com/TWULocal100) | [twitter/twulocal100](https://twitter.com/twulocal100)

