



PUBLISHED BY TWU LOCAL 100 • SPRING 2024 • VOL.15 • NO.1

Transport Workers

BULLETIN



Tier 6 Victory

“Final Average” Win

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Davis Speaking Truth
On Transit Crime

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Member Strong

RICHARD DAVIS, PRESIDENT

Reality Check

2024 BEGAN WITH A HUGE INCREASE IN TRANSIT crime. NYPD numbers released in February showed major crime in the system rising sharply by nearly 50% – from 155 to 222 year over year. Yet on January 24, MTA CEO Janno Lieber was telling the New York State legislature something very different. “Subway crime is down 10% compared to before the pandemic,” he said, “with just six major crimes a day on average in a system that now serves approximately 4 million daily riders.”

Which shows the truth of Mark Twain’s famous line that “there are three kinds of lies: lies, damned lies, and statistics.” Transit workers weren’t falling for it. And as we show in this issue of the Bulletin, assaults on transit workers have been rising nationally now for years. New York City is no exception.

“...it was up to the TWU to take off Lieber’s rose-colored glasses, which we did on February 12th when I spoke out after the Mt. Eden shootings, and then again on February 16th, when we held a press conference with assaulted Station Agent Noreen Mallory, and then again on February 29th, when we publicized the brutal slashing of Conductor Alton Scott...”

My focus is on our membership – nowhere else. So it was up to the TWU to take off Lieber’s rose-colored glasses, which we did on February 12th when I spoke out after the Mt. Eden shootings, and then again on February 16th, when we held a press conference with assaulted Station Agent Noreen Mallory, and then again on February 29th, when we publicized the brutal slashing of Conductor Alton Scott – a horrific hospital photo that led the news cycle.

Then – and only then – came the reaction from Transit and Gov. Hochul – a massive surge of police, MTA cops and the National Guard into the system. Flash forward to April, with NYPD reporting a 23% decrease in subway crime, year over year.

Transit workers, unlike transit executives, don’t wear rose-colored glasses. We see the system for what it is.



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Published by TWU Local 100

Transport Workers

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Crime Down? Not For Us

Union activism led to the biggest surge of law enforcement into the transit system in years, while management looked the other way.



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Lobby Day

Lobby Day brought 2,500 to Albany – and in part because of Union pressure, the legislature is making the first moves to Fix Tier 6.



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90 Years A'Growing

It Was 90 Years Ago Today: On April 12, 1934, seven IRT workers got together to organize this great Union. Transit workers are justly proud of their legacy.



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Transit Women Making Gains

Because of our relentless activism, life is better for women working for New York City Transit. Union sisters share their stories and their concerns about the job today.



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On the Cover

Union leaders and two key legislators -- Sen. Robert Jackson and Assemblywoman Stacey Pheff r Amato, take a stand to Fix Tier 6 at Lobby Day 2024.

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Official Publication of the Transport Workers Union of Greater New York, Local 100, AFL-CIO

Published by the Transport Workers Union, Local 100, AFL-CIO
195 Montague St., Brooklyn, NY 11201

Postmaster: Send address changes to: Transport Workers Union,
Local 100, 195 Montague St., Brooklyn, NY 11201

Crime Down? Not For Us!

Union Pushes Back, Wins Surge into Subways

February 12th was the day when lawlessness on our subways stood up and screamed for attention. Two groups of teenagers on a northbound 4 Train at the Mt. Eden station in the Bronx that afternoon who were “involved in a dispute” started shooting at each other. A 35-year-old man was pronounced dead at St. Barnabas Hospital. Five other people were also shot, all of whom survived.

MTA CEO Janno Lieber, speaking outside the station to the news media about crime, said “we’re headed in a good direction.” Wrong answer.

Outside the same station, TWU Local 100 President Richard Davis told Channel 7’s NJ Burkett: “They have to focus more resources onto the platforms with police presence.” His words rang true when additional high-profile incidents caused New Yorkers to fear for their lives.

On February 16th, Station Agent Noreen Mallory was punched in the left eye by a man sleeping under a bench at the Wall Street Station on the 4/5 Line – a blow hard enough to fracture her eye socket. Local 100 called a press conference for February 20th, bringing Mallory’s story to a wide audience.



On the same day that Alton Scott was attacked, President Davis addresses the media to explain how our contract provides for safety precautions



The Union released this photo – sparking a media firestorm of concern for transit workers



Davis called the assaults against transit workers – which have tripled nationally over the last 15 years according to the Urban Institute – “a new form of terrorism against public servants.”

After William Alvarez, a 45-year-old Bronx resident, was shot to death on a Manhattan-bound D Train on February 23, Lieber said, “The month of February, [crime] is down compared to last year.”

Davis told the press: “We feel that Janno Lieber and the MTA have to do more – and they have to not make these outrageous statements that in the subway system crimes are down, because it is not obviously, as you can see.”

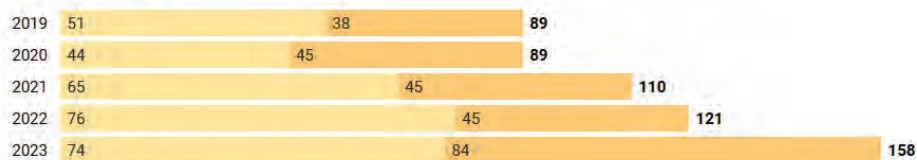
The lid came off on leap day – Thursday, February 29th – when an unidentified assailant, who is still at large, carved a deep gash in Conductor Alton Scott’s neck as his southbound A train was picking up speed at the Rockaway Avenue station in Bedford-Stuyvesant at 3:40 AM. Bleeding profusely, Scott had enough presence of mind to call for help on the train’s public address system. In a moment of grace or divine intervention, pediatric ER doctor Patrick McGrory, two cars down, heard the cry for help and immediately rushed to the Conductor’s cab, taking charge and packing the deep wound to stanch the bleeding, comforting Scott and caring for him until EMS arrived. He received 34 stitches and sutures at the Brookdale hospital.

RTO Vice President Canella Gomez, responding to the scene along with other Union reps, asked supervision to halt service since Scott’s assailant was still at large, invoking the Union’s contractual right to file Safety Rule Dispute Resolution

Assault on Transit Workers

Attacks on NYC Transit bus and subway workers are rising.

Bus Subway



Years 2019-22 are based on full-year data. The data for 2023 is a project based on 10 months of data.

Chart: StreetsblogNYC • Source: MTA • Get the data • Embed • Download image • Created with Datawrapper

The MTA’s own numbers show a steady rise in assaults, mirroring nationwide trends.

The New York Times

M.T.A. Workers, Upset Over Subway Safety, Disrupt Morning Service

The disruption followed an overnight slashing attack that wounded a conductor, and comes amid persistent complaints from workers.

Share full article



In a news release, Richard Davis, the president of Local 100 of the Transport Workers Union, said employees needed “better protection now.” Dave Saunders for The New York Times

By Hurubie Meko, Ana Ley and Wesley Parnell
Feb. 29, 2024

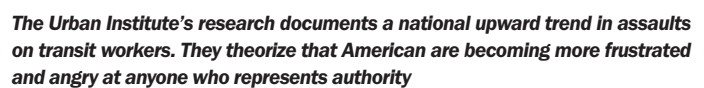
New York City Transit workers, responding to an overnight slashing attack that injured a train conductor, stopped work to file safety complaints on Thursday morning, causing severe

The New York Times explains how the Union employed safety protocols once Alton Scott was slashed

Continues on page 6



Her five-point plan called for bringing in the National Guard along with MTA police and a surge of NYPD officers





Pres. Davis and Station VP Robert Kelley flank assaulted Station Agent Noreen Mallory at the Union Hall

into the system, along with the installation of more cameras and the creation of “SCOUT” teams to forcibly remove the dangerous mentally ill from the subways.

Local 100 welcomed her plan but said it didn’t go far enough. On March 12, a few days after two separate transit worker assault cases were held on the same day in Manhattan Criminal Court, and with new stats documenting a 13% rise in subway crime year to year, the Union went on the attack against MTA CEO Janno Lieber and DA Alvin Bragg as “dumb and dumber,” calling on them to do more. Bragg was called out for not demanding more jail time for assaulters.

President Davis also drew attention to the increasingly common act of riders spitting on transit workers, which Lieber and Bragg are not specifically addressing. “I would like to walk to [MTA Headquarters] at 2 Broadway and spit in Janno Lieber’s face, and see if he’ll take it from me and see if

that’s OK,” he said. Local 100 introduced a bill in Albany, A1150 (Walker) S5917 (Sanders) which would move spitting from a “violation” to the new crime of aggravated harassment in the second degree. It was unclear at press time if the MTA will support that bill.

On March 25, NYC NYPD Chief of Patrol John Chell announced “Operation Fare Play,” a surge of 800 more police officers into the system to combat fare evasion, and on March 28 Mayor Eric Adams rolled out a new body scanner that he says can tell the difference between a cellphone and a concealed weapon which will be piloted at some subway stations.

As it is, Local 100 remains laser-focused on the one issue that most matters to us – the safety of our members in the stations, on the platforms, on the buses, and anywhere they interact with the riding public. We are going to keep raising our voices to find solutions that work.



Station VP Robert Kelley, with other officers and members, stands vigil outside the Bronx County House of Justice where the criminal case against the man who assaulted CTA Anthony Nelson is being heard.

The Push is On to Fix

An aggressive Tier 6 push marked 2024's annual lobby day excursion to Albany on March 20th. 2,500 transit workers filled the hallways of the Capitol and Legislative Office Building after the morning program in which members heard from key politicians and union leadership in the Empire State Plaza Convention Center. As is a union tradition, members coming off the dozens of buses en route from the City gathered with their barns, depots, and departments for photos on their way in. You can see those and other photos from Lobby Day by scanning the QR code on page 13.

The morning program kicked off with a salute from our MTA/TWU Honor Guard, followed by the Pledge of Allegiance and our National Anthem, sung beautifully by Communications staffer Alina Felicies. Our MC, Political Action Director Sharase DeBouse, began the program by introducing TWU International President John Samuelson, who gave the crowd a rousing welcome, by recapping achievements which our political action has made possible, including breaking contract patterns established by other unions.

"When you fi ht back, you can win – and if you don't fi ht back, you're never going to win," he said. He noted that Governor Cuomo had vetoed previously passed Tier 6 legislation – and said that when the Albany legislature passes our current bills this time around, pressure has to be brought to bear on the Governor to sign it.

President Richard Davis then addressed the membership,



International Pres. John Samuelson, Pres. Davis, Sec-Treasurer Chiarello, and PAC Director DeBouse, with legislators, hold up proclamations making Transit Worker Appreciation Day in New York State.

commending transit workers for the excellent turnout. "There are tangible reasons why our demands cannot be ignored," he said. "When you speak up about the urgent needs for safe working conditions, fair wages, and protections against assaults, you're not just sharing your stories – you're demanding action. And let me tell you – your voices carry weight. TWU Local 100 packs a punch everywhere we go."

Speaking about our legislative priorities, he singled out Tier 6 reform as well as A.1150/S.5917, which would reclassify the act of spitting on a transit worker to aggravated harassment in the 2nd degree. He also spoke about the



Tier 6



The Union's seven departmental Vice Presidents stand with Pres. Davis, Sec-Treasurer Chiarello, and PAC Director Sharase DeBouse at the start of the program

powerful impact on negotiations of passage of S.5785, which would give Local100 members the right to strike.

NYS Senate Labor Committee Chair Jessica Ramos, who is sponsoring the right to strike bill, gave an impassioned speech about the “fundamental human right” to withhold labor to protest low pay or unsafe conditions. “It’s OK to make the boss sweat, even if that boss happens to be the Governor of the State of New York... This is a question of fairness.” To cheers, she said, “In New York State, every other railway worker can strike – why not Local 100?”

Senator Robert Jackson and Assemblywoman Stacey Pheffer Amato were up next, championing Tier 6 reform. Her sponsored bill, A.9133, would change the calculation of final average salary from a five-year average to three years. “Tier 6 is the worst,” she said. “And we’re here to fix it.”

Senator Jackson, Chair of the Civil Service and Pension Committee, added, “it’s unjust that many members performing identical duties, facing identical risk, don’t receive equal treatment regarding their pensions.”

