

EMPOWER:HER

INSIGHTS FROM THE WORKING WOMEN'S COMMITTEE | JUNE 2024

Live Well, Shine Bright-Women's Health Matters

PAGE 16



Pres. Richard Davis and Sec-Treasurer John V. Chiarello with Women's Committee Chair Giselle Martinez (in pink dress), other officers and rank and file at the Union Hall.



Autism Fair Brings Hope to TWU Families

PAGE 14



Message from TWU Local 100's President, Richard Davis

Women are powerful within the workforce. Their presence in leadership enriches the Union. As a dedicated supporter of elevating women into leadership roles, I believe that we all win when we

embolden women to lead and help them define what lies ahead.

Encouraging women to step into these roles is a big part of advocating for fairness in compensation and workplace

conditions. Bringing women into the spotlight helps us all to build a more equitable workplace and a better society.

{ EMPOWER: HER. }

“I believe that we all win when we embolden women to lead and help them define what lies ahead.”

— Richard Davis, TWU Local 100 President



Mission Statement

More women are working in transit than ever before, with 7,000 combined in NYCT buses and subways. Women are 18% of the TWU Local 100's membership -- signaling major changes in a traditionally male-dominated field. The Transport

Workers Union Local 100 Working Women's Committee (TWU WWC) promotes equal pay and fair treatment. We are dedicated to supporting women in ascending to leadership roles within the unions and their communities. The

committee works to raise consciousness around the unique needs of women in the workplace. We are dedicated to supporting and advancing the contributions and perspectives of women within the transportation industry.



Message from the Chair, Giselle Martinez

My journey began in the Dominican Republic. At the age of 16, I started selling contracts for a cable company. I was very dedicated to the job, and I became the head of my group. We sold the whole neighborhood in less than a month. In 2006 I came to America and started a daycare business. I decided to take the Bus Operator test. I was called four years later.

In 2016, as a probationary Operator, I got pregnant five months into the job. Because I couldn't take days off or take sick

days, I ended up with a miscarriage at five weeks. I was under a lot of stress at the time, because I was on Staten Island, traveling all the time, around the clock, 24/7. I took advantage of the union's college reimbursement program to get my college degree.

A lot of our members, when they come on to the job, have a lot of hardship. I understand that. I connect with that. The job we do is not an easy job, and not everybody is ready for it. But if you mentally prepare yourself for this

job, you make it.

When I got the offer to head up this Committee, I decided to say yes, because I feel I have a calling to help others. I go to work every weekend if I can. On Saturday I'm on the bus, and I like connecting with the members. I like to feel what they feel in the field. I let the members know that the Union is here for them, and I bring union resources to them.

{ EMPOWER: HER. }



Lactation Accommodations

By Kristian Magwood, Recording Secretary of the TWU Local 100 Working Women's Committee



Members returning from maternity leave are entitled to lactation accommodations for up to three years after giving birth. To use a Lactation Room or take Reasonable Break Time, members must inform their supervisor or a designated Lactation Room Coordinator at least fourteen working days in advance. It's also essential to notify your Working Women's Committee Representatives beforehand to ensure the Lactation Rooms are ready for use. NYCT boasts over 90 confirmed lactation accommodation locations systemwide.

A Lactation Room is a clean space, not a restroom or toilet stall, designated for the purpose of expressing milk. It should contain:

