



MABSTOA DIVISION BUSINESS

A YEAR IN REVIEW



One of the great challenges in this world is to know enough about a subject to think you're right but not enough about the subject to know you're wrong. I talk about many union issues—probably millions.

There are three categories of truths: personal truth, political truth and the objective truth that shapes our understanding of the universe. The interesting thing about the objective truth is it's true no matter what! Imagine that!

PROBLEMS AT THE MAC WE HAVE HEARD THE COMPLAINTS

by Donald Yates, MABSTOA VP

Bus operators across Manhattan and the Bronx have complained over various issues concerning their visits to the MAC center. Most of the complaints are how our members are treated. Dignity and respect is essential, and we will defend that.



As early as November 2024 the Manhattan and Bronx Surface Transit Operating Authority Vice President Donald Yates met with MAC management to discuss a number of issues as they relate to our membership. Among them were discussions over urine testing and pH balances, length of time to take urines, revisits for diabetic issues and respect in the workplace at MAC 3.

Unfortunately MTA Labor Relations gave discretion to MAC personnel to write the G46 regarding restricted work. It's causing significant problems because labor relations made depot management responsible for the type of work a member may do when not deemed full work. It should be noted that CDL holders are subject to the federal standards primarily

governed by the Federal Motor Carrier Safety Administration (FMCSA) within the Department of Transportation. These regulations outline requirements for obtaining and maintaining a CDL, including medical certification, testing, and driver disqualification.

The MAC has to follow the Federal Guidelines. If a member doesn't agree with the findings of the MAC, our CBA offers a medical appeal procedure in which members can challenge their work status with proper documentation from their doctors. Members should seek union advice if knocked down by the MAC. The FMCSA has specific medical qualification standards that drivers must meet to be medically qualified to operate a commercial motor vehicle.

PROBLEMS AT THE MAC, CONTINUED

by Donald Yates, OA Vice President

Our continued fight with the MAC stems from respect and availability. Oftentimes the MTA attacks us in the media, making claims that we don't come to work, but more often than not, the MAC is responsible for bus operator availability.

There aren't many checks and balances to the MAC unless the union gets involved. We have been involved and complained to higher authorities. We will continue the fight and make sure that our members' rights are protected at all costs. Just remember: if there is an issue at the MAC, stay calm and bring the issue to your union.

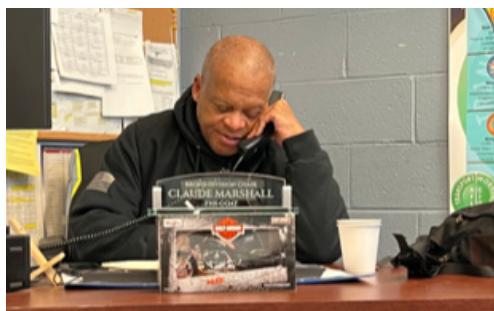


BIOMETRIC CLOCKS



Biometric time clocks were introduced by the MTA around 2019, primarily to combat what the MTA portrayed as widespread overtime fraud. TWU Local 100 grieved the change in timekeeping policy but lost the grievance when an arbitrator ruled that the MTA could implement the clocks. The use of the Kronos system was paused in March of 2020 after the union called attention to the possibility of the clocks spreading transmission of Covid-19.

In 2025 management met with the union several times to try and reimplement the clock, but the Local 100 stood firm on having the clocks disinfected and placing hand sanitizer beside the clocks. Management has complied in the department of buses. The use of biometric clocks has continued as the depots continue to register our members.



MaBSTOA Division 2 Chairman Claude Marshall doing the business of representing his members in the Bronx Division. Marshall is considered the GOAT because of his tenure, his knowledge and the way he speaks with management to resolve a case.



BUS SHIELD BALLISTICS TESTING

by Donald Yates, OA Vice Chair



On February 25, 2025, the TWU International Union invited all of its locals to Pipersville, PA for a presentation of how strong and durable the bulletproof glass used in the protection of Bus Operators across the nation can be.