Next, Union members heard from NYS AFL-CIO President Mario Cilento, who delivered a message of support from “your two and a half million union brothers and sisters throughout New York State.” Cilento said pension reform is essential to preserve civil service workers’ dignity, self-respect, and financial independence – and that the drive was supported by private sector union workers as well.

“This state broke that promise [to provide a secure retirement] when they introduced Tier 6,” he explained,



Pres. Davis introduces Bus Operator Alexander Kemp as the Chair of the new Tier 6 Committee, assisted by co-Chair Shamela Colter.

which makes people less likely to seek public sector employment. He said the reduction in pension benefits have put the State “on the verge of a crisis.”

Assemblymember Latrice Walker (D-Brooklyn), who is the sponsor of the anti-spitting bill, roundly endorsed President Davis’s call to make the offense a reportable crime. Assemblyman Harry Bronson, Chair of the Labor Committee pledged his support for Local 100’s agenda, as did Assemblywoman Monique Chandler Waterman, who is sponsoring our OPTO Bill in the Assembly. Also coming out strongly for the union were Assemblymen Eddie Gibbs (D-East Harlem) and Al Taylor (D-Harlem).

The morning program concluded with a rousing presentation by TA Surface Executive Board Member Alexander Kemp, who was appointed by President Davis to

2024 ANNUAL LOBBY DAY



Assemblywoman Stacey Pheffer Amato leaves no doubt about where she stands on Tier 6 as she holds a framed t-shirt along with Sen. Robert Jackson.



Rank and file members were happy with their visit to State Sen Cordell Cleare (D-Harlem). The Senator has a framed Tier 6 Fighter union t-shirt in her office.



Union allies (l-r) Assemblymembers Monique Chandler Waterman, Eddie Gibbs, Harry Bronson, Latrice Walker, and Al Taylor stand with Pres Davis and (at left) Sec-Treasurer Chiarello.



State Sen. Jessica Ramos, who is sponsoring our "Right to Strike" Bill, holds hands high with Pres. Davis and PAC Director Sharase DeBouse

chair the Union's Tier 6 committee along with Station Agent Section Recording Secretary Shameia Colter as co-Chair. Kemp challenged members to network and encourage the quiet people that no one acknowledges to fight for better pensions. The answers come from the rank and file membership, he said, "from the tables, from the booths, and from the tools." He promised a number of special trips to Albany to push the Union's agenda on Tier 6.

Lunch was served and it was time for members to grab a bite and head out to see their representatives. Dozens of appointments had been made in advance. Some members without appointments headed to the elevators on the off chance of meeting legislators or staff.

During one scheduled appointment, two Bus Operators from Baisley Park met with State Sen. Joseph Addabbo on Tier 6, who assured them that we would see progress this year. "Now we have enough data to show us where it's not working," Addabbo told them. "It's not giving the State or the City the money we expected from the savings. And it's hurting the workforce. Keep the pressure on. We need TWU and all the unions to keep flooding us with calls."



Assemblyman Jeffrey Dinowitz (D-Bronx) talks with Gun Hill Bus Operators Anthony Beckles, Michael Elias, and Ricardo Pagan. Their concerns were more police presence and better security to deter assaults.

With their political consciousness raised by coming to Albany and getting involved, many members were already planning to visit their Assemblymembers and State Senators on their home turf – back in New York City. There, they would continue the work of making the personal connections with legislators that matter, explaining to them, one to one, how they can improve the jobs of transit workers and continue in the great work of building the power of the middle class.

2024 ANNUAL LOBBY DAY

Lobby Day kicks off with something like a receiving line in the huge concourse underneath Empire Plaza. As each bus arrives from the City, union officers greet the rank and file. Members from every Department and Division, who want to see the union's political power increase, make the annual pilgrimage – and we have the pix to prove it!



2024 ANNUAL LOBBY DAY





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FOR MORE PHOTOS
FROM THE EVENT



2024 ANNUAL LOBBY DAY



2024 ANNUAL LOBBY DAY



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2024 ANNUAL LOBBY DAY



Tier 6 Breakthrough as the Bulletin Goes to Press

As this publication went to press, our PAC team in Albany was advised that one of our bills – S.8490 (Jackson)/A.9133 Pheffer Amato) would be passed by the legislature or codified into the State Budget. This would have the effect of changing how Final Average Salary (FAS) is calculated, changing the existing Tier 6 5-year rule to the 3 years that was the case for Tier 4.

This change could save future retirees as much as \$400 per month in increased pension payouts once it becomes law. Members should note, however, that it won't be until 2037 that any transit worker who joined Tier 6 when it was enacted in 2012 will be able to retire with a full pension (25 years of service with at least 55 years of age.)

Still unclear at press time was how the new law will change the age reduction formula which applies to members of Tier 6 who retire early, before they make the 25 years. TWU Local 100 will release a comprehensive analysis of the new bill once it is signed.

Our "Spitting Bill," A.1150 (Walker) S.5917 (Sanders) was included in Gov. Hochul's Legislative Budget and passed



in mid-April. This is a huge win for TWU Local 100. It ups penalties for spitting on transit workers covering all public facing titles. Formerly a violation, the crime of spitting will now become a Class A Misdemeanor. Most importantly, this means that this crime is now bail-eligible, which was not the case before. A judge will now have the ability to keep such a perpetrator off the streets until the case is adjudicated.



Members from Zerega on stage with Assemblywoman Stacey Pheffer Amato (D-Far Rockaway) and Pres. Davis protesting Tier 6

Union Slams Light Penalties for Assaulters

There Local 100 President Richard Davis and Stations VP Robert Kelley faced off against Manhattan District Attorney Alvin Bragg at Manhattan Criminal Court on March 7th. At issue were the sentences the criminal justice system was offering to two men ready to stand trial for assaulting transit workers.

News reporters converged on Manhattan Criminal Court for unusual back to back trials, underscoring the rise in assaults on men and women wearing an MTA patch.

Abdellahi Mohammed is facing charges of assault in the second degree for attacking Station Agent Noreen Mallory on February 14th, resulting in the fracturing of her eye socket. The unprovoked Valentine's Day attack happened on the southbound platform of the 4/5 subway line at Wall Street. Hitting our Station Agent wasn't enough for Mohammed. He also punched a good Samaritan who came to the aid of our Station Agent, fracturing his nose.

In Mohammed's case, the District Attorney's office charged him with one count of Assault in the 2nd Degree, a class D felony, as well as one count of Assault in the 3rd Degree, a misdemeanor. He called for a two-year prison term.

In the other case, Rashon Eagle is facing charges of attacking Bus Operator Moses Adams with a knife on February 10th. While riding the M15 Bus in lower Manhattan, Eagle became irate when the bus was stopped in traffic yelling profanities at the Operator. The bus discharged its passengers at the South Ferry Whitehall terminal, but Eagle didn't get off. He threatened to stab Adams if he didn't get out of his seat. Fearful of being stabbed, Adams got up and Eagle started swinging at him. They wrestled on the floor of the bus. Eagle repeatedly scratched the Operator's face, eyes, and hands, causing them to bleed. Eagle then reached into his pocket and removed a pocketknife, which he opened to stab the Operator. But Adams was able to wrestle the knife out of his hands. Responding Police Officers arrested Eagle and recovered the knife.

In this case, the District Attorney asked for five years' prison time and five years' supervised release in that case. He charged Eagle with one count of Assault in the



President Davis and Stations VP Robert Kelley address the media outside of Manhattan Criminal Court.

2nd Degree, a class D felony, and one count of Criminal Possession of a Weapon in the 3rd Degree, a Class D felony.

"Manhattan DA Alvin Bragg should at least give the recommended penalty of 7 years," President Davis told the media. "To classify an attempted murder as Assault in the 2nd degree with a penalty of five years is wrong. For a man to bludgeon the face of a Station Agent – how could they offer only two years?"

"The DA is taking our lives for granted. The court has to support our membership. The law says seven years – but that's not enough. This is attempted murder."

Stations VP Robert Kelley said: "Ms. Mallory is not here because she is fearful of coming into the subway system. Now it's time for the court to support us. This guy is an illegal immigrant. Now you're going to give him two years? The recommended full penalty is seven years.

"With a difference of three seconds [when a train was entering the station and Station Agent Mallory was thrown against it] we would be a funeral, not the courthouse. We are telling the DA: we mean business. Our members bring you to work. Fight for the MTA workers. Stand by us."

Davis noted that no MTA official attended the court hearings on March 7th. "Judges and prosecutors have to support us," he added. "MTA CEO Janno Lieber does not support us. Our members' lives are valuable."

New hearing dates in the two cases have been scheduled, May 23rd for Eagle and May 30th for Mohammed.

2024 Election Rules



TWU Local 100 Notice of Nominations And Elections

**For Local-Wide Officers,
Departmental Vice-Presidents,
Executive Board Members,
Division Officers,
Convention Delegates
and Section Officers**

I.
**NOTICE OF NOMINATIONS AND ELECTIONS FOR
LOCAL-WIDE OFFICERS, DEPARTMENTAL
VICE-PRESIDENTS, AND EXECUTIVE BOARD**

In accordance with the Constitution of the Transport Workers Union of America and Local 100's By-Laws, the election of Local-wide officers, Departmental Vice-Presidents, Executive Board members, all of whom will also serve as Convention Delegates, will take place by secret mail ballot mailed out on Monday, November 18, 2024 to all those who are members of Local 100 in good standing as of November 1, 2024. Ballots will be counted on Thursday, December 12, 2024.

A. POSITIONS TO BE FILLED

The following officers are to be elected:

Local-wide Officers: President
Financial Secretary-Treasurer
Administrative Vice-President
Recording Secretary

Seven (7) Departmental Vice-Presidents, and 42 Executive Board Members*

(All Local-wide Officers, Vice-Presidents, and Executive Board Members elected will also serve as Convention Delegates.)

B. PERIOD OF NOMINATION PETITIONING

Monday, September 16, 2024, 9 AM to Friday, September 27, 2024 at 5 PM.

C. ELIGIBILITY

To be eligible for nomination for any of the above positions, a member must be in continuous good standing in Local 100 since September 16, 2023. Exonerations for periods of non-payment shall be granted only if the member makes the proper application as per Article XIII Section 1 and Article XVII Section 4 of the TWU Constitution. Such a request must be made by the 15th day of the month after the month during which the illness or injury, and related non-payment of dues arose. The exoneration period may not continue for more than 12 months.

A member who runs for the office of President, Financial Secretary-Treasurer, Administrative Vice-President, Recording Secretary or Departmental Vice-President shall not be permitted to run for a Division or Section office during this round of elections or within 18 months of the conclusion of this round of elections.

D. NOMINATIONS

1. All nominations shall be made by filing a Nominating Petition Form ("Petition"). A candidate may run as part of a slate or as an independent candidate. Petitions for slate and independent candidates will be available to any member in good standing at the Office of the Elections Committee at 195 Montague Street, 3rd Floor, Brooklyn, NY, 11201, between Monday, September 16, and Thursday, September 26, 2024, between the hours of 9:00 AM and 6:00 PM; the Elections Committee Office will be closed on Saturday and Sunday, September 21 and 22, 2024. No petitions will be available after September 26, 2024.

2. Petitions will be issued only to candidates or their representatives who complete and submit an "Authorization to Pick Up a Petition" form. The authorization forms will be available at the Elections Committee Office or on the Local 100 website and may be hand delivered, mailed, or e-mailed to the Elections Committee. Any candidate from a slate may pick up a Petition or may authorize a member in good standing to pick up a Petition for the entire slate. There shall be no limitation on the number of Petitions that an authorized person may pick up, but the number must be reasonable. All Petitions shall be numbered by the Elections Committee and each member obtaining Petitions shall be required to sign for them and shall be held responsible for their proper use. Each member signing must be a member in good standing for the signature to count. Only members in good standing may solicit signatures. The member who obtains the signatures on a Petition must complete and sign the statement at the bottom of each Petition, asserting that he or she collected the signatures from persons representing themselves to be members in good standing of Local 100. If such a statement is not signed, the Petition will be invalid. No one can sign another member's name on a Petition.