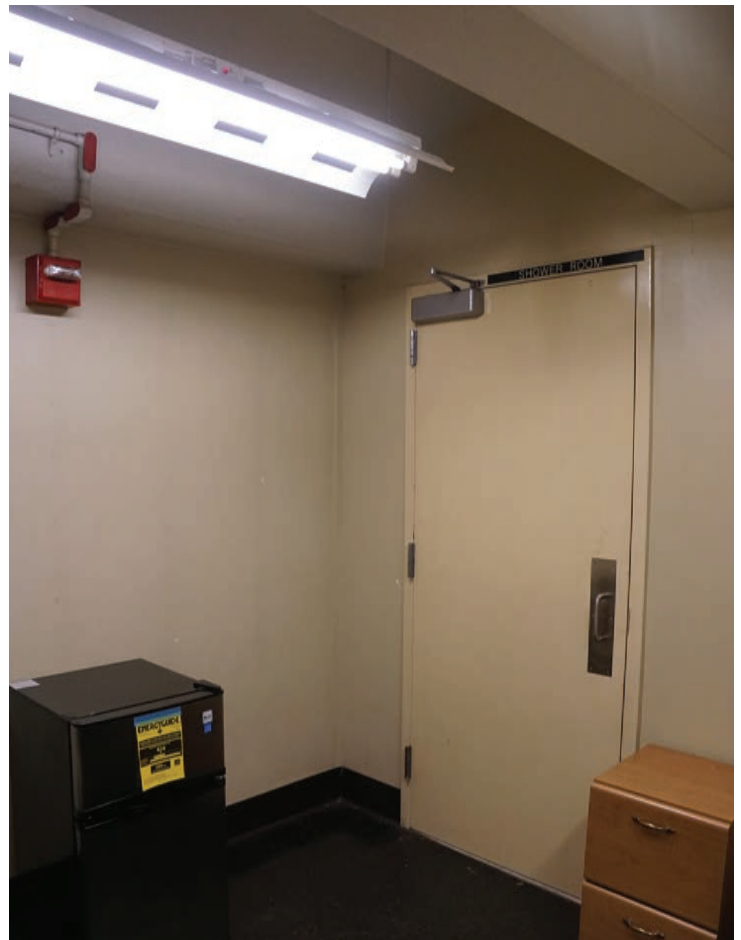
- A chair
- A table or desk for the pump
- An electrical outlet
- Adequate lighting

- An indoor lock

If the lock is external, a sign should indicate that the room is occupied to prevent disturbances. The Lactation Room is intended to provide privacy.

For further details, please consult the MTA Lactation Policy (policy number 11-089) or contact your department's Working Women's Committee Co-chair.

The TWU Local 100 Working Women's Committee is committed to assisting members with these needs and is ready to provide accommodations or support after maternity leave. For more information or assistance, reaching out to the TWU Local 100 Working Women's Committee Representatives is advised. Our website will also be updated with new information as it becomes available, ensuring employees have the most current resources.



RTO Lactation Room at Church Avenue Train Terminal in Brooklyn on the G and F Line.



NEWBORN STIPEND VOUCHER PROGRAM

**ENROLL
TODAY!**

PROGRAM DETAILS:

- Having a newborn child up to a year old.
- Your leave time balances must be at zero consecutively.
(AVA, Vacation, Sick and PLD)
- You must be out of work unpaid during requested stipend weeks.
- The benefit is \$300 per week up to 4 weeks.
- You do not need to pass your one year probation to apply.
- Must be in good standing.



TWU LOCAL 100 - NYCTA CHILDCARE FUND

195 Montague Street 4th Floor, Brooklyn, NY 11201

Phone: 718.780.8700 - Fax: 718.222.1316

Email: Childcarefund@twulocal100ccf.org



MTA, Don't Punish Us for Being Pregnant!

Your Working Women's Committee brought union power to the April meeting of the MTA Board of Directors, demanding reasonable accommodations for pregnant



women who are being placed off payroll. RTO crafted an agreement allowing for ten "light duty" spots for pregnant women, to be used in the last two months of their

pregnancies, and also earlier if a doctor determines that the pregnancy is high risk. This isn't the case for Buses, and our lawsuit seeks to remedy that.

Here's what our Reps and rank and file members told the MTA Board on April 30th:



Giselle's Statement

My name is Giselle Martinez and I'm a bus operator out of East New York Depot. I am the Women's Committee Chair for TWU local 100 and I'm here in representation of the pregnant women who have been fighting this fight to get reasonable accommodation. I myself went through it. I had a miscarriage on the job while I was on probation because on probation we're not supposed to take any sick days, or any days off.