The ballistic and shield testing was a result of a contract demand won by TWU Local 234 from their employer SEPTA to protect Bus Operators from attacks which unfortunately have resulted in murders and are widespread. In New York alone there are an average of 10 assaults a week—over 500 in 2024 alone.

Left to Right: TA Surface Maint. Div. Chair Danny Ascona, TA Surface VP Gary Rosario, MTA Bus Div. Chair Mike Capocci, MaBSTOA VP Donald Yates, MTABus/Private Lines VP Danny D'Amato, MaBSTOA Division 1 Chair Sean Battaglia, TWU International President John Samuels, Executive Dir. of Buses Thomas Lenane

This wouldn't be acceptable in any other profession. In order to mitigate this and end to these grotesque assaults, the shields were negotiated for and tested with a high level of success.

We would love to see these types of shields for Local 100, which would reduce physical attacks, including spitting assaults, across all the departments of buses.

BUS STOP CHANGES TO TERMINAL AT ORCHARD BEACH



MTA road control management announced changes to the loading and unloading process at Orchard Beach on April 30, 2025 due to unsafe conditions declared by the Department of Parks. These changes impacted where our bus loaders will be working. Formally there was a room where the SLD would work, which gave shelter to the Operators during the summer months.

This area has been closed and the bus stop relocated. According to inside information, the MTA no longer wanted to pay maintainers to set up power to the area and wanted the Department of Parks to provide power to the so called unsafe area, however the Department had the city deem the area unsafe

IS BUS LOADING AT ORCHARD BEACH TWU LOCAL 100 TRADITIONAL WORK?

This came up in 2023 when management didn't call for bus loaders for an event that was occurring at Orchard Beach, instead using managers and SLDs.

Once again in 2025, management attempted to violate our traditional work at the beach. Bronx Division Chairman Claude Marshall filed a contract grievance and the violation was stopped cold after it was discovered that Labor Relations had already ruled that management had to consult with the union on further work situations at Orchard Beach.



Marshall possesses a world of knowledge (for the Bronx Division) with over 40 years of experience in the industry. MaBSTOA is lucky to have one of the greats still setting an example on how to be a union rep.



TRAFFIC CHECKING OPS

by Donald Yates, MaBSTOA Vice President



Key Job Functions:

- Data Collection & Surveys:** Count passengers on buses/subways, conduct ridership surveys, and monitor traffic patterns.
- Signage Management:** Install, update, repair, and maintain bus stop signs and Guide-A-Ride (GAR) boxes, ensuring correct route info is displayed.

Traffic Checking Operations is a unique job within the ranks of the Manhattan and Bronx Surface Transit Operating Authority.

These members contribute to the workforce by posting signs to inform customers of service changes, collecting ridership data, performing field surveys, maintaining bus stop signage (Guide-A-Ride boxes), assisting passengers and ensuring system information is accurate for service changes. They work outdoors across the five boroughs to support MTA operations and planning.

Their functions rely heavily on direct customer interaction and physical maintenance of signs, making them crucial for

- Customer Service:** Hand out surveys, provide directions, help passengers with trip planning, and offer general assistance.

- Service Information Dissemination:** Post and remove service notices, informing riders about route changes, delays, or new services, such as during the Queens network redesign

- Field Operations:** Work outdoors in all weather, traveling to different locations

informing the public about system updates like route redesigns.

The downside to the Traffic Checking Division is the amount of discipline, which is considered petty. There are many complaints about how the workers in this department are treated. Management often personalizes matters and doesn't run their operations consistent with equal employment opportunities. Upgrades to supervisors are done through nepotism and unfortunately there are no real pathways to promotion.

The union has in many negotiation sessions tried to achieve this but faced refusals, unless ironclad contractual agreement concerning SPC are rescinded.

in the five boroughs.

- System Monitoring:** Check environmental and aesthetic conditions throughout the transit system.

