



# HIGHLIGHTS OF YOUR NEW CONTRACT FOR ALL TA, OA, AND MTA BUS MEMBERS



## MAJOR ECONOMIC AND QUALITY-OF LIFE GAINS!

- Solid Annual Raises • \$4,000 in Essential Worker Cash Bonus Payments • Record-Setting 3 Months Paid Maternity Leave.
- **No Increase in Healthcare Costs** • Therapy for Children With Autism — *and more*

## YOUR EXECUTIVE BOARD HAS OVERWHELMINGLY APPROVED THE NEW CONTRACT.

✓ 9.8% Compounded Pay Raise over the Three-year Contract	✓ \$1,000 Maintainer's Bonus – an Increase of \$350 from the Current Bonus.
✓ \$4,000 in Essential Worker Bonuses	✓ New Medical Coverage for Therapy for Autistic Children
✓ Held the Line on Healthcare Costs. No Increase in Payroll Deductions	✓ Medical Coverage for COVID-19 Widows, Widowers, and Children
✓ 12 weeks Paid Maternity Leave – Up from 2 weeks!	✓ MTA Bus Retirees Get Free MTA Bus Passes
✓ 4 weeks Paid Paternity Leave – Up from 2 weeks!	✓ Enhanced Medical Benefits for Retirees
✓ \$4 Articulated Bus Rate – Up from \$2	✓ Bereavement Time Now Covers Grandparents, Stepchildren and Grandchildren
✓ \$2 Million More A Year to Improve Dental and Vision Coverage	✓ "Me Too" Clause on Wages with LIRR and Metro-North

### WAGE INCREASES AND ESSENTIAL WORKER LUMP-SUM PAYMENTS SUBSTANTIALLY BETTER THAN THE CITY PATTERN

TERM: May 2023 – May 2026 (36 Months)

- ↑ 2023: 3% raise + \$3,000 bonus
- ↑ 2024: 3% raise + \$1,000 bonus
- ↑ 2025: 3.5% raise

*The three annual raises amount to a 9.8% compounded wage increase!*

SEE HOW THESE WAGES AFFECT YOUR HOURLY RATES ([next page](#))

### MTA GIVEBACK DEMANDS DEFEATED *INCLUDING:*

- Doubling of Healthcare Payroll Deductions from 2% to 4% – **DEFEATED**
- Eliminate Conductor Jobs with OPTO Expansion – **DEFEATED**
- Overtime Only After 40 hours (instead of after 8 hours per day) – **DEFEATED**
- Reduced Vacation for New Hires – **DEFEATED**

Members will be sent the full MOU and Departmentals with their ballot for the ratification vote. Check the TWU website for more info: [www.twulocal100.org](http://www.twulocal100.org)

All dollar figures provided are estimates. Your actual wage may differ. The estimates are based on the best available data.