{ EMPOWER: HER }

I am here standing in front of you with the support of TWU Local 100 President Richard Davis. I'm here to ask you to make some changes to the whole system. Having babies is not supposed to be punishing us for a natural cause. We are having babies to enlarge our families. We need to continue to get paid because it's not only a stressful moment when you are put out of work with no pay, but then going home and not having that money to support your family.

John's Statement

I'm John Paul Patafio. Everybody knows me as JP. I know quite a few people in this room. I am the Union Vice President for Brooklyn buses. Those members that spoke all drive buses out of Brooklyn, and it's a glaring problem. When I started 20 years ago, there were five female bus operators. What was our issue? A locker room and a restroom. Today, there's 1000. As a matter of fact, today's class that you're hiring, has female operators. Some of them are pregnant.

This issue is fundamentally an issue

of discrimination. Why do female operators have to suffer for doing something that, as far as I know, no one else could do? It's biological. Why do they have to use their sick time? Their vacation time? Why do they have to go unpaid?

I'm asking the Board to give the managers the room they need to negotiate. I'm willing to come to the table. But management on the transit side needs room. And I'm going to tell you something. This issue is not going away. My members are fully behind it. If we have

to pack up this room, that will not be a problem. But

we prefer to negotiate something. It is disrespectful. And I have to say it's very upsetting that women have to go through this in this industry. On this job. And I'm going to tell you, in closing, it will not be tolerated. We want to see something that's fair. And we want to see something that's just and we're asking you stop this discriminatory policy that

{ EMPOWER: HER }

Teresa's Statement

{ EMPOWER: HER }

My name is Teresa Rodriguez. I'm here on behalf of reasonable accommodations for pregnant women. I am currently a bus operator out of Fresh Pond Depot. I'm currently eight months pregnant and one week along. I have been out of work now for two and a half months without pay, which has put me in a really bad situation.

I'm asking for Transit to please fix what's going on. It's not just with me. It's also my other female coworkers who are currently pregnant. There happens to be quite a few of us. We are all dealing with the same situation. I'm currently in the worst because I am new to transit.

I don't have days to put in. My FMLA has already been used up, unfortunately. So after I have my baby, I will have my maternity leave, and after that, I'm

basically left to my own devices.

My savings have been depleted. I've been struggling to pay my bills, feed myself, and even with my insurance, I still have co-payments which I'm currently behind on as well, for my doctor's visits.

I'm asking that Transit please, please find something for Bus Operators to do -- within or even outside of our depots. Anything will help. Aside from putting us out of work without pay. This is the worst thing that could possibly happen to anyone, especially expecting a child. Especially if you're a single mother like I am. I ask please, please come up with something -- find something -- some way somehow. When there's a will there's a way. You know, we move the City. And when we come back from this, we're going to continue to do that.



But I would like to feel appreciated and acknowledged. Please find something to accommodate pregnant women, not just for me, but for my co-workers from now on and into the future.

{ EMPOWER: HER }

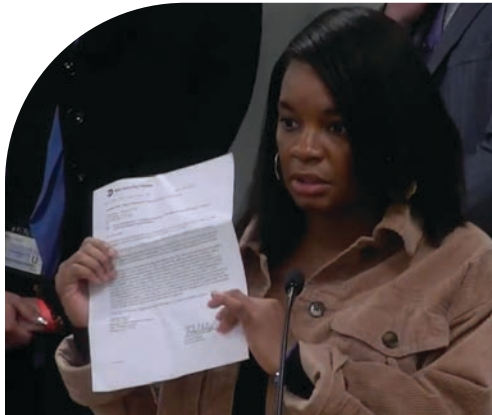
Latoya's Statement

My name is Latoya Christian and I'm here on behalf of reasonable accommodations for pregnant women. I've been on the job for two and a half years and I did not realize that I would be in this situation, going into financial hardship right now because there's no such thing as reasonable accommodations. At the TA accommodation is not as reasonable as they say.