Why They're Important: Traffic Checkers provide essential "on-the-ground" data and direct communication that helps the MTA understand rider behavior, implement service changes effectively and keep customers informed.



Gabrielle Michael, current Traffic Checking Chair, working on the pick.



Consuela Williams, former Chair of Traffic Checking, featured here signing out for retirement

LOBBY DAY 2025



TWU Local 100 went to Albany for their annual Lobby Day on March 19, where the union presented a list of priorities to lawmakers, which included:

- * Limiting the ability of NYC Transit to implement One Person Train Operation (OPTO) on subway trains with more than two cars.
- * Removing the cap on pensionable overtime earnings for Tier 6 members.
- * Making the "death gamble" effective for transit worker spouses.
- * Increasing enforcement of bus lanes.
- * Providing tuition credits for the spouses and children of deceased veterans.

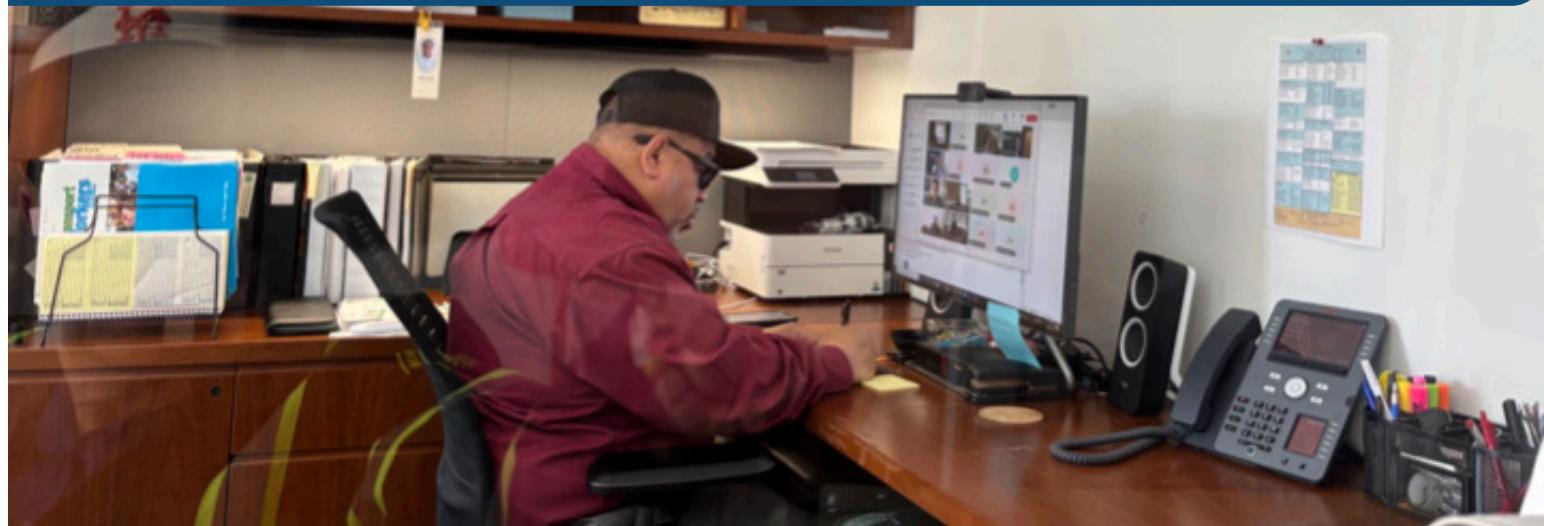
*The aforementioned legislative agenda had passed both chambers of the Senate and Assembly, but Governor Hochul vetoed the OPTO bill, the death gamble bill and the Tier 6 bill, while the tuition credits for family of deceased veterans passed.

A state bill was signed Friday, December 19th 2025, granting our members "affirmative defense" when tickets are issued to them for stopping, standing or parking in bus lanes while they are conducting official Transit business in a work vehicle. This common-sense bill accounts for our members who occupy bus lanes to perform work necessary to the job, including Traffic Checkers and Maintenance workers from MOW, CED or surface departments.