Title	Wage rate before ratification	3.0% increase on 5/16/23	3.0% increase on 5/16/24	3.5% increase on 5/16/25	Total \$/Hr. Increase In Contract
Bus Maintainer A, B, CM, BM	\$39.8175	\$41.0125	\$42.2425	\$43.7200	\$3.9025
Bus Operator	\$37.4200	\$38.5425	\$39.7000	\$41.0875	\$3.6675
Cleaner/Helper OA	\$31.7225	\$32.6750	\$33.6550	\$34.8325	\$3.1100
Cleaner	\$31.7225	\$32.6750	\$33.6550	\$34.8325	\$3.1100
Car Inspector A&B	\$41.5750	\$42.8225	\$44.1075	\$45.6500	\$4.0750
Car Maintainer Trainee	\$35.6050	\$36.6725	\$37.7725	\$39.0950	\$3.4900
Collecting Agent	\$35.5900	\$36.6575	\$37.7575	\$39.0800	\$3.4900
Conductor	\$34.7475	\$35.7900	\$36.8625	\$38.1550	\$3.4075
Electronic Equipment Maintainer	\$41.1175	\$42.3500	\$43.6225	\$45.1475	\$4.0300
Woodside Shop EEM II & REM II	\$44.3650	\$45.6950	\$47.0675	\$48.7150	\$4.3500
Helper (Light, Tel, Mech)	\$33.6825	\$34.6925	\$35.7350	\$36.9850	\$3.3025
Helper (Power)	\$34.4525	\$35.4850	\$36.5500	\$37.8300	\$3.3775
Maintainer Helper B	\$33.6825	\$34.6925	\$35.7350	\$36.9850	\$3.3025
Light Maintainer	\$39.8175	\$41.0125	\$42.2425	\$43.7200	\$3.9025
Maintainer Trainee A, B, C, D	\$35.6050	\$36.6725	\$37.7725	\$39.0950	\$3.4900
Mechanic Maintainer C (not in car equip)	\$39.8175	\$41.0125	\$42.2425	\$43.7200	\$3.9025
Mechanic Maintainer C	\$41.5750	\$42.8225	\$44.1075	\$45.6500	\$4.0750
Money Truck Operator OA (Paid as B.O.)	\$37.4200	\$38.5425	\$39.7000	\$41.0875	\$3.6675
Money Truck Operator TA (Coll. Agent + \$0.75 diff)	\$36.3400	\$37.4300	\$38.5525	\$39.9025	\$3.5625
Train Operator Yard	\$38.2575	\$39.4050	\$40.5875	\$42.0075	\$3.7500
Train Operator Road	\$39.8175	\$41.0125	\$42.2425	\$43.7200	\$3.9025
Plant & Equipment Maintainer	\$41.3625	\$42.6025	\$43.8825	\$45.4175	\$4.0550
Power Cable Maintainer	\$40.8975	\$42.1250	\$43.3875	\$44.9075	\$4.0100
Power Elect. Tech	\$36.5550	\$37.6525	\$38.7800	\$40.1375	\$3.5825
Power Elect. Maintainer	\$41.2500	\$42.4875	\$43.7625	\$45.2950	\$4.0450
Power Distribution Maintainer	\$40.1125	\$41.3150	\$42.5550	\$44.0450	\$3.9325
Power Maintainer B	\$40.1125	\$41.3150	\$42.5550	\$44.0450	\$3.9325
Railroad Stockworker I	\$35.1125	\$36.1650	\$37.2500	\$38.5550	\$3.4425
Railroad Stockworker II	\$39.2625	\$40.4400	\$41.6525	\$43.1125	\$3.8500
Revenue Equipment Maintainer I & II	\$41.1175	\$42.3500	\$43.6225	\$45.1475	\$4.0300
Roadcar Inspector	\$42.6525	\$43.9325	\$45.2500	\$46.8350	\$4.1825
Signal Maintainer	\$41.5750	\$42.8225	\$44.1075	\$45.6500	\$4.0750
Station Agent	\$35.3600	\$36.4200	\$37.5125	\$38.8275	\$3.4675
Station Agent Non-AFC	\$32.7225	\$33.7050	\$34.7150	\$35.9300	\$3.2075
Structure Maintainer A-H	\$39.8175	\$41.0125	\$42.2425	\$43.7200	\$3.9025
Telephone Cable Maintainer	\$39.8175	\$41.0125	\$42.2425	\$43.7200	\$3.9025
Telephone Maintainer	\$39.8175	\$41.0125	\$42.2425	\$43.7200	\$3.9025
Tower Operator	\$37.6100	\$38.7375	\$39.9000	\$41.2975	\$3.6875
Track Equipment Maintainer	\$39.8175	\$41.0125	\$42.2425	\$43.7200	\$3.9025
Railroad Track Cleaner	\$33.0175	\$34.0075	\$35.0275	\$36.2550	\$3.2375
Track Worker	\$36.3600	\$37.4500	\$38.5750	\$39.9250	\$3.5650
Traffic Checker	\$20.1200	\$20.7225	\$21.3450	\$22.0925	\$1.9725
TPPA	\$31.0375	\$31.9675	\$32.9275	\$34.0800	\$3.0425
Track Specialist	\$39.8175	\$41.0125	\$42.2425	\$43.7200	\$3.9025
TEMM - HVAC, V&D	\$39.8175	\$41.0125	\$42.2425	\$43.7200	\$3.9025
TEMM - Elevator/Escalator Maintainer	\$42.0625	\$43.3250	\$44.6250	\$46.1850	\$4.1225

# How Do Our Two Plans Stack Up Against the City's New Medicare Advantage Plan?

You may have heard about the City's new Medicare Advantage plan. It is not the same as either of our two Options.

