

# RT



# REAL HEROES DON'T WEAR CAPES

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**UNIONISM  
& CAMARADERIE**  
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# PRESIDENT RICHARD DAVIS' REAL COMMITMENT TO RTO

By Canella Gomez, RTO Vice President

President Davis and I at Borough Hall talking to 4 and 5 line Conductors about the importance of train crew safety over service. Reminding train crews to never isolate train cars with human/ animal waste, blood/vomit and or any biological hazards without the proper PPE. Making sure train crews know if they are ever ordered to do so to immediately request a Safety Rule Dispute Resolution Form.



Shopping carts over 30 inches are *not* allowed on trains as per Bulletin 72-20. If you are ordered to move a train with a shopping cart, request a Safety Rule Dispute Resolution Form.



## Train Crew Safety Over Service

If you are ever asked to do anything that you feel is unsafe always request a Safety Resolution Dispute Form.



Please scan the QR code for the RTO Safety Rule Dispute Resolution Form Information Booklet.



President Davis really believes that TWU Local 100 is Member Built, Member Strong and Member Driven.



Having the Union President really dedicated to the success of RTO really speaks volumes. In my 11 years on the job, I don't ever remember seeing or hearing about the Union President in RTO facilities. The importance of having the Union President willing to invest his time

and resources in RTO just can't be understated. President Davis is not just sitting behind a desk making posts on social media and calling it work. He's really out and about in the field, listening, engaging and interacting with Train Operators, Conductors and Tower Operators.

# KUDOS FOR A CONDUCTOR WHO LOVES HIS JOB

A robot does not inspire confidence. Exhibit A in that regard is a January 4 tweet from NYCT customer Dean Collins, who tweeted:

**“HEY @MTA — whoever the guy is working the 25th Street R train Manhattan Bound (older guy) he is a superstar and deserves some praise/recognition.”**

The Conductor Collins referred to is 22 year veteran Darryl Flannagan, 53, who makes announcements and watches for safe operations on the trip from Continental Avenue in Queens to 95th Street in Brooklyn weekday mornings.

His time in transit has been bracketed by two tragedies — the attack on the World Trade Center that came just months after he started on the job, and COVID-19.

Working through COVID “was horrible, a horrible experience. Co-workers getting sick, people passing away.

As it went on, we learned more, because at first no one knew what to do — people were getting sick, they didn’t know who to call. I lost the smell and taste, had a dry cough, I had antibodies to the virus so I isolated. We didn’t know what to do. It was rough.”

After two weeks in quarantine, Flannagan was back on the job, working through the rest of the pandemic maintaining service, at that time on the F line.

Conductors like Flannagan do something machines can’t — make people feel good about their daily commute. Asked from where he gets his positive attitude, he reflected for a moment, and then said: “Everyday customer service. We’re the front-line employees — maybe we’re giving directions, maybe we can make somebody’s day. That’s what we’re supposed to do.”

“Two years ago, I had two total hip replacement surgeries,” he continues. “It

**He says the Union has been good to him over the years — “excellent, they [TWU Local 100] take very good care of me.”**

gives you a different perspective. Now your health is better, you feel better, your attitude is better. Nothing can bother you. Great pension, great medical, good people to work with. It lets the time go by.

“In the beginning, it’s rough — because when you’re extra extra, you live here. So you need somebody with you — your partner, wife, girlfriend — who understands the dynamics of the job, because it’s demanding.” Flannagan’s wife is a school bus driver.

“I told her, I don’t know how you did it — raised four kids, and had to deal with me at night.”

He says the Union has been good to him over the years — “excellent, they take very good care of me” — and adds that he has advice to new members with the contract negotiations coming up:

“Most important are the benefits and your pension. Don’t worry about the money. I know you’re trying to get a couple more dollars per hour — but then you may have to pay more for the benefits. We have an excellent medical plan. I went to the Hospital for Special Surgery for my hip replacements. Zero dollars. The only thing I had to pay for was the walker, \$44. And I got mad about that.”