A lot of us are not being approved. I got a letter of termination. I didn't know that you can get terminated for being

pregnant or having a child. We are in a stage where they're hiring more female bus operators of childbearing age, and we might be unemployed. That isn't fair. I've put a lot of time and effort into working. Having a child is not a disability. There's jobs out there for us to do; there are jobs in a depot for us to do. There are 900 people in my depot and there's no jobs for [pregnant] bus operators?

I love my job. I love to operate a bus. We provide service. But this is a disservice. It's disgusting behavior. And there needs to be a change. We have to do better.



Gary's Statement

My name is Gary Rosario. I've been employed by the New York City Transit Authority for 25 years; I'm a proud employee of the Transit Authority. I have made major accomplishments for my family for my children being employed by the New York City Transit Authority. And I am confident that I am here sitting among some educated employees and leaders that make decisions for us.

I am confident that you guys will collaborate together to try to come up with a

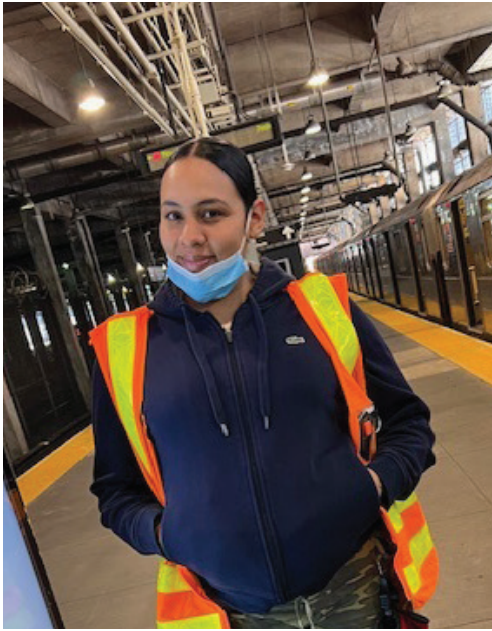
strategic plan for a reasonable accommodation. These are women that we tried to help. They want to work. They don't want to get paid to stay home, and it's encouraging to see them bring themselves here to this important board meeting to represent themselves. They don't want somebody else to do the work for them. They're willing to do the work themselves.

And I take a lot of their calls and a lot of their complaints and I make it personal. I want you to make it personal because

many of us have moms, we have daughters, we have daughters in laws, females who have become pregnant while working. And maybe they're not accommodated because they don't work for an agency as powerful as ours. We have to help them ourselves. So I'm appealing to you guys, to please come up with a plan, so we can all be confident that we will be taken care of working for the New York City Transit Authority.