It allows for MTA employees operating "an authorized employer motor vehicle in a bus lane" while doing their jobs to avoid having to show up in court to fight the tickets.

MTA DB PENSION BOARD OF MANAGERS & MABSTOA INVESTMENT COMMITTEE

by Donald Yates, OA Vice President



Just a little of what the MaBSTOA Vice President does in regards to investments... At MTA DB Pension Board of Managers and MaBSTOA's Investment Committee Meetings, we discuss projections of private markets and vote on whether or not to approve investments that get the most bang for our MaBSTOA pension portfolio bucks.

We discuss net asset value allocation projections, total exposure allocation projections and our investments in private equity summary. We also talk about projections from 2024 to 2034 and beyond on certain investments where our pensions are projected to grow in or about 7%, which is very conservative. We also look at MaBSTOA real estate investments and renewable energy investments. In 2024 alone we invested in 9 different strategies.

Our MaBSTOA Pension to date is sound! The plan, managed by a board with TWU union and MTA reps, invests in a diversified portfolio, primarily in fixed income (bonds) and equities (stocks) aiming for growth and stability, utilizing both active and passive strategies, with detailed holdings and performance reported in their annual Fiduciary Fund Financial Statements on the MTA website.

The group holds significant investments in securities like U.S. Treasuries, corporate bonds, and international/emerging market stocks, seeking reasonable returns while protecting against downturns.

Key Investment Areas:

- Fixed Income:** Significant holdings in U.S. Aggregate Bonds, Treasuries, and Treasury Inflation Protected Securities (TIPS) for stable returns.

- Equities:** Investments in U.S. large-cap stocks, international developed markets (Japan, Europe), and emerging markets, as well as small-cap stocks for growth.

Real Estate & Alternatives:

Like large pension funds, they invest in these for diversification, though specific allocations aren't detailed in snippets.

Like most large pension funds, they invest in these for diversification, though specific allocations aren't detailed.

Management & Strategy:

- Diversification:** A core strategy to balance risk across various asset classes and geographies.

Professional Management:

Professional managers for active and passive strategies.

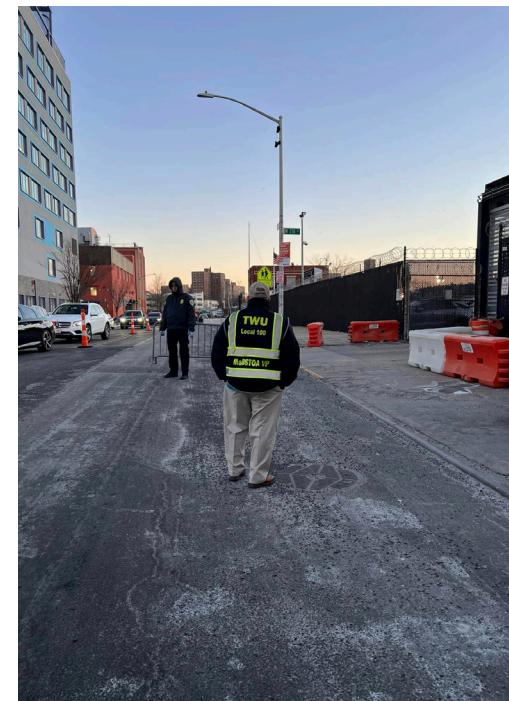
- Board Oversight:** A pension board (union & MTA reps) sets policy, following general civil service guidelines.

Where to Find Details:

- Check the MTA's Fiduciary Funds Financial Statements for recent breakdowns of assets (securities, fair value) and investment income.

In essence, MaBSTOA's pension is managed like a large institutional fund, blending traditional assets with modern investment approaches to meet long-term obligations to its members, as detailed in the MTA's public financial reports.