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TWU Local 100's Annual

**BLACK  
HISTORY  
MONTH  
CELEBRATION**



FOOD | REFRESHMENTS | ENTERTAINMENT



**THUR. FEBRUARY 29TH 2024**



**6PM - 11PM**

REGISTRATION COMING SOON,  
CHECK [TWULocal100.org](http://TWULocal100.org)

AT THE  
**BROOKLYN MASONIC TEMPLE**  
317 CLERMONT AVENUE  
BROOKLYN NY 11205

# REAL HEROES DON'T WEAR CAPES

Train Operator Felix Ferdinand stepped off his train onto a platform swirling with chaos. A man had been shot. People were screaming for help – but they were not doing anything particularly useful.

“There was blood all over him,” Ferdinand said of the shooting victim. “He was getting up and falling back down, stumbling. Then he collapsed. I realized I had to do something, some First Aid.”

Ferdinand used the man’s belt as a tourniquet to stop the bleeding. He maintained pressure and applied CPR until a police officer with a medical kit arrived, many minutes later, at the scene: the Rockaway Parkway shuttle station in the Rockaways. He then helped police apply bandages to the man’s other wounds, including cuts on his head, apparently caused by the fall to the platform.

**“He was getting up and falling back down, stumbling. Then he collapsed. I realized I had to do something, some First Aid.”**

“TO Ferdinand is the type of guy who makes you proud to be a transit worker and proud to be a TWU Local 100 member,” RTO Vice President Canella Gomez said. “He acts when he sees someone in need. He is a true hero. He deserves everyone’s thanks and praise.”

Gomez and Local 100 President Richard Davis did just that. They hosted Ferdinand at the Union Hall, presenting him with a plaque for stepping up in a life-or-death emergency situation.

The shooting victim survived the June 25<sup>th</sup> attack. He told authorities he was shot during a robbery. Ferdinand joined NYC Transit about six years ago. He started as a Conductor before being promoted to Train Operator. He previously worked as a NYPD traffic agent but left because the pay at NYC Transit was better, he said.

When not operating subway trains, Ferdinand sometimes volunteers as a member of the NYPD’s Auxiliary Police. The Auxiliary Police provided him with First Aid training, which he has used on more than one occasion, he said.

Earlier in his career, Ferdinand applied chest compressions for some 20 minutes on an unconscious woman who overdosed in a subway station. Paramedics then arrived and used a defibrillator to jump-start her heart. She regained consciousness, Ferdinand said.



TO Ferdinand with Union Rep Aaron Morrison

On another occasion, the Train Operator helped an elderly man who fell down a set of stairs in the subway. Ferdinand gave CPR instructions to passengers while he communicated with the Rail Control Center and 911 operators. Ferdinand never learned if the man regained consciousness after paramedics arrived for transport to the hospital.

**“[Ferdinand is] one of the finest auxiliary officers, he was off duty when helped save a life,”  
–Cedillo, Commanding Officer of  
the NYPD Auxiliary Police**



Scan the QR code to watch Ferdinand’s heroic effort



Train Operator Ferdinand is honored with a plaque for his heroic efforts.

In addition to the Union Hall honors, Ferdinand received a commendation earlier this year for assisting the shooting victim from Captain Alexander Cedillo, Commanding Officer of the NYPD Auxiliary Police.

“One of the finest auxiliary officers, he was off duty when he helped save a life,” Cedillo said. “We want to thank him, and every auxiliary officer, for always doing the right thing and always helping NYC, protecting and serving the people.”



**“TO Ferdinand is the type of guy who makes you proud to be a Transit Worker and proud to be a TWU Local 100 Member.” – RTO V.P Canella Gomez**

Saturday, August 5, 2023 we had our first annual Rto family and friends, barbecue at Cunningham Park and Queens. Over 250 Train Operators Conductors, Tower and Operators with their families, came out for a day full of real unionism and camaraderie. In RTO things are only going to get bigger and better the future looks so bright.