3. The Petition must be signed in ink; the member must print his/her name and must either include his/her pass number or if the employee does not have a pass number he/she must include the last four (4) numbers of his/her social security number. Any signature of a member not in good standing and/or pass number and/or social security number missing or deemed illegible will not be counted.

E. PETITION REQUIREMENTS

1. Local-Wide Officers

For nomination for one of the top four offices a candidate requires the signatures of 4,361 members in good standing from any Department.

2. Departmental Vice-President

For nomination for Departmental Vice-President a candidate requires the signatures of the number of Departmental members set forth in the table below. Only a member in good standing in the Department may validly sign a Petition to nominate a candidate for Vice-President from that Department.

The Vice-Presidential signature requirements are in the following table:

VICE-PRESIDENT TABLE

Department	Vice-President	Required Signatures
Car Maintenance	1	438
Stations	1	538
Maintenance of Way Line Equipment – Signal, Track, Structure, Power	1	837
Rapid Transit Operations Train Operators, Conductors, Tower Operators	1	782
MaBSTOA Division I, Division II, Maintenance, Clerical, P&E	1	631
NYCTA Surface Operators, Maintenance	1	465
MTA Bus/ Private Operations/School Bus-Paratransit	1	667

3. Executive Board

For nomination for Executive Board Member, a candidate requires the signatures of the number of Division members set forth in the table below. Only a member in good standing in the Division may validly sign a petition to nominate a candidate for Executive Board from that Division.

The Executive Board signature requirements are in the following table:

EXECUTIVE BOARD TABLE (42 TOTAL)

Division	Executive Board Members	Required Signatures
NYCTA		
Surface Maintenance	1	90
Surface Operators	4	375
Car Maintenance	4	431
Train Operators	4	396
Conductor / Tower	4	380
Stations	5	538
Line Equipment – Signal	3	311
Track	2	215
Structure	2	208
Power	1	103
MaBSTOA		
Division I	2	227
Division II	2	214
Maintenance, Clerical, Computer Professional, Plant and Equipment	2	189
Private Operations/School Bus-Paratransit/MTA Bus		
MTA Bus	3	260
Private Operations	1	84
School Bus-Paratransit	3	321

* Vice Presidents are elected by members of the Department. Executive Board Members are elected by division. Staff employees who are members of Local 100 but who are not on leave from an employer whose employees are represented by Local 100 may only vote for the four Local-wide officers.

F. SLATE NOMINATIONS

1. For purposes of nominations, any group of candidates may, by submission of a "Notice of Slate Candidacy Form" provided by the Elections Committee, constitute themselves as a slate, provided that the slate includes nominees for each of the top four Local-wide offices and for Vice-President in at least one Department, and for at least one Executive Board position in at least one Division. A slate may not contain more than one candidate for each of the positions to be filled. A slate which meets the above requirements need not include a candidate for every position to be filled by this election.

2. The completed form submitted to the Elections Committee must: (1) be signed *by each candidate on the slate* (no one may sign for another member), (2) show which office he/she is a candidate for, (3) include his/her name, printed exactly as it is to appear on the Petition and ballot, and (4) include his/her contact information including the mailing address, social security number, telephone number, and e-mail address. Once a candidate signs a "Notice of Candidacy" form that designates a slate, and that form is submitted, he/she shall be placed on the slate, and he/she may not withdraw. The names of individual candidates must be their given names or the names by which they are generally known. If a candidate on a slate form is found ineligible because of dues status, the slate may substitute another candidate within 48 hours, and must order corrected petitions if it has picked up petitions.

3. The Elections Committee will number the Executive Board positions in each Division entitled to more than one Executive Board member. Slate candidacy forms must show the particular numbered positions for which the nominees are candidates, and this number will govern the nominee's position on the ballot.

4. The ballot shall give the voter the opportunity to cast one vote for a slate.

G. INDIVIDUAL (NON-SLATE) NOMINATIONS

Individual (non-slate) candidates must notify the Elections Committee of their intent to run for office by completing a "Notice of Candidacy" form provided by the Elections Committee. The completed form submitted to the Elections Committee must: (1) be signed *by the candidate*, (2) show the office for which he/she is a candidate, and (3) include his/her name, printed exactly as it is to appear on the petition and ballot, and his/her contact information including the mailing address, social security number, telephone number, and e-mail address. The names of individual candidates must be their given names or the names by which they are generally known.

H. SIGNATURES REQUIRED - SLATE NOMINATIONS

To nominate a slate of candidates for the top four Local-wide Offices and one or more Departmental Vice-Presidents and one or more Executive Board Members, a minimum 4,361 signatures of Local 100 members in good standing are required. The petition must include a sufficient number of signatures from each Department from which a Departmental Vice-President on the slate is nominated, as set forth in the Vice-President Table above and a sufficient number of signatures from each Division from which an Executive Board Member is nominated, as set forth in the Executive Board Table above.

I. PREPARATION OF PETITIONS/ELIGIBILITY TO BE INCLUDED ON PETITION

1. The Elections Committee will prepare the "Nominating Petition Forms" and will insert, before issuance, the name or names of the candidates for whom the Petitions are requested, showing the position for which each is a candidate. To expedite determinations of eligibility and to avoid delays on September 16, resulting from the time required preparing Petitions, individual candidates and those individuals or groups of candidates desiring to run as a slate are requested to file their "Notice of Candidacy" form and "Notice of Slate Candidacy" forms, respectively, with the Elections Committee in advance of September 16, beginning August 26, 2024, and preferably no later than September 9, 2024.

2. Petitions for those individuals and slates filing required forms on or before Monday, September 9, 2024, will be available at 9:00 AM on September 16, 2024. Otherwise, Petitions will be prepared as promptly as possible after the Elections Committee is provided with the necessary forms and information.

3. The Elections Committee will determine the eligibility of candidates to be included on the Petition as promptly as possible and will notify each candidate found to be ineligible by telephone, e-mail, and/or overnight mail. Those found ineligible will not be included on a Petition. Notice will be given to the Slate representative if the candidate is on a slate so that a substitute name may be added. The inclusion by the Elections Committee of a candidate's name on a Petition shall not be construed as a final ruling about whether that candidate has met the eligibility requirements for election. As set forth below, eligibility can be the subject of an objection through a period ending 6:00 PM on Tuesday, October 1, 2024.

J. APPEALS OF ELIGIBILITY RULINGS

A candidate ruled ineligible must appeal that ruling, in writing or by e-mail, delivered to the Elections Committee within 48 hours of receipt of the notice. If the Elections Committee determines that a hearing is necessary, the Elections Committee will conduct a hearing on any appeal as expeditiously as possible, at a time designated

by the Elections Committee. The hearing may be held remotely. The Committee will give the candidate 24 hours' notice of the hearing. The burden shall be on the candidate to demonstrate to the Elections Committee that its initial determination was wrong. The Elections Committee shall rule on eligibility appeals at the close of the hearing. Elections Committee determinations may be appealed, after this hearing, to the Neutral Monitor by any candidate or good-standing member within 48 hours.

K. FILING OF PETITIONS

Signed "Nominating Petition Forms" must be hand-delivered, by a member in good standing, to a member of the Elections Committee on weekdays from Monday, September 16, 2024, to Thursday, September 26, 2024, between the hours of 9:00 AM and 6:00 PM at the Election Committee office, or to a room set up by the Election Committee for that purpose. Petitions may not be left under doors, in the Committee mailbox, faxed in, or emailed in. The Elections Committee will only accept petitions until **5:00 pm** on Friday September 27, 2024; the Elections Committee will be closed on Saturday and Sunday, September 21 and 22, 2024. A receipt will be given to the delivering member indicating the number of pages and the number of signatures on all accepted Nomination Petitions. **NO Petitions will be accepted after 5:00 PM September 27, 2024.** Should there be a line anyone who has signed in with the Elections Committee by 5:00 PM shall be able to turn their Petitions in.

L. OBJECTIONS TO NOMINATIONS

Any member in good standing will be able to check filed Petitions in order to verify the number of valid signatures, under the supervision of the Elections Committee, on Monday, September 30, 2024, and Tuesday, October 1, 2024, between the hours of 9:30 AM and 6:00 PM. Written objections must be signed and submitted by a member in good standing to the Elections Committee no later than 6:00 PM, Tuesday October 1, 2024. The burden shall be on the challenging party to present evidence that would invalidate signatures or a Petition as a whole. The Elections Committee will reach a decision about all objections on or before Wednesday, October 9, 2024. The Elections Committee will notify the objector of its decision in writing. The Elections Committee has the authority to investigate apparent irregularities on its own and make a ruling. The Elections Committee may consult with the Neutral Monitor in making its determinations. The Elections Committee will issue the Final Report on Eligibility on or before Monday October 21, 2024. Any party who wishes to contest the determination of the Elections Committee has forty-eight (48) hours from the date of this Report to appeal to the Neutral Monitor, and may appeal the Neutral Monitor's ruling to the International Committee on Appeals. All decisions will be posted on the elections web site: www.twulocal100.org/elections2024.

M. BALLOTING PROCEDURE

The balloting for Local-wide Offices, Departmental Vice-Presidents, and Executive Board Members shall be by secret mail ballot mailed out on Monday, November 18, 2024, and counted on Thursday, December 12, 2024, as per the procedure set forth in Section II below.

II. NOTICE OF NOMINATIONS AND ELECTIONS FOR DIVISION OFFICERS AND CONVENTION DELEGATES

A. POSITIONS TO BE FILLED

In accordance with the Constitution of the Transport Workers Union of America and the Local 100 By-Laws, the election of Division Officers and Convention Delegates will take place by secret mail ballot mailed out on Monday November 18, 2024, to all those who are members in good standing as of November 1, 2024. Ballots will be counted on Thursday, December 12, 2024. The following Division Officers and Convention Delegates are to be elected:

NYCTA

Surface Maintenance	Chair, 3 Vice Chairs, Rec. Secretary 3 Convention Delegates, 3 Alternates
Surface Operators	Chair, 3 Vice Chairs, Rec. Secretary 12 Convention Delegates, 4 Alternates
Car Maintenance	Chair, 5 Vice Chairs, Rec. Secretary 15 Convention Delegates, 6 Alternates
Train Operators	Chair, 3 Vice Chairs, Rec. Secretary 13 Convention Delegates, 4 Alternates
Conductor/ Tower	Chair, 4 Vice Chairs, Rec. Secretary, ***** 13 Convention Delegates, 4 Alternates
Station	Chair, 4 Vice Chairs, Rec. Secretary 18 Convention Delegates, 6 Alternates
Line Equipment – Signal	Chair, 4 Vice Chairs, Rec. Secretary 10 Convention Delegates, 5 Alternates
Track	Chair, 5 Vice Chairs, Rec. Secretary,* 7 Convention Delegates, 4 Alternates
Structure	Chair, 6 Vice Chairs, Rec. Secretary 7 Convention Delegates, 4 Alternates
Power	Chair, 3 Vice Chairs, Rec. Secretary 3 Convention Delegates, 3 Alternates

MaBSTOA		
Division I	Chair, 6 Vice Chairs, Rec. Secretary	7 Convention Delegates, 4 Alternates
Division II	Chair, 6 Vice Chairs, Rec. Secretary	7 Convention Delegates, 4 Alternates
Maintenance, Clerical, Computer, Plant and Equipment	Chair, Div. Vice Chair,** Rec. Secretary	6 Convention Delegates, 4 Alternates

MTA Bus/School Bus-Paratransit/Private Operations

MTA Bus	Chair, 6 Vice Chairs,*** Rec. Secretary	9 Convention Delegates, 4 Alternates
Private Operations	Chair, 4 Vice Chairs,**** Rec. Secretary	3 Convention Delegates, 3 Alternates
School Bus/Paratransit	Chair, 9 Vice Chairs,***** Rec. Secretary	10 Convention Delegates, 4 Alternates

- * (Track) One of these Vice Chairs shall be the Section Chair of the TEMs elected in the TEMs Section election.
- ** (OA Maintenance) The Division Vice Chair will be elected division-wide. One Location Vice Chair will be nominated and elected at each depot in a separate election.
- *** (MTA Bus) One Vice Chair will be nominated from each property.
- **** (Private Operations) One Vice Chair will be nominated from each of the following Sections: Liberty Lines, PTLA, and Big Bus NY. If there are no Vice Chair nominations from one of these sections, nominations will be accepted from any other section.
- ***** (School Bus) One Vice Chair will be nominated and elected from each of the following sections: GCS, First Student Greenwich, First Mile Square, Royal Coach Yonkers, Royal Coach Ossining, SuperSelby, White Plains, Quality Bus and Mat Bus. If there are no Vice Chair nominations from any one of these sections, the position will remain open, and a vacancy election will be held at a later date.
- ***** (Conductor /Tower) One of the Vice Chairs must be a member of the Tower Section; only Tower Operators will elect this Vice Chair. The Vice Chair shall also serve as the Tower Section Chair.

