



# Fix Tier 6!

The Fight to Fix Pensions for Tier 6 members



## TWU LOCAL 100 LOBBY DAY 2016



### Brothers and Sisters:

**Thank you for signing up for TWU Local 100's Tier 6 Fight Back Campaign.**

In January 2016, Local 100 President John Samuelsen and the leadership of Local 100 identified Tier 6 Reform as one of the union's top priorities. He assigned a two-person staff, an office and the resources of the entire union to this vital project.

Samuelsen chose long time fighter for member rights Michael Cordero and 16-year Depot Chair James Manzella as our Tier 6 coordinators. Cordero's large following in the subways and Manzella's enormous popularity in buses seemed like the right mix for a successful campaign. So far it's been a grand slam.

Since the beginning of this year, more than 1,200 of you started your new career with the MTA-NYCT and provided

our Tier 6 Coordinators your contact information so that you can keep on top of the union's efforts to secure pension fairness.

In total, more than 8,000 members have been hired since the New York State Legislature implemented the new Tier 6 Pension Legislation on April 1, 2012. All are urged to sign up for the Fight Back Campaign.

Many of you have already met Manzella and Cordero at your orientation at TWU Local 100 headquarters in Brooklyn, or at shopgate meetings in the field. They are always available to you to answer your emails and phone calls. Please do not hesitate to contact them for information.



James Manzella

Mike Cordero

This is our first of many "Fix Tier Six" newsletters that we will be publishing on a regular basis to keep you informed about the progress of the drive.

The union launched its first big public push for pension reform at our recent TWU Local 100 Lobby Day trip to Albany on March 1, 2016. Those who participated in this event heard some encouragement from legislators that a fix for Tier 6 is possible.



President John Samuelsen (center) at Lobby Day with members showing why we were there.

### Following is a brief rundown of the issue:

Anyone working for the MTA-NYCT and MABSTOA hired on or after April 1, 2012 is covered by the Tier 6 Transit 25/55 Plan.

- Transit 25/55 means you get a pension for life once you are 55 and have worked 25 years in Transit.
- Transit 25/55 is guaranteed by the New York State Constitution. Your terms cannot be downgraded from the day you join NYCERS as a Transit member.
- Transit 25/55 is a defined benefit pension. That means your pension is not affected by the ups and downs of the stock market.

### How much is your pension?

If you work 25 years, it is half your Final Average Salary. If you work 30 years, it is 60%. If you work 35 years, it is 67.5%.

### What changed for new hires in 2012 (Tier 6 Transit 25/55)?

- The rate of member contributions increased. It is now on a scale depending on how much you earn. The highest rate is 6% at top wage, up from 2%.
- The Final Average Salary is now computed over 5 years instead of 3, and the amount of overtime that counts is capped at basically \$15,000 over base pay.
- If you hit your 25 years early, you have to keep working to age 55 to collect your pension right away. If you quit early, you collect at age 63.



Local 100 PAC Director Marvin Holland (center) with Assembly Speaker Carl Heastie (left) and Sen. Majority Leader John Flanagan at Lobby Day. Holland says that we'll need support from both Democrats and Republicans to get the job done.



President Samuelsen, PAC Director Holland with strong TWU supporters from the Assembly including Peter Abbate, Rodneyse Biccotte and Diana Richardson.

The New York State Legislature changed all the public pensions in the state. Other public sector unions got hammered by the NYS Legislature. For most of them, the retirement age was hiked to 63. But TWU Local 100 fought hard, and was able to retain the 25/55 plan for transit workers.

This is going to take a tremendous effort on all our parts to roll back the negative effects of the Tier 6 legislation. But it can be done. The union has achieved success in the past, and we are all confident that we can do it again.