# 1 ANNUAL RTO FAMILY & FRIENDS BBQ



# UNIONISM







# CAMARADERIE





# WHAT IS **REALLY** GOING ON AT 2 BROADWAY

By Aaron Morrison,  
B Division Vice Chair

**Having to answer a DAN or being called down to the Office of Labor Relations at 2 Broadway can be nerve racking. So many questions are asked, and indirect answers are sometimes given by supervisors or managers.**

For answering a DAN, Labor Relations is open Monday Tuesday Wednesday and Friday from 8-4 and Thursdays 8-7. You can answer your DAN before your tour or after and on your RDO's. Always contact a union representative for any exceptions.

For members who are incident tested, or removed from service you must report to Labor Relations to get your time restored. After reporting, there will

be a union representative there to assist you. Please be advised your case is confidential to YOU and you only. The case will not be discussed over the phone, only in person when you report. Go over your case with the union representative thoroughly.

Take your time and make a decision for YOURSELF. This is a process, and nothing will be rushed. Options will be given on every single case. Don't make a hasty decision regarding discipline.



Aaron Morrison speaks to Aaron Echevarria who came to 2 Broadway to answer a DAN



Aaron Morrison speaks to Eric Delgado who chronicles his experience at 2 Broadway and the Union's role in the outcome

# Help!

# I just received a DAN, What are my next steps?



## 1 Signing Dan Notification

Section 2.1 C (12) states "An employee's refusal to acknowledge receipt in writing shall be cause for further disciplinary action" Signing for a **DAN** does **NOT** mean you agree to the charges, you are only signing that you were notified. Sign the notification and employee appeal lines. Note, the appeal must be signed within 5 days or the recommended penalty will be automatically implemented. Also when receiving the **DAN** make sure the supervisor gives you a signed copy.

## 2 Broadway Meeting with your Union Rep.

Bring all necessary paperwork with you and the signed copy of the DAN. Phone records, proof of lateness or unforeseen emergency, G2's etc. of what you are appealing. Your representative will have a copy of your **DAN** packet ready for your review. Please thoroughly review your **DAN** with your representative and ask questions.

## 3 Settlement

There are 3 steps to the disciplinary process. Step 1, Step 2 and then arbitration. Step 1 and Step 2 are with your representative and supervision. An offer of settlement will be presented to you, make sure you discuss the offer with your representative. Review your **DAN** history and all options.

## 5 Investigations

There are times when a supervisor or manager may attempt to question you in regards to an incident that has occurred. Respectfully **request for a union rep** to be present, do not refuse to cooperate with the investigation, instead ask to speak to your union representative.

## 4 Arbitration

If there is no resolution at Step 1 or 2 then your case will be scheduled for arbitration. You will receive a letter from the Unions Grievance and Discipline Department reminding you of your hearing date and to prepare your case with a union attorney. Transit controls the scheduling for hearing dates. The severity of the case will determine if it's scheduled immediately. Example if your are (PDS) Pre Disciplinary suspended your case is scheduled faster than a case with a recommended penalty of 10 days.

## 6 Always

What you say can be used against you. Keep all answers brief do not volunteer information. Answer **only** the questions that are asked of you. If you are unsure it's ok to say "I don't recall" or "Please repeat the question" if you do not understand.

## 7 Never

Submit any G2's without speaking to a union representative **FIRST**. G2's are legal documents and are not an admission of guilt but a written account of what happened. These G2's if not written properly can result in disciplinary actions against you.