The number of delegates set forth in this chart may be reduced, after the election, based on who is elected to the four Local-wide Offices and to the Vice Presidencies. Since those offices are automatically delegates, their Division(s) will lose an elected Convention Delegate position for each office elected. The number of delegates may also change after the International's accreditation. Additional delegates: In the event that there are fewer delegate spots than those indicated in the table, the elected delegates with the lowest vote totals will become the top alternates. If the International accreditation requires additional delegates in a division, those spots will be filled by the alternates with the highest vote totals.

B. NOMINATION OF DIVISION OFFICERS

DIVISION NOMINATION MEETINGS SCHEDULE

Division	Times	
Surface Maintenance	Oct. 15	10:30 AM & 5:00 PM
Surface Operators	Oct. 15	11:00 AM & 6:00 PM
Car Maintenance	Sept. 25	10:00 AM & 5:00 PM
Train Operators	Oct. 16	10:00 AM & 6:00 PM
Conductor/Tower	Oct. 9	10:00 AM & 6:00 PM
Station	Sept. 26	10:00 AM & 5:00 PM
Line Equipment – Signals	Oct. 2	11:00 AM & 5:00 PM
Track	Sept. 25	8:00 AM & 5:00 PM
Structure	Oct. 2	5:00 PM
Power	Oct. 17	5:00 PM
OA Division I	Oct. 8	11:00 AM & 7:00 PM
OA Division II	Sept. 25	11:00 AM & 5:00 PM

Maintenance, Clerical, Computer, Plant and Equipment	Oct. 17	1:00 PM-2:30PM 3:30 PM
MTA Bus – Queens & Bronx	Oct. 15	11:00 AM & 5:00 PM
Private Operations	Sept. 26	10:30 AM & 8:00 PM
School Bus-Paratransit	Sept. 25	10:00 AM

Nomination of candidates for the above Division office and Convention Delegates shall take place at a Division Meeting to be held between Wednesday, September 25, 2024, and Thursday, October 17, 2024, unless COVID issues or other unforeseen circumstances require rescheduling of the meeting. A completely filled out "Nomination Form" (provided by the Elections Committee or available on its website) for each nominee must be submitted to the Local 100 Elections Committee by the Recording Secretary of the Division or Section no later than 6:00 PM on the third business day after nominations are held. A member needs to be nominated at only one nomination meeting (AM or PM). The member making the nomination and the member being nominated must both belong to the division for which offices are being nominated. **A member nominated for Division Office or Convention Delegate must be present at the nomination meeting, or the member nominating him/her must submit a written acceptance signed by the absent member at the time the nomination is made.** The acceptance form must include the nominee's mailing address, telephone number, e-mail address, social security number, and signature. A member may be nominated for both a Division Office and Convention Delegate. Only members who belong to a division where the offices are being nominated may attend nomination meetings. There is no audio or video recording of the nomination process. Cell phone usage is prohibited within the nomination meeting room.

C. ELIGIBILITY – MEMBERSHIP

To be eligible for nomination as a Division Office, a member must have been in continuous good standing for twelve months immediately prior to the nominations meeting. **Exonerations for periods of non-payment shall be granted only if the member makes the proper application as per Article XIII Section 1 and Article XVII Section 4 of the TWU Constitution. Such a request must be made by the 15th day of the month after the month in which the illness or injury, and related non-payment of dues arose, and the period of exonerations may not continue for more than 12 months.**

D. ELIGIBILITY – MEETING ATTENDANCE

1. To be nominated for Division Office (but not Convention Delegate) a candidate must be in good standing, and he or she must have attended at least five (5), or fifty (50) percent, whichever is smaller, of the combined regular meetings of their Division and Section held during the twelve (12) month period immediately preceding the month in which the nominations are held. To be eligible for division office, a member must have attended the meetings of the division whose offices are being nominated. **A combined meeting does not count as two meetings. Attendance at any other union event will not count as a meeting attended.** Meeting attendance may be excused if the nominee has acted in accordance with Article XV, Sec. 7 of the TWU Constitution. No credit will be given for a meeting unless the member has submitted a timely request to the Recording Secretary for credit, which means **within thirty (30) days of that meeting**, or the date it was scheduled or should have been scheduled to occur. There will be no credit given simply because no section meeting was held, unless the meeting was calendared, the member appeared, and the meeting did not proceed. Even in the latter situation, a member must have notified the Recording Secretary within 30 days in order to get credit. The Recording Secretary and the Election Committee shall maintain security over the meeting books, and no member or candidate or slate representative shall have access to the meeting books except for members who are ruled ineligible for Division or Section Office.

2. The Elections Committee shall make all rulings on issues related to the application of meeting attendance requirements. All disputes submitted for Committee consideration must be in writing. Appeals from an initial Elections Committee ruling must first be made to the Elections Committee, which may hold a hearing with all concerned parties in order to ascertain the necessary information.

E. ELIGIBILITY RULINGS

Any objections to eligibility must be made within two business days of the nomination. Rulings on eligibility for Division Office and Convention Delegates will be made by the Elections Committee, either on its own initiative or upon the objection of a member. The Elections Committee will determine the eligibility of candidates as promptly as possible and will notify each candidate found to be ineligible by telephone, e-mail, and/or overnight mail.

F. APPEALS OF ELIGIBILITY RULINGS

A candidate ruled ineligible must appeal that ruling, in writing or by e-mail, delivered to the Elections Committee within 48 hours of receipt of the notice. If the Elections Committee determines that a hearing is necessary, the Elections Committee will conduct a hearing on any appeal as expeditiously as possible, at a time designated by the Elections Committee. The Committee will give the candidate 24 hours' notice of the hearing, which may be virtual. The burden shall be on the

candidate to demonstrate to the Elections Committee that its initial determination was wrong. The Elections Committee shall rule on eligibility appeals at the close of the hearing. Elections Committee determinations may be appealed to the Neutral Monitor by any candidate or good-standing member within 48 hours of the Election Committee's decision. There is no audio or video recording of the nomination process. Cell phone usage is prohibited within the nomination meeting room.

G. SLATE NOMINATIONS

1. For purposes of nominations, any group of candidates for Division Office and Convention Delegates may, by submission of a "Notice of Slate Candidacy Form" provided by the Elections Committee, no later than 6:00 PM on the third business day after nominations are made, constitute a slate, provided that the slate includes nominees for Chair, Recording Secretary, and at least one Vice Chair position and at least one Convention Delegate position (which can be one or more of the members running for Division Office). A slate may not contain more than one candidate for each of the positions to be filled. The completed form submitted to the Elections Committee must: (1) be signed by each candidate on the slate (no one may sign for another member), (2) show the office for which he/she is a candidate, (3) include his/her printed name exactly as it is to appear on the petition and ballot, and (4) include his/her contact information including the mailing address, social security number, telephone number, and e-mail address. Once a candidate signs a "Notice of Candidacy" form that designates a slate, and that form is submitted, he/she shall be placed on the slate, and he/she may not withdraw. The names of individual candidates must be their given names or the names by which they are generally known.

2. The Elections Committee will number the Vice Chair and Convention Delegate positions in each Division entitled to more than one Vice Chair or Convention Delegate. Slate candidacy forms must show the particular numbered positions for which the nominees are candidates, and this number will govern the nominee's position on the ballot.

3. A Division Slate may run as part of a Local-wide slate. The ballot shall give the voter the opportunity to cast one vote for an entire slate. Slates in Division elections which are not running as part of a Local-wide slate will have a slate box printed at the top of the division portion of the ballot.

H. BALLOTING

The balloting for Division Offices (except for MaBSTOA Maintenance Location Vice Chairmen) and Convention Delegates will take place, along with the election of Local-wide Offices, Departmental Vice-Presidents and Executive Board Members, by secret mail ballot mailed out on Monday, November 18, 2024, and counted on Thursday, December 12, 2024, in accordance with the procedure set forth in Section III below.

III.

ELECTION PROCEDURE – LOCAL-WIDE OFFICERS, DEPARTMENTAL VICE-PRESIDENTS, EXECUTIVE BOARD MEMBERS, AND DIVISION OFFICERS

A. THE BALLOT – OFFICERS/EXECUTIVE BOARD/DIVISION OFFICERS

1. Local-wide Officers, Departmental Vice-Presidents and Executive Board Members

Unless otherwise requested in the Notice of Slate, each slate will be identified on the ballot by the surname of the candidate nominated for the President on the Slate. The slate which files the greatest number of valid signatures for Local-wide office will be placed first on the ballot and other slates will be ranked accordingly. Individual candidates will be placed on the ballot after slates, in alphabetical order by surname.

2. Division Officers

Unless otherwise requested in the Notice of Slate, each slate will be identified on the ballot by the surname of the candidate nominated for Division Chair on the slate. The ballot position of slates will be determined as follows: slates running in conjunction with, and with the same name as a Local-wide slate, will be placed in the same order on the Divisional ballot as they are in the Local-wide ballot; the position of slates not affiliated with a Local-wide slate will be placed in alphabetical order of surnames of heads of slates. Individual candidates will be placed on the ballot after slates, in alphabetical order by surname.

B. SURFACE TRANSPORTATION RULE

1. Bus Operators shall vote for the Vice-President, Executive Board Members, Convention Delegates and Division Offices in the Division in which they work. They may only run for office in the Division where their payroll emanates from, although they must work there at the time of nomination. Even if a candidate is working in a Division at time of nominations, that nominee may not pick out of that division before the election; if they do, they will be disqualified. If a member runs for office in a particular division and wins, they must continue working in the division in which they hold office or be automatically removed from the office.

C. THE MAILING/THE BALLOT

Ballots will be mailed on Monday, November 18, 2024, by the American

Arbitration Association ("AAA"), for Local-wide Offices, Vice-Presidents, Executive Board, Convention Delegates and Divisional Offices, utilizing the most recent membership list available. To be eligible to vote in the election and be mailed a ballot, a member must be in good standing and must have paid all arrears in dues and other financial obligations to the Union, prior to voting, in accordance with Article XIII of the Constitution of the Transport Workers Union of America, AFL-CIO, on or before November 1, 2024. Any member who is not in good standing on November 1, 2024, may pay his/her arrears and request a ballot from the AAA. Ballots received from such members will be counted.

Enclosed with the ballot mailed to each member will be two (2) envelopes. The words "SECRET BALLOT – LOCAL 100-WIDE OFFICER ELECTION AND DIVISIONAL ELECTION" will be printed on one envelope. The other envelope will be an addressed return envelope, with postage prepaid.

- Each ballot must be voted in accordance with the instructions printed on it.
- Having voted, the member must place their marked ballot in the appropriate secret ballot envelope and seal it. Any mark on the secret ballot envelope which could identify the voter will void the ballot.
- The sealed secret ballot envelope should be placed in the appropriate return addressed envelope and sealed.
- The voted ballots must be mailed so as to arrive at the AAA Post Office Box before 6:00 PM on Wednesday December 11, 2024. No ballots may be returned to AAA in person.
- The Officer, Executive Board and Divisional Ballot will appear on the same side of the ballots.

D. AMERICAN ARBITRATION ASSOCIATION

AAA will administer the balloting. AAA will be in possession of the membership list as it stands on November 1, 2024. Any member who does not receive a ballot by November 25, 2024, should contact AAA at 1-800-529-5218 or the Elections Committee on or after November 26, 2024. (Note that AAA will not be answering calls live on November 28, 2024, through December 1, 2024 (Thanksgiving weekend), and that their message system may become overloaded.) Any question by a member regarding his or her eligibility to vote should be directed to the Elections Committee, not AAA. All members making a request for a ballot will receive one, and all eligibility issues will be resolved on the day of the count by the Election Committee, and, if necessary, by the Neutral Monitor. A request for a ballot must be made by the member whose replacement ballot is being sent out. Candidates or other members may not collect names and hand them in.

