

**TWU Local 100
Contract Demands
April 9, 2026**



New York City Transit Authority

**Manhattan and Bronx
Surface Transit Operating Authority**

MTA Bus Company

**195 Montague Street
Brooklyn, New York**

Presented by: John V. Chiarello
 President

Transport Workers Union Local 100 reserves the right to modify, alter, amend, add to or delete from any of the Contract Demands set forth herein up to and including to the time of execution of an Agreement.

TWU Local 100
Contract Demands
April 9, 2026

Main Table Contract Demands

1. Three Year Term
2. Substantial Wage Increases in Each Year of the Agreement
3. Expand Longevity to Include 5 years and 10 years and
Increase Longevity Bonus Amounts in Each Category
4. 401(k)/457 Match
5. Increase Night Differential by 10% at beginning of term of
Agreement and then increase by GWI each year (including
year 1)
6. Perfect Attendance Bonus
7. Reduce to \$25 the Emergency Room Co-pay for utilization
between hours of 9:00 p.m. and 9:00 a.m.
8. Lifetime Spousal Medical Coverage
9. Direct Deposit for Medicare Reimbursement for all Retirees
(TA/OA/MTA Bus)
10. Commuter Pass for All Retirees (Metro North / LIRR)
11. Lifetime Medical Coverage for COVID families

Transport Workers Union Local 100 reserves the right to modify, alter, amend, add to or delete from any of the Contract Demands set forth herein up to and including to the time of execution of an Agreement.

TWU Local 100
Contract Demands
April 9, 2026

12. Expand Bereavement Leave
 - a. 5 days
 - b. Permit usage for any family member
13. Maternity / Paternity
 - a. Expand Maternity Recovery Period to 16 weeks for premature births
 - b. Extend MaPa Coverage for Miscarriages / Still-births
 - c. Flexibility in Usage to include prenatal period
14. Increase Length of Restricted Duty
15. Provide / Reimburse EZ Pass for All Members Required to Enter the CBD for Work
16. Reduce Wage Progression to 3 years wherever it is currently more than 3 years
17. Increase substantially MTA Contribution for Dental / Optical Plans and Include Retirees
18. Increase Vacation to 6 weeks after 25 Years of Service
19. Increase Maintainer Bonus to \$2000 / year for all who currently receive it

Transport Workers Union Local 100 reserves the right to modify, alter, amend, add to or delete from any of the Contract Demands set forth herein up to and including to the time of execution of an Agreement.

TWU Local 100
Contract Demands
April 9, 2026

20. Apply Articulated Bus Differential to all run pay hours
21. Increase Meal Allowance to \$30
22. Vacation Cash Out (up to 2 weeks per year) Pensionable
23. Create Sick Leave Bank for Members to Donate 1 day per year to be used by other members who have exhausted their Sick Days
24. Revise Sick Leave Control List
25. Improve Restricted Duty Assignments for Pregnant Women
26. 100% Sick Leave Cash Out (Pensionable)
27. Employers to Provide 2 pairs of work shoes/boots per member per year
28. Substantially Improve Safety Glasses both quality and vendor engagement
29. Prohibit Use of Any New Technology (such as A.I.) to Reduce/Impact Traditional Work/Jobs
30. Interest on all late payments (9%) including
 - a. Payroll Corrections
 - b. Back Pay Awards

Transport Workers Union Local 100 reserves the right to modify, alter, amend, add to or delete from any of the Contract Demands set forth herein up to and including to the time of execution of an Agreement.

TWU Local 100
Contract Demands
April 9, 2026

- 31. Loosen Restrictions on Dual Employment
 - a. Employer Must demonstrate negative impact on operations
 - b. Denials subject to arbitration
- 32. Improve MAC/OHS Procedures
 - a. Shorten timeframes for return to work
 - b. If beyond 30 days, through no fault of employee, restore to payroll until cleared for work
- 33. Probationary Employees to access Disciplinary Grievance/Arbitration Process
- 34. Step II Decision within five (5) days of Hearing. For Disciplinary matters, if no Step II Decision, Charges to be dropped. For Contractual matters, grievance sustained

TWU Local 100
Contract Demands
April 9, 2026

- 35. On Disciplinary matters, evidence not contained in DAN Package at Step I cannot be raised later, in either Step II or Arbitration
- 36. Expunge DAN History after two years
- 37. Where Member is the victim of an Assault, no discipline for engaging in self-defense