{ EMPOWER: HER }

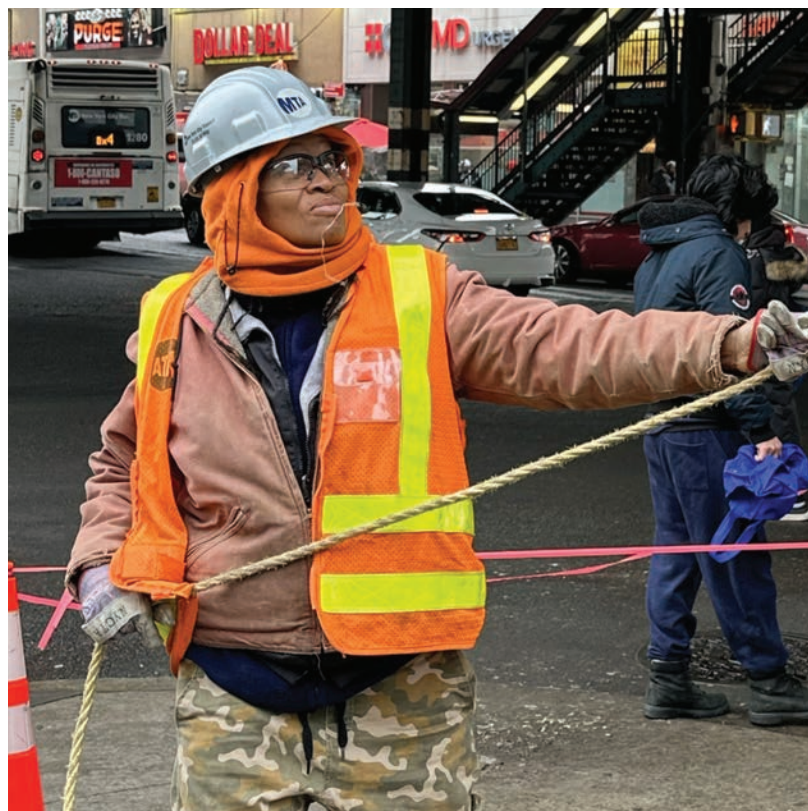
Member Built



Member Strong



Member Driven



TWU LOCAL 100 WORKING



Giselle Martinez
Chair
212-873-6000 ext. 2272
917-704-6727
gmartinez@twulocal100.org