E. THE COUNT

The count of the ballots returned will commence at 9:00 AM on Thursday, December 12, 2024, at a location chosen by the AAA and the Elections Committee, in consultation with the Neutral Monitor, and will continue until completed, with such breaks for meals and rest as the AAA may decide.

No ballot which is received at the Postal Box after 6:00 PM on December 11, 2024, shall be counted.

F. OBSERVERS

The ballot count will not be livestreamed and may not be recorded by any person present. Each candidate may designate in writing, signed by him or her, any member in good standing to act as their observer at each step in the election process, including: the assembling of ballots at the printer; the picking up of ballots from printers and their transportation to the Post Office for mailing; the eligibility check (which AAA will perform each weekday beginning November 25, 2024, at a time and place to be announced on the Elections Committee web page); and the count on December 12, 2024. An individual candidate may not be represented by more than one observer at any one time, except at the count. Candidates on a slate may jointly be represented by up to, but no more than, three observers at any one time except at the count, where each candidate or slate may have the same number of observers as there are stations for counting (see Supplemental Rule VI (G)). A candidate may be one of the allowed observers. Each slate will be allowed to have an attorney present in the observer area. Other than observers and counsel, no one other than staff and the Neutral Monitor will be allowed into the counting room. Should circumstances require the Election Committee reserves the right to limit the number of candidates who can observe in person. Should other circumstances require it, the Committee may make changes to count location, observer rules, etc.

G. CERTIFICATION

As soon as practicable, after the count has been completed and any protest(s) is decided and remedy put into effect, the Neutral Monitor shall certify, in writing, the results of the election to the Elections Committee. The Elections Committee shall then prepare its appropriate report and certify the election to the Local Executive Board, as per the Local Bylaws. Should a rerun be necessary, the Neutral Monitor and the Elections Committee shall certify those elections which do not need to be rerun.

IV. THE NEUTRAL MONITOR

A. AUTHORITY OF THE NEUTRAL MONITOR

1. A Neutral Monitor, appointed by the Local 100 Executive Board, will be responsible for supervising all aspects of the election, including fraud (which will give him/her authority to modify any procedure put into place by the Elections Committee or the AAA), and resolving disputes that arise in the course of the election, except that the Neutral Monitor shall have no authority over Section nominations and elections.

2. The Neutral Monitor's jurisdiction includes all disputes over conduct of the election, and disputes about or protests to the conduct of candidate(s), slate(s), the Local Union or other parties. The Elections Committee will continue to resolve disputes over eligibility, sufficiency of Petitions, or failure to issue a ballot, subject to appeal to the Neutral Monitor.

3. Any protests, objections and appeals sent to the Neutral Monitor (or the Elections Committee) must be in writing and must be made within the time periods set forth in these Rules. It will be the Neutral Monitor's responsibility to resolve these disputes in accord with the Local 100 By-Laws, the TWU Constitution, applicable law, the Election Rules adopted by the Local Executive Board, and any Supplemental Rules which may be promulgated by Neutral Monitor. The Neutral Monitor will have the power to investigate and determine the facts prior to applying the law to all disputes brought to the Neutral Monitor's attention.

B. PROTESTS

1. All protests alleging a violation of the Local 100 By-Laws, the TWU Constitution, applicable law, the Election Rules adopted by the Local Executive Board, and Supplemental Rules promulgated by Neutral Monitor related to the conduct of the nominations and election, except count-day protests, must be filed within forty-eight (48) hours of the time the complainant(s) knows or should have known of the alleged violation. All complaints made after 48 hours shall be deemed waived, including complaints about these rules.

2. Protests regarding any alleged improper mail ballot count-day conduct must be presented in writing to the Neutral Monitor immediately, but no later than the completion of the counting of the ballots and the announcement of tentative results.

3. All pre-election protests except those regarding disputes over an alleged improper failure to issue a ballot shall be filed by sending the Neutral Monitor a clear and concise written statement of the alleged improper conduct by overnight mail or by email and shall be titled "Protest," and shall include the name(s), address(es), e-mail address(es) and telephone number(s) of the complainant(s) and the name(s) of the person(s) against whom the protest is filed. A copy must also be sent by email to the Elections Committee Chair and to counsel for the Elections Committee. The Neutral Monitor shall serve the protest on the designated representative of the affected slate or independent candidate(s) unless it is clear that the protest does not impact on a slate or candidate(s).

4. With respect to any protest, it shall be the burden of the complainant to present evidence that a violation has occurred.

5. No protest of any candidate or member shall be considered if such candidate or member or anyone acting under his/her direction or control or on his/her behalf, caused or significantly contributed to the situation giving rise to such protest.

6. As soon as practicable after receipt of the protest, the Neutral Monitor or his/her representative shall evaluate the protest and shall determine its merits, applying the Local 100 Bylaws, the TWU constitution, applicable law, these rules, and any published supplemental rules issued by the Neutral Monitor, and, if found meritorious, determine the appropriate remedy. The Neutral Monitor or his/her representative shall render a written decision on each protest and shall notify the complainant(s), the Local Union Elections Committee, Counsel to the Elections Committee, and any other candidate(s) affected by his/her decision.

7. All candidates, members, the Local Union and the TWU shall cooperate with the Neutral Monitor in his/her investigations.

8. **Remedies.** If, as a result of any protest filed or any investigation undertaken by the Neutral Monitor, with or without a protest, the Neutral Monitor determines that these Rules have been violated, the Neutral Monitor may take whatever remedial action is appropriate.

9. **Appeals.** All appeals from decisions of the Neutral Monitor shall be made in writing to the TWU Committee on Appeals. The applicable procedure to appeal from a decision of the Neutral Monitor shall be that which is set forth in Article XXII of the TWU Constitution for appeal to the International from decisions of Local Unions, except that appeals must be made within three (3) business days of the decision of the Neutral Monitor.

10. If no appeal is taken from the determination of the Neutral Monitor, that determination shall become final and binding.

V. NOTICE OF SECTION OFFICER NOMINATIONS AND ELECTIONS

In accordance with the Constitution of the Transport Workers Union of America and the Bylaws of Local 100, the nomination and election of Section Officers will take place between September 25, 2024, and April 29, 2025, or as soon thereafter as practicable.

A. POSITIONS TO BE FILLED

The following Section Officers are to be elected:

- Section Chair
- Section Vice Chair (one or more, per Section Bylaws)
- Section Recording Secretary, and in MaBSTOA, Chief Line Steward 1& 2 & Chief Shop Steward

These elections shall be administered and supervised by the Elections Committee and not the Neutral Monitor.

B. NOMINATIONS

1. Nomination of candidates for the above-mentioned Section office shall take place at a Section meeting held no sooner than September 25, 2024, and no later than April 29, 2025, or as soon thereafter as practicable.

2. A schedule of those meetings will be available at the Elections Committee office and will be published in the Local newspaper and/or on posted meeting notices and on the Local's website as dates are established.

3. The names of candidates nominated at these meetings must be submitted to the Recording Secretary of Local 100 no later than 6:00 PM on the third day following the nomination meeting for that office.

4. A member needs to be nominated at only one nomination meeting (AM or PM). A member nominated for Section Officer must be present at the nomination meeting and submit a Nomination Acceptance Form, or the member nominating him/her must submit a written acceptance signed by the absent member at the time the nomination is made.

5. A member may accept the nomination for only one position. The acceptance form shall include the nominee's address, telephone number, e-mail address and social security number.

6. The member making the nomination must be from the section, depot, or location whose officers are being nominated.

7. Only members who belong to a section, depot, or location where the officers are being nominated may attend nomination meetings. There is no audio or video recording of the nomination process. Cell phone usage is prohibited within the nomination meeting room.

C. ELIGIBILITY

1. To be nominated for Section Officer, a member must have been in continuous good standing for twelve months prior to the month of nomination. **Exonerations for periods of non-payment shall be granted only if the member makes the proper application as per Article XIII Section 1 and Article XVII Section 4 of the TWU Constitution. Such a request must be made by the 15th day of the month after the month in which the illness or injury, and related non-payment of dues arose, and the period of exonerations may not continue for more than 12 months.**

2. To be nominated for Section Officer a member must have attended at least five (5) of the regular meetings of their combined Division/Section meetings held during the twelve (12) month period immediately preceding the month of nomination. Attendance at a combined meeting does not count as two meetings. Meeting attendance may be excused only if the nominee has previously acted in accordance with Article XV, Sec. 7 of the TWU Constitution. **No credit will be given for a meeting unless the member has submitted a request to the Recording Secretary for credit within thirty (30) days of the date the meeting was scheduled or should have been scheduled.** There will be no credit given simply because no section meeting was held, unless the meeting was calendared, the member appeared, and the meeting did not proceed. Even in the latter situation, a member must have notified the Recording Secretary within 30 days in order to get credit.

D. SLATE NOMINATIONS—SECTION OFFICES

Any group of candidates may, on written notice to the Elections Committee, on a form provided by the Elections Committee, constitute a slate, provided that in each case the Slate contains nominees for Chair, at least one Vice Chair, and Recording Secretary. A slate may not contain more than one candidate for Chair or Recording Secretary, or more than the number of Vice Chair positions in that Section. The completed form submitted to the Elections Committee must: (1) be signed by each candidate on the slate (no one may sign for another member), (2) show the officer for which he/she is a candidate, and (3) include his/her printed name exactly as it is to appear on the petition and ballot, and his/her contact information including the mailing address, social security number, telephone number, and e-mail address. Once a candidate signs a "Notice of Candidacy" form that designates a slate, and it is submitted, he/she shall be placed on the slate, and he/she may not withdraw. A section slate may utilize the name of a slate which ran in the Local-wide election. The ballot shall give the voter the opportunity to cast one slate vote for all Section officers.

E. ELIGIBILITY RULINGS

Rulings on eligibility can be made by the Elections Committee, either on its own initiative or upon the objection of a member. Any objections to eligibility must

be made within two business days of the nomination. Appeals from the Elections Committee may be made only to the Executive Board. The Neutral Monitor shall have no jurisdiction over Section elections.

F. MAILINGS

Mailings and e-mailings may be made to members in accordance with the Supplemental Rules set forth in Section VI below. All mailings/e-mailings will be administered by the Elections Committee at the candidate's expense.

G. ELECTION

1. The election of Section Officers will take place between September 25, 2024, and April 29, 2025, or as soon thereafter as practicable, on dates to be determined by the Elections Committee, which will be published at least 15 days in advance of the election.

2. The manner of voting (whether in person or mail ballot) shall proceed in accordance with the past practices of the section, unless the Election Committee determines that a mail ballot provides a substantially greater opportunity to vote. Stations Sections 2, 46, 106 and 145, and CED Sections 27 and 41 shall have a mail ballot election.

3. The Elections Committee shall conduct the balloting, either in person or by mail, and shall notify all candidates of the date, time and location of the count.

4. Members working in MaBSTOA I and II bus depots who are employed by NYC Transit, and members who are working in NYC Transit bus depots who are employed by MaBSTOA may vote for section officers in the depot where they are employed, but may not run for office in that depot.

5. The Election Committee reserves the right to move election dates, count locations, observer rules etc. should unforeseen circumstances require it.

VI. SUPPLEMENTAL RULES

A. MEMBERSHIP LIST

The final list of the last known names and addresses of all members in good standing of the Local Union shall be delivered to the AAA no later than the close of business on November 1, 2024. This list shall be considered the master membership list. All members who have moved or changed their address and have failed to notify Local 100 of such change should notify Local 100 of the change no later than October 24, 2024. **It is the responsibility of the member to keep the Union updated on his/her current address.** (Notice should be submitted either to the Financial Secretary-Treasurer's office or the Elections Committee.) After November 1, 2024, any additions made to the master membership list because of errors previously made, any address changes, and any deletions due to error, promotion or retirement shall be made only by the AAA, with concurrence of the Elections Committee, and with notice to the Neutral Monitor; such changes shall be subject to inspection by all affected candidates. The list maintained by the AAA shall be the list used for all candidate mailings done after November 1, 2024. The Election Committee, any vendor doing mailings, and the AAA shall utilize the NCOA database for the creation of the mailing list and mailing of election materials.