The MaBSTOA pension plan is a separate, independent plan that has historically been designed to provide substantially identical benefits to those received by similarly situated NYC Transit (NYCT) employees who are members of the New York City Employees' Retirement System (NYCERS). It is not managed by NYCERS itself, but rather by the Manhattan and Bronx Surface Transit Operating Authority (MaBSTOA) Pension Board.



MTA DB PENSION BOARD OF MANAGERS & MABSTOA INVESTMENT COMMITTEE, CONTINUED

by Donald Yates, OA Vice President

Key Mirroring Aspects

Benefit Structure and Provisions: The provisions of the MaBSTOA plan, particularly for Tier 4 and Tier 6 members, are based on applicable state and city laws and the rules of NYCERS to the extent that they apply to NYCT employees. This ensures members of both plans have comparable benefits and retirement options (e.g., the Transit 25/55 plan).

Tier Structure: Both plans adhere to the same state-mandated retirement tiers (Tier 4, Tier 6, etc.), with corresponding eligibility requirements, contribution rates, and benefit formulas that align across the systems.

Administrative Parity: Pre-retirement planning and administrative steps often involve similar processes, and both plans are bound by certain court orders (e.g., Domestic Relations Orders) in the same manner.

Key Differences

Administrative Management: MaBSTOA employees interact with the MTA Business Service Center (BSC) for their pension applications and estimates, while NYCERS members file directly with NYCERS.

Legal Status: MaBSTOA is a public benefit corporation with its own pension plan and is neither an NYC nor a State agency for employment purposes, whereas NYCT employees are in the NYC Pension System (NYCERS).

Service Limitations: Service credit earned in one system is generally "Allowable Service" only for that specific plan to qualify for certain retirement benefits (like the T25/55 plan), and does not automatically count as allowable service in the other agency, highlighting the legal separation despite benefit parity.



MaBSTOA Vice President Donald Yates at a remote meeting for MaBSTOA Pension Investments

In essence, the MaBSTOA plan operates as a parallel system to NYCERS for its specific employees, offering the same level of benefits and structure, but is managed through separate administrative channels.



FAMILY DAY & PUERTO RICAN DAY

TWU Local 100 Family Day is our annual summer event we share with our loved ones. This past year, in addition to the festivities, attractions and activities, each department held a tailgate with grills ablaze. MaBSTOA provided food and refreshments and the day's spirits were bright, even if the skies were not.

GUN HILL BUS DEPOT WITHOUT WATER

by Donald Yates, MABSTOA Vice President

In June of 2025 Gun Hill Bus Depot became the epicenter of transit facility problems. The depot, opened in 1989, was built on top of swampland. There have been several problems in this facility over the years, but the recent problems centered around a water main break underground.

For weeks, professionals could not find the source of the leak. Adding to the problem, it was thought that swamp water was coming into the system. Excavations were conducted in many areas to find the source of the leak. The solution became a bureaucratic nightmare. The union pushed

management to provide bottled water and portable bathrooms and showers. Scott Steinberg, Division Chairman from Maintenance, Claude Marshall, Division Chairman of the Bronx and Depot Chairman Tom Browne were among the few who kept fighting.

Local 100 leadership, headed by President John Chiarello, MABSTOA Vice President Donald Yates and Maintenance Director Michael Rehn visited the depot to address the membership and the managers responsible for correcting the issue.

TWU Local 100 represented their membership well in holding management's feet to the fire. There was a lot of unseen, behind the scenes work that allowed the local to ultimately triumph. Some may have found reason to gaslight and sow division because they didn't have a full grasp of what was happening.

It is always better to stand together in unity and observe the objective truth over the political one.





A large part of the fight not shown on social media were the weekly meetings in which the union made repeated demands on several issues to get the water main fixed. Timelines were delayed because of the involvement of other city agencies on the I-95 corridor. The whole situation could have been avoided had the MTA listened to the union and taken preventive measures, including regular maintenance.