ADVISOR



Shirley Martin
smartin@twulocal100.org

RECORDING SECRETARY



Kristian Magwood
kmagwood@twulocal100.org

AMBASSADORS



Kisha Hutchinson
khutchinson@twulocal100.org



Surrena Shoemo
sshmoemo@twulocal100.org

BOARD MEMBERS



Harriette Goodridge-Seymour
hgseymour@twulocal100.org



Celeste Kirkland
ckirkland@twulocal100.org



Shameia Colter
scolter@twulocal100.org



Ingrid Rodriguez
irodriguez@twulocal100.org



Ella Kusayev
shellakus@gmail.com

RAPID TRANSIT OPS



Cristina Hernandez
chernandez@twulocal100.org



Denise Long
dlong@twulocal100.org



Nivea Luke
nluke@twulocal100.org

STATIONS



Nicolette Browne
nbrowne@twulocal100.org



Renee Fraser
mssrenee00@gmail.com

CAR EQUIPMENT



Aimie Thomas
AimieT3@yahoo.com



Joan Bygrave
jbygrave@twulocal100.org

WOMEN'S COMMITTEE 2024

MAINTENANCE OF WAY



Orasarie Howard
OrasarH@aol.com



Aida Irizarry
ladylavine0504@gmail.com

MABSTOA 1



Isabell Camacho
icamachotwu@gmail.com



Milly Puello
millypuello@gmail.com

MABSTOA

MABSTOA 2



Quardesia Farmer
qfarmer@twulocal100.org



Monique Rondon
mrondon@twulocal100.org

PRIVATE LINES



Sandra Lennon
slennon@twulocal100.org



Yiri Collado
colladoyiri@yahoo.com



Matosha Veney
toshav21@yahoo.com



Ebony Douglas
edouglass@twulocal100.org

TA SURFACE



Georgette Sterling
gsterling@twulocal100.org



Quiana Davis
qlambson@gmail.com

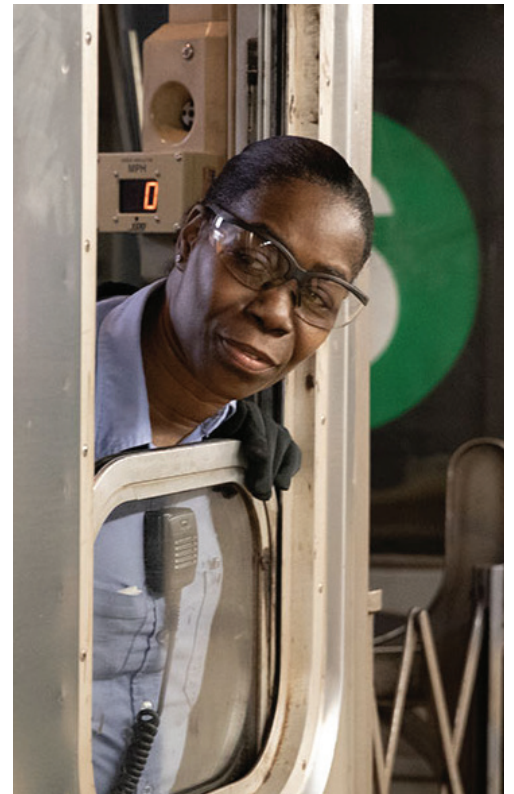


Wilma Pinales
wpinales@gmail.com

Member Built



Member Strong



Member Driven



Autism Fair Brings Hope to TWU Families

President Richard Davis and the TWU Local 100 Women's Committee brought union power to two autism awareness events, one at Quisqueya Plaza in the Inwood neighborhood of Upper Manhattan and the other at Astoria Park in Queens. Organized by dedicated NYPD detectives, these autism awareness days were a true community effort, helping to connect parents with much needed support and resources to families affected by autism. At both locations,

we set up informative tables providing valuable resources to parents of autistic children, including many of our own TWU members. Our team was on hand to share exciting news about our new contract, which now includes free Applied Behavior Analysis (ABA) therapy benefit for children with autism.

We are dedicated to advocating for the needs of all members and ensuring that every family has access to the support and resources they need.



FMLA

FAMILY & MEDICAL LEAVE ACT



Knowledge Is Power

IMPORTANT STUFF TO KNOW

FMLA is a federal Law passed in 1993 that requires employers to grant employees up to 60 days of unpaid leave from your job per year.

YOU QUALIFY IF ...

- You have worked for Transit for at least 12 months and,
- You have worked for 1250 hours in the 12 months before the start of your FMLA leave

AND YOU NEED TO ...

- Be treated for, or recover from, a serious health condition that makes you unable to perform your job - (medical leave) **Note:** You can use sick leave or vacation leave prior to taking FMLA.
- Care for a child, spouse or parent suffering from a serious health condition (family-care leave)
- Care for or bond with a new born child, a newly adopted son or daughter, or a newly placed foster child (new-child leave) **Note:** You cannot use your sick leave for a new-born.

OR, YOU NEED TO:

- Meet an urgent non-medical need brought on by a family member serving in the military or being notified of impending call to duty
- Take up to 26 weeks of leave to care for a family member who suffers an injury or illness while serving in the military

A chronic condition is a medical condition which continues over a long period, requires treatment by a healthcare provider at least two times per year and may cause short periods of incapacity from time to time instead of one long period. Some examples are: heel spurs, back pain, migraines, asthma, allergies, HIV, chemotherapy, sinusitis. You can take intermittent leave (absences at various times) for these conditions under FMLA

Get Your Forms Here



The TA MUST KEEP FMLA RECORDS CONFIDENTIAL.
Only the designated coordinator and OHS have access.



Live Well, Shine Bright- Women's Health Matters

As women, we are incredible at balancing multiple roles, caring for our families, managing our homes, excelling in our careers, and supporting our communities. Amidst all these responsibilities, it's crucial that we also take time to care of ourselves. That's why I've been organizing wellness screenings in conjunction with our women's events at the Union Hall.

During our International Women's Day event on March 22, we conducted thyroid and heart screenings, and the results were enlightening. Half of the women screened were advised to follow up with

their doctors, highlighting the importance of these health check-ups. Taking a moment for our health can have significant benefits.

We often focus so much on our roles and duties that we forget to prioritize our own well-being. I encourage all our sisters to take proactive steps in caring for themselves. Here are three tips to help you get started:

1. Schedule Regular Health Check-Ups: Make it a priority to visit your doctor for routine screenings and check-ups. Early detection can make a significant difference.