B. INSPECTION OF THE MEMBERSHIP LIST

1. Each candidate has the right, on one occasion between September 23, 2024, and October 24, 2024, to inspect, but not copy, a list containing the last known names and addresses of all members of the Local Union. The list may be reviewed at the Local 100 office. Arrangements for review of the list will be made by the Chair of the Elections Committee. The Local Union shall not, in any way, discriminate in favor of or against any candidates with respect to the membership list.

2. No one inspecting the list may photograph copies of the list or transmit images.

3. The Union shall take appropriate steps to direct that all staff, union representatives and officers who are in possession of part or all of the membership list, whether or not used for their work, shall be returned, together with any copies, to the Union not later than September 12, 2024.

C. FREEDOM TO EXERCISE POLITICAL RIGHTS

All Local Union members and all Local Union officers and employees, if members, retain the right to participate in campaign activities, including the right to openly support or oppose any candidate, to aid or campaign for any candidate, and to make personal campaign contributions.

D. PROHIBITION ON INTERFERENCE WITH VOTING

Ballot collection by anyone, candidate or non-candidate, is prohibited. No person or entity shall limit or interfere with the right of any Local 100 member to vote.

E. CAMPAIGN CONTRIBUTIONS

1. No candidate for election shall accept or use any contributions or other things of value received from any employer, representative of an employer, foundation, trust, union or similar entity. Nothing herein shall be interpreted to prohibit receipt of contributions from fellow employees and members of Local 100 or the International Union unless that employee or member is an employer.

2. No employer shall be permitted to contribute anything of any value to any campaign. The prohibition on employer contributions extends to every employer regardless of the nature of the business, or whether any union represents its employees, and includes but is not limited to political action organizations (other than a candidate's or slate's campaign organization), nonprofit organizations such as churches or civic groups, law firms, and professional organizations. These prohibitions include a ban on the contribution and use of stationery, equipment, facilities and personnel, or items to be raffled off.

3. The prohibition on campaign contributions extends to all labor organizations, whether or not they are employers, except as permitted below.

4. No Local Union or employer services, facilities, equipment or goods—including, but not limited to, time, staff, copying machines, fax machines, telephones, printing and postage—shall be used to promote the candidacy of any individual or slate unless the Local notifies all candidates of the items available for use and all candidates are provided equal access at equal cost to such goods and services. **The use of the Local Union's official stationery, or its logo or its name, or its initials "TWU" is prohibited, especially in electronic communications, irrespective of compensation or access.**

5. No candidate or other member may campaign for her/himself or for any other candidate during time that is paid for by the Local Union or by any employer. However, campaigning incidental to regular Local Union business or during paid vacation, paid lunch hours or breaks, or similar paid time off, is permitted. **This prohibition includes campaigning during the employee's regular tour of duty while out on paid sick leave, FMLA, Workers Compensation, disability leave, or in paid-no work status.** If a candidate or other member who wishes to campaign is on paid sick leave, FMLA leave, Workers' Compensation leave, disability leave, or in paid-no work available status, they must notify the Elections Committee (which may create a form) and the Neutral Monitor, in writing, prior to campaigning, setting forth his or her regular tour of duty. Campaigning by union officers and staff will be limited to the amount of time the candidate or other member has accrued as vacation, and has not used in 2024. Vacation request forms for union officers and staff must be approved in advance and request/approval forms and vacation balances must be made available to the Neutral Monitor upon request. In order to ensure compliance with this rule any person on the Union staff must make a written request and anyone on TA/MaBSTOA/MTA Bus release must give written notice to Financial Secretary John Chiarello by email in advance of taking any vacation time or other personal time for campaigning. If union staff making the request has sufficient vacation accruals, the request will be deemed granted. This requirement does not apply to campaigning that is incidental to regular Local Union business or during paid lunch hours or breaks or similar paid time off. **The Neutral Monitor shall have discretion to disqualify a candidate for repeated violation of this rule.**

6. Nothing shall prohibit any candidate from accepting contributions made by any non-member who is not an employer, or by any member, whether or not such member is an employer (and who makes a contribution from personal funds), or by any caucus or group of Local Union members or any campaign organization of any candidate provided that such caucus, group or campaign organization is itself financed exclusively from contributions permitted under these rules.

7. Nothing shall prohibit the donation of services by an individual to a candidate rendered on the individual's personal, free, uncompensated time.

8. It is strongly recommended that each candidate notify all prospective contributors of the limitations on campaign contributions, that the limitation be placed on all campaign literature soliciting contributions, and at all fund-raising events, and that candidates keep a record of all donations greater than \$99.

F. VOTING AND BALLOT COUNT PROCEDURES

1. All candidates and slate representatives will have an opportunity to view and comment on the draft of the ballot and instructions.

2. The AAA will send the Elections Committee a daily list of all members requesting a duplicate ballot whose names the AAA has not been able to find on its lists. The Elections Committee will investigate these names as quickly as possible and report back to the AAA as to the member's eligibility to receive a ballot. If the Committee finds that the person is not eligible or does not get back to the AAA with the person's status within 24 hours after receiving the name from the AAA, then the AAA will send the person a challenged ballot. The AAA will e-mail to the Elections Committee, Elections Committee Chair, and Neutral Monitor on a daily basis the names, division and pass numbers of all those receiving challenged ballots. The Elections Committee will e-mail these lists to candidates and slate representatives on request to the extent practicable. All parties agree that these lists are to be used for the sole purpose of investigating the eligibility to vote of the people listed, so that if it becomes necessary to resolve challenges on the day of the count, their status can be more readily determined.

3. If any member does not receive a ballot by November 25, 2024, he or she should call the AAA at 800-529-5218 on or after November 26. It is preferable for all members to mail their return ballots and to do so as soon as possible after receiving them in the mail. No duplicate ballot will be mailed after December 6. No one may pick up or drop off a ballot in person. If a member who has timely requested a duplicate ballot by phone has not yet received it in the mail, they should contact the Elections Committee no later than 10 AM on Friday December 6, 2024.

4. If more than one ballot is received by the AAA from any person, the later posted ballot will be the one counted. The AAA will note the day of receipt of any ballot(s) received from a person sent a duplicate ballot, so that the order of posting of multiple ballots received might be determined in the absence of a postmark.

5. If a voter votes for more than the set number of candidates for a given office, his/her ballot will be void for that office only. If the voter votes for a slate, the slate vote will be treated as an individual vote for every member of the slate, so that if the voter votes for a slate and for an independent candidate or an individual candidate on another slate, the ballot will be void for that office only.

6. If a voter makes any identifying marks on the ballot, or erases or defaces the ballot in a manner that makes his/her intent unclear, the ballot will be void or will be void for the office marked in an ambiguous manner. If, however, the voter makes marks or comments on the ballot that do not identify the member or obscure his/her intent, the ballot will be counted.

7. If a return envelope is completely blank or the return ID completely illegible, the ballot will be void. If there is a partial ID, the AAA will attempt to identify the voter by matching the number on the envelope with the number on the AAA mailing list and then comparing the ID on the envelope with the voter information on the list. A name, an address with street name and number, a signature and/or a pass number will constitute sufficient partial identification to allow such a matching process, so long as the ID is legible.

8. Each independent candidate or slate may have the same number of candidates/observers as there will be stations for counting the ballots for their office(s). The exact number will be determined several days before the count, based on the number of returns.

G. ELECTION COUNT—CANDIDATE AND OBSERVER RULES

1. Should and safety, or an overcrowded vote count area, require it, the Election Committee reserves the right to limit the number of candidates who can observe in person. Should that occur in advance of the Count, the Committee shall set up a live stream mechanism available to all candidates, to observe all aspects of the count. Should circumstances require it, the Committee may make changes to count location, observer rules, etc.

2. Any candidate who wishes to designate a member in good standing as an observer must notify the Elections Committee in writing no later than December 5, 2024.

3. Candidates and observers may not count or handle the ballots.

4. Campaign apparel, stickers, or buttons may not be worn in the room where counting takes place.

5. Candidates/observers may not engage in campaign activities, including conversations about candidates or conversations about the election campaign in the room where counting takes place. Candidates/observers who are disruptive may be ordered to leave the counting area.

6. Candidates/observers must enter and exit through the designated door only.

7. Candidates/observers must sign in and sign out each time they enter or exit the room.

8. Candidates/observers may not address the ballot counter. The member may request the counter to stop and address the issue with the Neutral Monitor.

9. Candidates/observers are permitted to view all aspects of the election process, but must give the ballot counters room to do their job.

10. The Neutral Monitor will look for the Head of Slate or their designated observer to discuss issues.

11. No one will be permitted to bring knapsacks or oversized bags into the count room.

12. No observer or candidate shall be permitted to photograph, videotape, broadcast, or live-stream the count.

13. Any in person observer who is loud, disruptive, or, in the opinion of the Election Committee, intoxicated or high shall immediately be ejected from the counting room.

H. PROCEDURES FOR MAILING/EMAILING CAMPAIGN LITERATURE

1. **Mailings** - Each candidate/slate shall be permitted a reasonable opportunity, equal to that of any other candidate/slate, to have literature mailed, via the US Postal

Service, to all or part of the membership, at the candidate's/slate expense. Each candidate/slate is entitled to a reasonable number of mailings, whether or not any other candidate/slate makes such request(s). Requests for mailing shall be made to the Elections Committee at least five (5) days before the desired mailing date. The postal address list will be transmitted by the Elections Committee to the mailer designated by the Elections Committee.

2. **E-Mails** - Each candidate/slate shall also be permitted to send up to five emails, no more than one in any week, to all or part of the membership for whom the Local Union maintains email addresses, at the candidate's expense. Requests for e-mailing shall be made to the Elections Committee at least five (5) days before the desired e-mailing date. The e-mail address list will be transmitted by the Elections Committee to the vendor designated by the Elections Committee.

3. **Phone Blasts and Text Messages** - Each candidate/slate shall also be permitted to do up to two phone blasts or text message blasts, no more than one of each in any week, to all or part of the membership for whom the Local Union maintains phone numbers, at the candidate's/slate expense. Requests to do a phone or text blast shall be made to the Elections Committee at least five (5) days before the desired phone or text blast. The list of phone numbers will be transmitted by the Elections Committee to the vendor designated by the Elections Committee.

4. All written requests will be honored in the order received.

5. Arrangements will be made by the Elections Committee with a professional mailer to handle the mailing of campaign literature, and a vendor qualified to handle the mass transmission of e-mails, and phone calls, and text blasts.

6. All costs for the mailing or emailing of campaign literature, sending out emails, or doing phone blasts or text blasts will be borne solely by the candidate. Costs associated with the mailings include, but are not limited to:

a. Address labels, materials, and labor

b. Postage

c. Fees as determined by the outside vendor.

7. The outside mailer chosen shall be one prepared to provide candidates with either bulk rate or first class service at the candidate's expense. Once the Elections Committee is contacted by the candidate regarding the volume of the mailing, the vendor will inform the candidate of the estimated cost of the mailing. Cost will vary according to volume. Payment by cashier's check or cash must be made upon delivery of the campaign materials to the mailer. No personal checks will be accepted by the mailer.

I. MISCELLANEOUS

1. Staff members who are members of Local 100 but who are not on leave from an employer whose employees are represented by Local 100 may only vote for the four Local-wide offices. Special ballots will be prepared for this group.

2. Members employed by a Private Operations or School Bus-Paratransit employer, and by the NYC Transit or MaBSTOA may vote only for a NYC Transit or MaBSTOA Vice-President, Executive Board Members, and Division Offices. Such members, however, will be allowed to vote for Section Offices in both of their sections. Special ballots will be prepared for this group (if any).

VII.

LOCAL 100 ELECTIONS COMMITTEE

..Aquilino Castro:., Chairman 212.873.6000 x2090
Vicente Pagan Jr, Member 212.873.6000 x2090
Richard Lee Davis, Member 212.873.6000 x2090
Arthur Z. Schwartz, Counsel e-mail: aschwartz@afjaw.com
Phone: 212-285-1400
Fax: 212-285-1410

Elections Committee e-mail: elections2024@twulocal100.org
Election materials are available at: www.twulocal100.org/elections2024
Neutral Monitor: Barbara Deinhardt phone: 917-763-0906
email: neutralmonitor@gmail.com

RECEIPT OF THESE RULES DOES NOT MEAN YOU ARE A MEMBER IN GOOD STANDING, ELIGIBLE TO VOTE OR RUN FOR OFFICE.