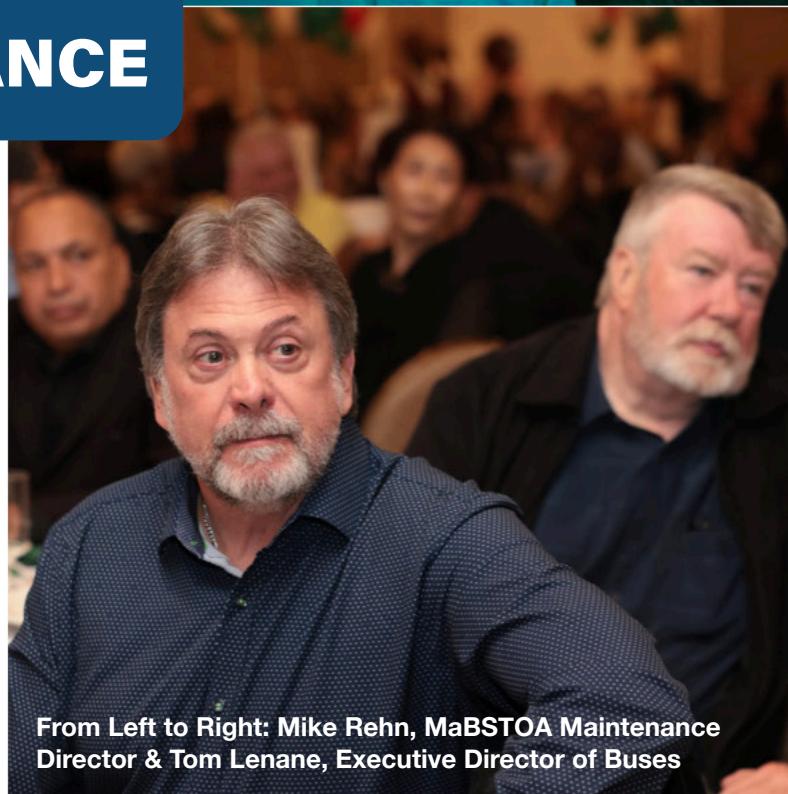


MABSTOA MAINTENANCE

There are serious issues that revolve around contractual disputes, staffing, facility conditions (i.e. Gun Hill Depot), overtime pay, and workplace safety which also impact the quality of the buses on the streets. Problems like missing repair data, inadequate resources for routine upkeep and communication system failures such as this year's widespread radio outages are often results of insufficient oversight.

We consistently demand that MTA management provide fair funding and transparency to ensure a safe, reliable bus system, protecting both workers and riders from management's cost-cutting measures.

TWU Local 100 MaBSTOA Maintenance Division sees inadequate maintenance as a safety crisis and a failure of management to invest in essential infrastructure, and we actively fight for solutions through negotiations, public statements and legal actions. TWU emphasizes safety first in everything, but it takes work to ensure that safety.



From Left to Right: Mike Rehn, MaBSTOA Maintenance Director & Tom Lenane, Executive Director of Buses



19A DEPARTMENT OF BUSES

Periodically, the union will check bus depots for compliance on all safety issues regarding bus equipment. A 19A pre-trip inspection for buses in New York is a mandatory, detailed daily check by the operator, focusing on vehicle safety and documenting any defects, required under the New York's Article 19-A law for passenger vehicle drivers. The inspection involves checking fluids, brakes, lights, and tires, and comparing it to the previous day's report to confirm repairs before driving and in NYCT is done using a Operator Vehicle Condition Report card.