## Union Representatives

### Train Operator Chair

Jonluke Rodriguez  
718-753-3922  
Jonluke.Rodriguez@twulocal100.org

### Train Operator Vice Chair

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Kenneth Rivera  
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KRivera@twulocal100.org



2 Broadway, 1st Floor New York, 10004

Disciplinary Appeals, Grievances,  
Arrests, Restoration to Service,  
Sabbath Observance  
Restoration to Service,  
Sabbath Observance



Office: 646-252-2925/2996/5549  
Fax: 646-252-5619

# TALKING NYCT CAREERS WITH CITY KIDS



Transit jobs are good jobs – but most people don’t figure that out until they have had some seasoning in the job market. So three TWU Local 100 members took the opportunity to break through the clutter and talk to seniors at Erasmus High School in Brooklyn about transit careers.

The career transition fair included three transit tables – staffed by Train Operator Brian Davis, Bus Operator Re’gan Weal, and Ventilation/Drainage Maintainer Alfonso Simmons.

They attended at the request of Erasmus Speech Language Therapist Elina Tretyak, whose father, Aleksey, is a Car Inspector.

“We were thrilled to have a Train Operator, a Bus Operator, and a Maintainer, Elina said. “We received wonderful feedback from many students. They truly enjoyed learning more about the largest public transportation system in North America, and hearing from Local 100 members about their roles and responsibilities in their current positions.”

“Going in I had mixed emotions about doing the career fair,” Train Operator Davis said. “Kids these days can be very apathetic, but a lot of them came over and showed interest, even if they didn’t initially seek out the table. Then they became engaged.”

Davis, 51, has 11 years in transit and two children, 19 and 26 – who are not themselves interested in following in their father’s footsteps. That wasn’t true for many of the high schoolers, especially one train buff “who knew more about the transit system than I did.” But that particular student, who is

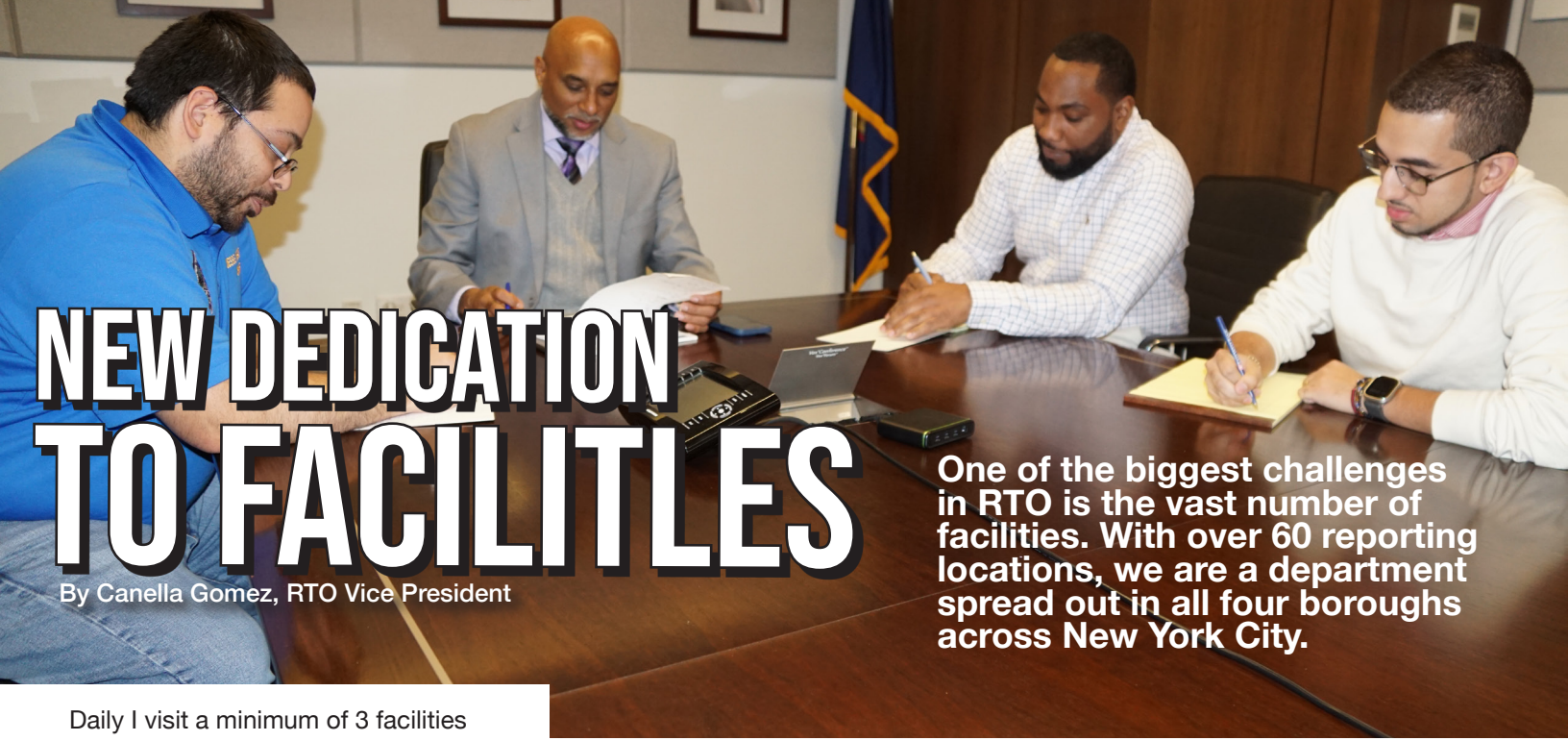
aiming for a career as Train Operator, plans to attend college first.