The law requires that all "members" receive the Notice of Nominations and Election. If you do not know if the union considers you to be a Good Standing member, eligible to nominate, or run for office, or vote, you must check with the union. To do so, and/or to bring yourself into Good Standing, please call the Dues Department at 212-873-6000 ext. 2084.

ONLY MEMBERS IN GOOD STANDING MAY SIGN NOMINATING PETITIONS, NOMINATE DIVISION OFFICERS, RUN FOR OFFICE (12 MONTHS IN CONTINUOUS GOOD STANDING), OR VOTE.



On March 8, 19 union members graduated from our ELEVATE program, ready to work as Apprentices with our skilled tradesmen in Maintenance of Way. President Davis holds 6-month old Prince Miller, son of CTA Aishah Miller, who is going into the electrical trade. Aishah is center front row, in patterned dress. Also attending the ceremony was Admin. VP Lynwood Whichard (extreme left). Training and Upgrading Fund Director Charles Jenkins is at center in the last row, wearing a hat. Congratulations to all the graduates, who come from our lowest-paid titles and stand to gain significant raises in their new jobs.



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Founder's Day Marks 90 Years A-Growing

On April 12, 1934, seven men met in a Columbus Circle cafeteria after a hard night's work on the IRT to find a way to fight the transit companies which had trampled workers' rights into bitter dust. They knew that in past years – 1905, 1910, 1916, strikes had failed to create a union.

In 1916, the IRT actually spent \$3,500,000 to hire scabs and thugs, and planted dynamite at the subway station at 96th Street and Broadway, framing several strike leaders. In 1918, scabs were assigned to drive a train on what is now the Franklin Street shuttle on Malbone Street. The train derailed, killing 100 passengers. To wipe away the memory, the City renamed the street Empire Boulevard. Strikes conducted in 1919 and 1926, failed as well, with hundreds fired.

The night before the Columbus Circle meeting, the 148th Street Shop had been promised that there would be no more layoffs and that a 44-hour week would be introduced with the same pay previously earned for the 50-hour week. But then management reneged on its offer and layoffs continued. The work week wasn't changed.

As John O'Connell, who worked closely with the Union's first international president, Mike Quill, recounted in his unpublished history of the union, "it was time for action... Each of the seven men pledged to contact four or five other workers who could be trusted. They planned to concentrate organization efforts in the electric power



CED's work hasn't changed much – but pay rates and working conditions have.



Worker receive their first paychecks in 1955 after securing a contract.



In 1938, Quill makes a presentation to the New York Board of Estimate

stations and the barns and shops where many workers were gathered together by the conditions of the job.

“They met in secret to confront terror and intimidation. They met in restaurants, on street corners, and once in Central Park under an overpass. The IRT “beakies” as the bosses’ spies were called, plagued and hounded them.”

By May, the word was out in 2,000 leaflets: “Join the Transport Workers Union, Independent!”

Mike Quill recalled: “I worked as a ticket agent in the subways for about eight years, 12 hours a night, seven nights a week. The motormen, conductors, and guards worked 16 hours a day to get ten hours’ pay. Sometimes they sat on the bench waiting for an assignment and returned home with nothing.”

In 1935, with organizing efforts yielding results, Quill wrote to the Interborough Company of New York. “Greetings,” he wrote. “We have news for you. We are building an independent union.”

To the men he organized, Quill had something else to say: “Most of my life I’ve been called a lunatic, because I believe that I am my brother’s keeper. That is my religion.”



TWU Fought for 40 hours work for 48 hours pay – and won it in 1951.

The turning point for the TWU came in January of 1937 when the BMT fired three power plant engineers in January. 498 of the plant’s 505 workers pinned TWU buttons on their work shirts, closed the doors, and sat-in for 14 hours. Word spread quickly throughout the system. Workers from all over converged on the Kent Avenue plant, picketing and organizing food brigades for the sit-in strikers. They prevented company police and strike-breakers from breaking through the barricaded doors. The TWU issued an ultimatum to the BMT: Reinstate the fired workers or we will shut off the power, affecting 2,400,000 BMT riders.

The company caved in – and the rest is history. The TWU organized the entire transit system, and by the end of 1937, it had become an International Union affiliated with the Congress of Industrial Organizations, 30,000 members strong in New York City. The half-century struggle to unionize the New York transit system had ended in near total victory. The TWU’s trajectory led up from there, branching out throughout the United States, today claiming some 90 Local unions in surface transit, rail, utilities, buses, and airlines.



Six Founders of the TWU: John Santo, Michael J. Quill, Douglas McMahon, Austin Hogan, Harry Sacher, and Maurice Forge.

AROUND AND ABOUT



In February (above), the Union concluded contract negotiations with two School Bus Division represented properties, First Student of Greenwich, CT and White Plains Bus Co. In both, we secured major gains for our Bus Drivers and Monitors. Gus Moghrabi, Division Chair for our school bus properties, reports that pay for these members is now the highest in the Northeast for the school bus industry. Along with the wage increases came additional guaranteed paid hours for both titles, and no givebacks. Members voted overwhelmingly for both contracts, with tallies of 256 Yes to 7 No for White Plains Bus Co. and 117 Yes to 0 No votes at First Student of Greenwich. A strike at First Student was narrowly averted by the contract settlement. Private Bus Lines VP Danny D'Amato congratulated the membership on a good contract. "Everyone on the negotiating committee worked hard on this," he said. Members fought hard and in the end got what they deserved — a fair contract."

Above at the February 28 meeting of the Executive Board, President Davis swears in (l-r) Nelson Matos as CED Recording Secretary (207th Street Overhaul), RTO B Division TO 2nd Vice Chair Brian Davis, RTO A Division 3rd TO Vice Chair Garland Perry, and James Whalen, as Director of the TWU Local 100 Retirees' Association. At upper left are our top four officers Recording Secretary LatTonya Crisp, Secretary-Treasurer John V. Chiarello, and Administrative Vice President Lynwood Whichard. To Mr. Davis's left is RTO Vice President Canella Gomez.

New Crew Rooms at Jamaica Center (below): Secretary-Treasurer John V. Chiarello, RTO Vice President Canella Gomez, along with other officers, members, & transit brass inaugurate the newly renovated crew facility in the home of the E & J lines. Brother Chiarello praised the work of our in-house MoW crews, and VP Gomez welcomed the improvements as a step forward RTO members.



The Employer Support for the Guard and Reserve (ESGR) has served our country for more than 45 years, fostering a culture in which all employers support and value the employment and military service of members of the National Guard and Reserve in the United States. These citizen warriors could not defend and protect us at home and abroad without the continued promise of meaningful civilian employment for themselves and their families.



C-17 Flight Showcases Our Reservists

Hundreds of our fellow transit workers are also something else – members of the NY Air National Guard or the Air Force. These reservists can be called up in emergencies, including national disasters or civil unrest – and many of us who work alongside them may not know of their dual role.

Recently, Veterans Committee Chair D'Artagnan Magana, himself a US Marine Corps veteran, got the chance to fly on a C-17 globemaster cargo plane to see first-hand what these Guardsmen and Reservists do. The occasion was a Bosslift from Stewart Airforce Base in Newburgh, New York. A planeload of (mostly) civilians strapped in to secure berths aboard the aircraft and attended a mid-day briefing in flight.

The event was part of the Employer Support for the Guard and Reserve (ESGR) program, which is supported by the MTA and TWU Local 100. As part of its mission statement, the ESGR “has served our country for more than 45 years, fostering a culture in which all employers support and value the employment and military service of members of the National Guard and Reserve in the United



States. These citizen warriors could not defend and protect us at home and abroad without the continued promise of meaningful civilian employment for themselves and their families.”

You can see a New York 1 report on the flight at this link: <https://ny1.com/nyc/all-boroughs/news/2023/08/26/boss-lift-program-immerses-civilians-in-the-world-of-military-service>

Civil Engineer, Austin Hogan, Is Elected Local's 1st President in 1937

By James Gannon

Ironically, the first President of Local 100 was not a transit worker. Austin Hogan was a Cooper Union-educated civil engineer, who as late as two years before the founding of TWU in 1934, was working on plans for the construction of the Whitestone Bridge.

Hogan was born in Ennistymon, Ireland in 1906. He received a solid education at a Catholic Church-run monastery school and at a technical institute, where he began his studies in civil engineering. He emigrated to America in 1925 where he continued his studies at Cooper Union. He became exposed to the socialist writings of legendary Irish patriot James Connolly, who was executed by the British in 1916 for his role in the Easter Uprising. Hogan later said that Connolly's beliefs swept him "into a complete understanding of what all this oppression and suffering was caused by."

Hogan became involved in the Irish Worker Clubs, where he met many Irish transit workers. He was an accomplished singer and public speaker and grew in popularity among the workers.

He left a life in engineering in 1934 to join the TWU International's 1st President Michael J. Quill and other early TWU activists in the effort to organize a lasting union of transit workers in New York.

After three years of stunning organizing successes, TWU was chartered by the CIO as a full-fledged International Union with 30,000 members in New York, and a growing

This 1937 photo shows Austin Hogan, right, with TWU of America founding President Mike Quill, left, and Local 100's 1st Recording Secretary Douglas McMahon.



Quill and Hogan in his Army uniform ready to go off to War.

following in other cities. Quill was elected International President at the union's first convention in 1937. Austin Hogan, a few months later, was elected President of the newly chartered Local 100.

During the war, Hogan served in the U.S. Army in an engineering unit, where he was seriously wounded and spent months convalescing at a Hawaii hospital.

After the war, Hogan and a number of other leaders came into conflict over Quill's break with radical outside organizations. Hogan was removed from office by a vote of the membership at a mass meeting in 1948 at the Manhattan Center.

Unlike some of the other leaders who were also swept out of office, Hogan didn't have a transit job to fall back on. He returned to his engineering career where he worked in New York, on the West Coast and in Ireland. He returned to Ireland in his later years where he died of cancer.



Hogan, upper right next to American flag, speaks at a huge Local 100 open air rally at Willis Avenue in 1938.



1941 photo shows Hogan, left, with Mike Quill, 2nd from left, and other CIO leaders listening on radio to President Roosevelt asking Congress for a declaration of war against Japan.



Congestion Pricing Passes as Union Withdraws Support

In a widely-expected outcome, the MTA Board voted overwhelmingly on March 24th to approve a first-in-the-nation congestion pricing plan that had been years in the making. If it survives a series of lawsuits which are trying to stop or slow implementation, drivers coming into Manhattan's central business district (below 60th Street) will have to pay a \$15 toll beginning sometime in June.

Low-income frequent drivers and already-tolled motorists who have paid at bridges and tunnels will get a break – but that won't include transit workers like Bus Operators and Maintainers at Quill Depot who have to enter the zone on their way to work.

In early March testimony before the MTA Board, Local 100 President Richard Davis withdrew the Union's support for congestion pricing, citing three areas of disagreement. First, we cited the MTA's lack of progress in improving transit service. This was the reason that prompted TWU International President John Samuels to resign from the Traffic Mobility Review Board, which put the plan forward. Samuels told the press that without a commitment to more service, including new routes and shorter headways, the MTA wasn't giving riders a reason to give up their cars and jump on a subway or a bus – all stick, no carrot.

Second, the Union objected to the MTA's refusal to exempt transit workers assigned to work in the congestion zone from paying the new fee. Calling the fees a case of "milking the cow before it's even fed," Davis called for "flexibility" in tolling.

Third, Davis told MTA managers that they were not prioritizing the safety of transit workers in their calculations,



Int'l President John Samuels tells the media that insufficient transit service is a fatal flaw in the Congestion Pricing plan.



President Davis testifies to the MTA Board in a public comment period before the vote was taken.

at a time when assaults are increasing. Rather than putting resources into congestion pricing, transit managers should first make system improvements to make the workplace safer.