2. Take Time for Self Care: Set aside time each week for activities that help you relax and recharge, whether it's reading a book, taking a walk, or practicing meditation.

3. Stay Active and Eat Well: Incorporate regular physical activity into your routine and maintain a balanced diet to boost your energy and overall well-being.

By taking care of ourselves, we ensure that we can keep supporting those we love. Let's make our health a priority and support each other in leading healthy, balanced lives. — Giselle Martinez

{ EMPOWER: HER. }

Here's to my strong women: May we know them. May we be them. May we raise them.



A member gets a thyroid screening at TWU Local 100's annual Working Women's Committee's event.



East New York Depot Baby-Gift Away Shows Solidarity to New Parents



Last year saw a new contractual benefit – 4 weeks of paid time off for new fathers, and 8 weeks of paid time off for new mothers. The win inspired the East New York Depot's Women's Committee to step up with a Baby Gift-Away this year, which awards baskets of helpful and useful items to new parents.

11-year veteran Bus Operator Anne-Marie Hinds Garrett, a member of the Committee, said the gift basket is a way to "show support for fellow operators. Sometimes they feel they're not really recognized or supported in their family life. We just try to help them out a little bit."

What's in the gift basket? ENY Vice Chair Gigi Sterling, who heads up the committee, has 23 years with Transit.

She confirms that it contains quite a lot: "We include thermometers, sippy cups, lotions, baby wash, wash cloths, diaper rash cream, onesies, bibs – a real starter pack," she says.

And the big surprise: all of the 9 recipients of the first round of the Baby Gift-Away have been new fathers, whose wives are not transit workers. Some transit women, she says, will receive big baskets in the second go-round.

Sterling says the Committee has reached into their own pockets to fund the Gift-Away. "And we do little functions, as well, with proceeds going to the women's committee."

Let's hope this is a trend setter for the entire system!



Scan the QR code to get more information on the East New York Depot Baby's Giftaway





HEALTHY NUTRITION

OVERVIEW

- +Reduce weight
- +Reduce cholesterol
- +Boost energy
- +Strengthen immune
- +Improve skin
- +Think clearer

Healthy Recipes will be demonstrated each week and free samples will be available!

Are you ready for a journey of total body and mind transformation? Join us every Monday for a groundbreaking group session: "12 Steps to Total Body and Mind Transformation."

STARTS MONDAY, MAY 6TH
ENDS MONDAY JULY 29TH
TIME: 12:00 PM - 1:00PM



Location: TWU Union Hall 3rd FL
195 Montague Street
Brooklyn, Ny 11201
(212)-873-6000





TUTOR.COM

1-on-1 Tutoring

Any Time, Any Place, Any Where

September, school will be back in session!

Help your children get ahead and finish top of their class!

This benefit is available to TWU Local 100 members on the first day of employment. Enroll now and receive five (5) free hours per month (2,160 cost savings) of personalized live tutoring **AT NO COST** to you. Get help in Math, English, Social Studies, AP Courses, SAT Test Prep, Homework Assistance and MUCH More!



ABOUT TUTOR.COM

Personalized, live tutoring is now available for you and your children, Grades K through College, five hours per month. You and your family will now have access to the premier on-line educational website in the country - TUTOR.COM - as a continued benefit.

Students can work one-to-one in an on-line classroom with an expert tutor to:

- Complete homework
- Understand concepts in all subjects
- Study for exams

REGISTRATION IS SIMPLE AND EASY!

www.tutor.com/twulocaltuf

Your USER-NAME will be your Employee Pass Number or ID Number

PASSWORD: twulocal100



Next Meeting will be July 11th at the Union Hall, 11AM and 5PM



The Bride March started after the death of Gladys Ricart on Sept. 26, 1999. Ricart, who was from Washington Heights, was killed in New Jersey by a former boyfriend on the day she was supposed to marry her fiancé.