Both of our Options are less expensive across the board. A comparison is below:

## TWU ENHANCED RETIREE MEDICAL COVERAGE:

Commencing with open enrollment for the plan year beginning January 1, 2024, Medicare eligible Retirees will be entitled to enroll in either of two TWU Enhanced Retiree Benefits Coverage. The Plan of Benefits for both Coverage options is attached as Attachment "A" to this Agreement and is incorporated herein. The parties agree that the Plan(s) of Benefits will not be a diminishment of benefits for Medicare eligible retirees.

	New City Plan	TWU Option 1	TWU Option 2
Annual Deductible	\$150	Zero	Zero
Annual Maximum Out-of-Pocket	\$1,500	Zero	\$1,000
Doctors: Primary/ Specialist	\$15	Zero	Zero / \$5
Tests/Imaging	\$15	Zero	Zero
Urgent Care	\$15	Zero	\$50
Emergency Room	\$50	Zero	\$50
Hospitalization	\$300 each time, capped at \$750 / year	Zero	Zero
Part D Prescription Premium	\$1,242 a year	Zero	Zero
Drug copays / coinsurance (30 day)	<ul style="list-style-type: none"> <li>Zero for <i>some</i> generics at CVS</li> <li>All other drugs, 25% coinsurance.</li> <li>No cap per drug per month</li> </ul>	<ul style="list-style-type: none"> <li>Zero for all generics</li> <li>\$2.50 for Tier 2 drugs</li> <li>Tier 3 drugs 25% coinsurance</li> <li>Drug costs capped at \$95 per drug per month</li> </ul>	<ul style="list-style-type: none"> <li>Generics \$5</li> <li>Tier 2 drugs \$10</li> <li>Tier 3 drugs \$45</li> </ul>

## About the City's Other Plan

There has been little discussion of the City's other Medicare plan. Here's why: **that other plan is a Medicare HMO offered by HIP.** HMO means:

- You can only use HIP's in-network Medicare providers in NYC and 5 suburban counties.
- You can't go outside the network and you can't go outside those 10 counties.
- You can't go to a specialist without a referral from your primary doctor.

### Co-pays:

- \$30 for a specialist;
- \$100 for an Emergency Room visit. Maximum out-of-pocket for medical and hospitalization: \$3,400 a year.
- Medicare Part D (prescription drug) annual premium: \$2,131.

**We do not have an HMO. We have two nationwide Medicare PPO options.** Your choice of Medicare-registered doctors and hospitals. No referrals required. Prescription drug annual premium: \$0. And your choice of ZERO CO-PAY for medical and hospitalization or modest copays with full reimbursement of the standard Medicare Part B premium.

**IT'S TIME TO SECURE THE BENEFITS OF OUR NEW CONTRACT**

**YOUR EXECUTIVE BOARD HAS OVERWHELMINGLY  
ENDORSED THIS AGREEMENT**

 **VOTE YES**

**American Arbitration Association will administer the  
Contract Vote for TWU Local 100**

**Contract Ratification and Replacement Ballot Requests Timelines**

**Friday, June 23, 2023**

The mailing of ballots will take place

**Monday, July 17, 2023, at 8:30 AM**

The receipt deadline for mailed ballots in order to be counted as eligible.

**Monday, July 17, 2023, at 10:00 AM**

The tabulation of ballots will take place at A.A.A.'s offices located  
at 120 Broadway, Concourse Level, New York, NY 10271.

Voters with missing or damaged ballots will be directed to request replacements by calling the  
A.A.A. Duplicate Ballot Hotline 1-800-529-5218 Monday through Friday, 9:00 AM to 5:00 PM.  
This number is to be utilized only for duplicate ballot requests. Voters are asked not to call  
prior to June 29, 2023, to allow sufficient time for the delivery of all ballots.

The final day to request a replacement ballot is Wednesday, July 12, 2023.

The American Arbitration Association will be closed July 3-4, 2023, Independence Day.

The American Arbitration Association will not accept hand delivered ballots in person,  
only mailed ballots received.