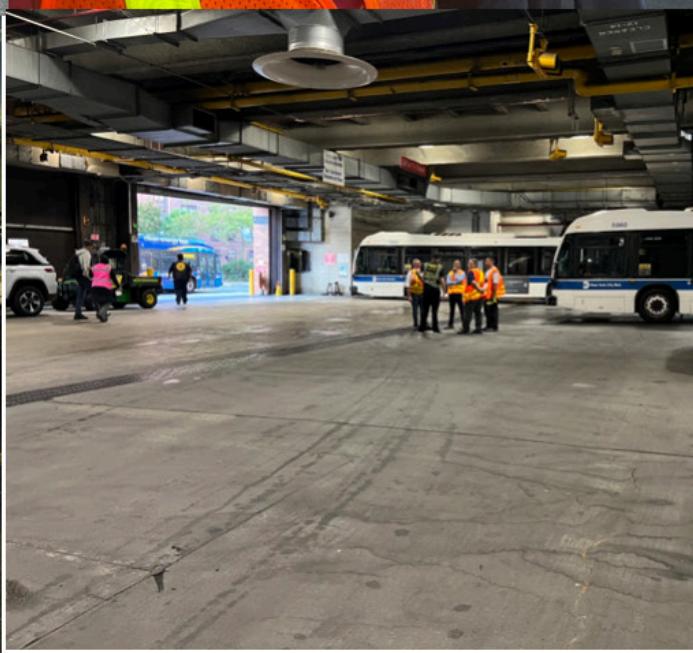
In the Department of Buses the OVCR card is used to provide bus operators with an easy-to-use digital interface to submit vehicle inspection reports before, during and after trips.

Unfortunately management tries to bypass the law by using acts of intimidation, such as when the General Superintendent of Transportation calls a member to ask to describe a defect.

In many cases of service delivery, management will give a defective bus to an operator knowing that another operator did not find the bus good for service. Though 19A pre-trip inspections are required daily, the union's Safety Team is sometimes needed to visit locations to check on compliance and stand with the members against any intimidation. By the time the Safety Team comes to the depots, the safety problems have been exacerbated and need to be addressed more seriously.



19A DEPARTMENT OF BUSES



1/52 VACATION PAY: SHOW ME THE MONEY

Sean Battaglia, OA / Division Chairman

It has come to our attention that a few operators were having what appeared to be discrepancies or low vacation checks for the 3rd quarter of 2025. We had one member out of Kingsbridge and two out of Michael J. Quill depot experiencing this issue. Upon reviewing the members' 1/52nd pay and checking their pay for the last year, they all seemed off.

According to Section 6.2.B.3, vacation pay for each employee shall be computed as follows:

"For each week of vacation, each employee shall receive one fifty-second (1/52) of his/her total earnings for the year prior to his or her vacation. The total yearly earnings for each employee shall be based upon the sum of his or her gross earnings as shown on Social Security reports in the four (4) quarters which precede by thirty (30) days or more the first day of his/her vacation."

After going back and forth with management over numerous emails and phone calls, it was discovered that UTS, the buses timekeeping system, had an error/ glitch in the system that shortchanged members' computed hours.

It turns out the pay discrepancies were much more widespread than we thought. In fact, as we were working on this matter and had a grievance all drawn up and ready to go, our MaBSTOA Maintenance reps were simultaneously dealing with this as well.

To date, there have been about 755 individual days that corrections were made on, resulting in prior pay period adjustments fixed.

This goes to show the value of solidarity, unity and consistency—it only took a few member concerns for us to get involved and address an issue which ended up affecting hundreds of members. People who didn't even realize they were owed money were paid just in time for the new year.



Samuel Randy Chief Line Steward of Kingsbridge Depot working on the vacation relief



Donald Yates, OA Vice President with Nicolas Castillo, Vice Chairman of Kingsbridge Depot



Bus operators from Michael J. Quill Depot waiting for buses to go in service while NYCT blamed the issue of no buses on a lack of drivers. Lies!!!!





Ethnic celebrations are the cornerstone of our melting pot here in Local 100. MaBSTOA participates in every event to help keep this local strong. Taking part in the parades and dinners strengthens TWU Local 100 by fostering unity, celebrating the many diverse cultures that build the city, increasing member engagement and reinforcing solidarity for contract fights and against anti-labor forces.

We show diversity is core to our collectively-powered ability to move New York forward. Events like Hispanic Heritage, the West Indian Day Parade and Eastern European Celebration create a family-like atmosphere, build stronger community ties and remind members their varied backgrounds are a source of strength, not division.