If it goes forward, congestion pricing is expected to raise \$1 billion per year, giving the MTA the cash needed to float bonds to support its capital plan. Lawsuits filed against the plan's roll-out have already forced the MTA to stall planned projects, including re-signaling on the A/C/E line in Brooklyn and the B/D/F/M in Manhattan, along with new electric buses and new R211 subway cars.

TWU Women Reflect on

75 Years Since Wartime Breakthroughs

By Alan Saly

With President Davis putting a renewed focus on elevating the profiles of female transit workers, Local 100 released a paid radio spot for the month of March, highlighting bus and subway women workers which you can hear if you scan the QR on this page. Along with President Davis, Bus Operator Leticia Furman, CTA Renee Fraser, CTA Joan Bygrave, Train Operator Cristina Hernandez and Bus Operator Re'gan Weal are heard. We asked each of them to reflect on the realities of being a woman in New York City Transit.

Women workers were rare in the transit system before wartime shortages of qualified men during World War II forced the companies to hire female Trolley Operators. They came into a job that was unsafe and often unwelcoming, joining Station Agents who were also on the job.

"Between 1914 and 1934 — the year TWU Local 100 was organized — there was an average of 18.1 accident-caused employee fatalities a year on the IRT and 6.4 on the BMT rapid transit lines, for a twenty-one year total of 490 deaths in rapid transit alone," according to Joshua Freeman's authoritative history, "In Transit." "Workers complained constantly about filthy, unsanitary conditions, especially where they were supposed to change, eat, or relieve themselves — if such facilities were provided at all... Among female Station Agents urinary tract infections were common, as were swollen legs and other ailments stemming from extended periods of standing."

But that was then.

In 2024, with only two years of service, CTA Renee Fraser says she sees more women than men at the workplace. "I work with mostly women," she says of her crew. "Other than at West 4th Street, where there are Painters on the job. I don't really see Transit as male dominated."

CTA Joan Bygrave, with 24 years of service, says that Car Equipment is a male-dominated Department in the ranks of Car Inspectors and RCI's, but that "more female



TWU women stand next to an old photo in the Union Hall of BMT Trolley Operators relaxing in the Canarsie Depot in 1944. They were hired as provisional employees because the war effort had created a shortage of qualified men. (L-R): Women of today include Joan Bygrave, Leticia Furman, Renee Fraser, Re'gan Weal, and Cristina Hernandez.



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TO HEAR OUR
RADIO SPOT

CTA's are coming into CED. Back when I was hired I used to work Canarsie midnights,' she remembers, "and I was the only woman working with a bunch of guys. But I was treated well. I'm proud now that the union helped to bring in more women. We are equal."

Train Operator Cristina Hernandez, with just over seven years on the job, says, "We're coming in — and more and more women are of childbearing ages, as well. I would agree that it's still a male dominated department, but we're there. I remember when I first started I had a newborn and I was pregnant. Our facilities weren't set up for us, for breastfeeding.

"I had to fight for that. They just created a big beautiful new terminal for the 6 line. Where is the lactation room? It doesn't take that much space. Reasonable accommodation positions for women in RTO went from four to 10, that's a big plus, and we went from 2 weeks to 3 months on maternity, and that's a beautiful thing. It shows what unity can do when we stick together."

n Their Careers



“Yes,” she acknowledges, “driving a train can be traumatizing. It’s a little rough. But it’s not impossible for a woman to do. We’ve been doing it for decades already. I think about how the women working here decades ago fought for locker rooms and bathrooms. As women working here we have to continue to pave the way for the women coming in front of us. Women can be doctors now too. There’s nothing that a male doctor can do that a woman can’t.”

On the bus side of the house, 17-year veteran Bus Operator Leticia Furman, out of Yonkers Depot, says about 25% of the membership at her depot is female — and that you have to be a certain type of person to do well. “As a woman, you have to be strong-minded. You have to have a lot of patience. You have to be a people person and a fast talker. You’ve got to sell yourself. When you’re a Bus Operator and someone sits in that front seat, you’re their therapist, and at the same time you have to concentrate on your driving.”

Régan Weal, who also has 17 years with NYCT, says her depot is 30% female — and growing. “I’m the daughter and the granddaughter of a Bus Operator and a Dispatcher,” she says.

“Harassment — that’s everywhere, all day. But a lot of us women know how to handle it, and know what to take seriously and what not to take seriously. Even with all the stricter rules [against harassment and discrimination] you’re still going to have someone try to test you, and you



Recording Secretary LaTonya Crisp – herself a trail-blazer, stands with Bus Operator Furman and CTA Fraser.

have to handle it to the best of your ability. You should have people you can go to if you don’t feel safe, and I feel we have great representation when it comes to something like that. We need to see more female union reps — so women can have someone to talk to about the uncomfortable things.”

A Construction Flagger Speaks Her Mind

Construction Flagger Jillian Williams (above left) works in a male-dominated title. “You go out in all weather conditions,” she says. “You may be in a tunnel, with water coming from everywhere. You have to have a certain mindset to be a flagger. You are not only protecting your crew, you’re protecting the contractors. It comes with the responsibility to make sure that everyone will make it up and off alive. When you go to certain locations you know, after a while, to build a blueprint in your mind of the space. You have to be paying attention.” And she’s not afraid to write up an unsafe situation, saying that “the pen is mightier than the sword.”

“I like flagging, but the facilities need work,” she adds. “This was a male dominated industry, so the male accommodations are 2 to 3 times the size of our accommodations. They gave us the closets they had. Transit’s not pro-active. They have to be forced to do something about it.”



Elegance at Black History Celebration 2024

700 union members dressed to impress at our annual Black History Month Celebration, which was held at Harlem's world-famous Alhambra Ballroom on February 29th. Special guests included Public Advocate Jumaane Williams, and newly-elected Councilman Yusef Salaam, of the exonerated Central Park Five.

The evening's theme was the Harlem Renaissance. Said MaBSTOA Officer Harriette Goodrich-Seymour: "We celebrated and reflected on the people who have paved the way for us.

We have come so far as a people – but we still have much to achieve."

Receiving the Union's Renaissance Award for rank and file members from President Davis were Leroy Pendergrass, John Breeden, Jr., Felix Ferdinand, Lionel Harrison, Tracey Evans, Niikai Wells, and Sean Goldie Bills.



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FROM THE EVENT



Bus Operator Tracey Young gets a well-deserved award. With (l-r) Terrence Layne, Pres. Davis, and NYC Public Advocate Jumaane Williams



Stations VP Robert Kelley with Sec-Treasurer John V. Chiarello and MOW's Pernell Valdivieso



President Davis with Black History Month Coordinator and RTO VP Canella Gomez



TAS VP JP Patafio with his Department's number one in seniority for maintenance, Leroy Pendergrass



Secretary-Treasurer LaTonya Crisp with friends



NYC Councilman Yusef Salaam, of the wrongly accused Central Park Five, addresses the crowd.



TAS VP JP Patafio and RTO VP Canella Gomez join President Davis in giving out awards.





Fairs Bring Focus to Autistic Kids

President Richard Davis and Women's Committee Director Giselle Martinez brought union power to two autism awareness days – one at Quisqueya Plaza in the Inwood neighborhood of Upper Manhattan, and the other at Astoria Park in Queens. We set up tables and provided information to parents

of autistic children – including some of our own members. We had some exciting news to share – our new contract provides a free therapy benefit for these children, helping families cope with this disability. The events were organized by NYPD detectives and we were happy to lend a hand.



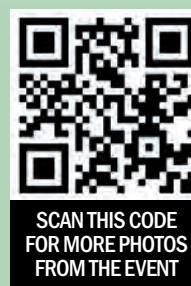
Irish Pride as We Honor Quill and Connolly

St. Patrick's Day would not be complete without our annual commemoration of the legacy of our Founder, Michael J. Quill, and his inspiration, Irish labor leader and martyr James Connolly, who was executed by the British in 1916. True to form, this year's Quill Connolly Day on March 14th was a history lesson as well as an occasion for great food and traditional Irish entertainment.

Special guests honored at the event included TWU International President John Samuelson, who never fails to regale

the crowd. Receiving awards for their contributions to the cause of labor were Irish Member of Parliament Paul Maskey, Mick Cash, former General Secretary of the Irish National Union of Rail, Maritime, and Transport Workers, and Lorcan Collins, who hosts the 1916 Rebellion Walking Tour in Dublin, which documents key events of the 1916 Easter Rising.

Receiving the Quill Connolly Award this year was Power Division Chairman Steve Higgins, due to his steadfast service and dedication to the Membership of TWU Local 100.





Celebrating The Union's International Women's Day

Friday, March 22nd was the Union's annual International Women's Day celebration, which started at 3PM and ran until late at night. The event started with a wellness fair in the afternoon. 50 women had heart screenings – with over half getting recommendations for follow-up exams for underlying health conditions.

We celebrated the histories of outstanding women leaders in history and in transit, recognizing eight Union women from each of our operating departments including Aimiee Thomas, Nivea Luke,

Nicolette Browne, Desiree Bess-Boyd, Tracey Coburn, Tiowanna Stacks, Orasarie Howard, and Aida Callahan.

Food and entertainment rounded out the evening. Said Working Women and Family Assistance Coordinator Giselle Martinez: "We enjoyed a beautiful night full of information, and delicious food. We pampered all the Sisters who came to celebrate with us."



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FOR MORE PHOTOS
FROM THE EVENT





A Trip to the MTA Print Shop

Workers at the MTA's print shop in Red Hook, Brooklyn are represented by our Career & Salary Unit, a division within MaBSTOA. Recently President Davis, along with Exec Board Member and Rep Denise Wellington, toured the facility and brought union t-shirts to the members. They put out a tremendous volume of work – everything from NCR forms to poster, signage, and handbooks.



Alex Arroyo and Noah Rodríguez from TWU Communications check out new graphic output with shop manager George Watson.



Union Rep Denise Wellington, at left, with Press Operator Glendon Lynch



Newly hired Pressman Angel Gonzalez with President Davis and Director Watson. He operates the DI-100 high speed press.



Union members get T-shirts from Local 100



In spite of predictions to the contrary, paper still rules.



The print shop family includes Ronald Persaud, Charles Frierson, Director George Watson, Todd Bryson, President Davis, Tracey Henderson, Glendon Lynch, Denise Wellington, Betty Parrilla, Angel Gonzalez, and Herb Vasquez



Director Watson shakes hands with President Davis



Press Operator Glendon Lynch jogs printed sheets in the collater





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- **Cash Accumulations** - can be taken in a lump sum.⁵
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- **Chronic Condition Rider** - allows members who qualify to withdraw **4%** of the death benefit for up to **25** months, which can be used to help offset unexpected expenses that may arise, such as a stay in the hospital or long term care facility, based on their inability to perform two activities of daily living or due to severe cognitive impairment for a period of 90 days and under the continued care of a medical professional (benefits paid retroactive to the first day).³
- **Critical Care Rider** - allows the withdrawal of **25%** of death benefits for lump sum payments up to **\$100,000** upon diagnosis of cancer, heart attack, stroke, renal failure, or major organ transplant.³
- **Terminal Illness Rider** - allows the partial withdrawal of **75%** of death benefits for terminal illness for a maximum of **\$100,000**.³
- **Automatic Face Amount Increase Rider** - allows future increases in death benefits for five years without evidence of insurability.³
- **Unemployment Lapse Protection Benefit Rider** - available to applicants up to age 65. Waives insurance cost for up to 6 months if a member is involuntarily laid off or on covered strike, after a 60-day waiting period. ^{3,6}

Fraternally,
Richard Davis
President

1. Based on current IRS regulations. 2. After mortality and expenses. 3. This is a brief summary of TransElite™, Universal Life Insurance Policy underwritten by Transamerica Financial Life Insurance Company, Harrison, NY. Policy form series FPGUL300 and FCGUL300. Forms and form numbers may vary. This insurance may not be available in all jurisdictions. Limitations and exclusions apply. Refer to the policy, certificate and riders for complete details. 4. Member coverage cannot exceed five times salary. Spouses qualify for 50% of member's coverage up to \$50,000 on a Guaranteed Issue basis and 100% of member's coverage up to \$100,000 on a Simplified Issue basis. 5. If an insured withdraws the cash value, tax consequences and/or surrender charges may apply. 6. Member coverage only. Not available on spouse and children's policies.

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