Celebrating heritage honors members' contributions and roots, making them feel seen and valued, which boosts morale and overall union participation. Events provide networking, food, music and dancing, turning the union into a family where members connect beyond work. Large turnouts at parades and festivals demonstrate the union's robust membership and vibrant, diverse power to the public and management.

TWU Local 100 has a history of fighting discrimination, with early charters banning it and breaking color barriers, making cultural inclusion a part of its foundation. These events are not just parties; they are strategic tools to build a more inclusive, powerful and united union, ensuring our culture lives within each one of us and moves the city forward.



TWU Events: Black History Celebration; Quill Connolly; Dominican Day Parade; West Indian Day Parade; African American Day Parade; Italian Day Celebration; Making Strides for Breast Cancer; Indian Day



TWU 27TH INTERNATIONAL CONVENTION



The TWU International Convention is a major quadrennial (every four years) event where delegates from across the union meet to set policy, elect leaders, vote on resolutions pertaining to organizing, equality, and safety, and ultimately decide the union's direction for the next four years. The 27th Convention, held in September 2025, focused on history, unity, and future growth, honoring founder Mike Quill and MLK's legacy. TWU Delegates discussed and voted on resolutions affecting all TWU members in air, rail, and transit sectors.

TWU international President John Samuels, International Executive Vice President Alex Garcia, International Secretary-Treasurer Jerome Lafragola, and International Administrative Vice Presidents Curtis Tate and Mike Mayes ran unopposed for the second consecutive convention.

Key issues at the convention included budget review, organizing new members, constitutional changes, political action and advocating for safety and racial equality. Discussions included boosting infrastructure spending and supporting the vision of a united, strong union.



OUR YEAR IN REVIEW



As always, I am thankful that the membership of MaBSTOA has put their trust in me to help lead our organization as your Vice President.

Times are changing and so is technology. In my travels across our department, I have had many conversations and discussions concerning Artificial Intelligence and the many examples of how companies are using technology to replace the workforce.

In my division meetings across the MaBSTOA system, I hear many members ask about my thoughts on raises and if we will we get a raise in the next contract. I certainly believe that we deserve a raise. However, we also really need to pay attention to the technological changes and negotiate protections that allow our members to maintain all equipment, including those run by artificial intelligence. Bus operators are not off the hook, because AI has expanded into transportation through autonomous vehicles.

In late February we were invited to and participated in a ballistics demonstration to test bulletproof shields for bus operators following attacks in other cities. We aim to implement similar protection for transit workers in New York—protective glass and armor would be effective for enhanced safety against gun violence.

19A inspections were conducted on most of our properties to ensure that the public and our operators were operating safe equipment. As usual, the MTA hasn't provided proper service, and often posts on social media platforms that they are running as much service as possible with the bus operators they have available. service as possible with the bus operators



they have available. We believe that their messaging—blaming our operators—is a critical reason why our members are assaulted. We have fought against this misrepresentation of the truth and continue to battle with our own social media posts showing the reality. Our battles on social media are always challenging because disinformation makes for a divided union.

There are many fights and issues that are resolved before we have to file contractual grievances. With that being said, the problems at Gun Hill Depot were extremely challenging, mostly because of the multiple city agencies that were involved and had to be consulted to make way for permits. Local 100 was at the center of making things right. If it wasn't for our union, we more than likely would still have the problems that have plagued the depot.

On September 29th, the U.S. Department of Transportation imposed a rule restricting eligibility for non-domiciled CDL holders to obtain reissue or renewals on their licenses, impacting over 100 bus operators. Local 100 has our attorneys working on solutions, but to date we have no resolution in this fight against the federal agency.

Within our disciplinary system, we are seeing an uptick in chronic absenteeism cases. Members are mailed a 21-day letter to document chronic issues and if they qualify for FMLA, they are encouraged to apply.

As 2025 comes to an end and we enter the time to negotiate with the MTA over our next contract, we must all remember that together we make a difference and when **we fight we win.**