“A lot of the young ones have this mindset – college, college, college,” Davis says. “But we made it clear at the table that you can do this right out of high school. Transit is a haven for people who don’t have college degrees, and I hope it always stays that way. You can rise to be a TSS and even a Superintendent – I like that about this job.”

**Did anyone ask about pensions or health care?**

“No. For all the kids, it was just, ‘How much do I get paid’, and, ‘What do I do on the job?’,” Davis says. If the students want to know more, all they have to do is ride the G train, where they’ll find Brian Davis at his tools.





# NEW DEDICATION TO FACILITIES

By Canella Gomez, RTO Vice President

One of the biggest challenges in RTO is the vast number of facilities. With over 60 reporting locations, we are a department spread out in all four boroughs across New York City.

Daily I visit a minimum of 3 facilities because I believe it is important to be in the field engaging and interacting with the membership whether it's in train yards, flagging quarters, towers, or crew rooms.

One of the most common questions I get from a lot of members is when are they going to get their work locations renovated. I completely understand for most members if their work location is not getting worked on, to them it means nothing is getting done. Well believe me when I tell you a lot is getting done all over the system in RTO.

With TWU Local 100 President Richard Davis's dedication and promise to ensure the rehabilitation and renovation of RTO facilities great things are happening.

New Lots, Canarsie, Prospect Park, Brighton Beach just to name a few locations have already received renovation in this past year. Right now, Parsons / Archer is undergoing a major renovation. The men and women's locker rooms are being moved upstairs by the CRC office, a complete HVAC system AC and-heat is being installed in the CRC office and large mezzanine crew room and a new bathroom was built by the CRC office.



**Renovations at Parson/Archer**

Starting soon all the bathrooms in Coney Island Yard are getting renovated. The Euclid Avenue crew room, bathrooms and locker rooms are also on schedule for a complete renovation. With more facilities and locations to come.

Remember, Rome was not built in a day and things are finally moving in the right direction a few facilities at a time. David Soliman, the MTA new Vice

President of Facilities, has been very receptive and supportive with President Davis's quality of life initiative in RTO. Mr. Soliman has provided the resources and manpower to finally start getting the results members in RTO deserve.

President Davis is really invested in improving the overall quality of life in RTO and he honestly believes it all starts with improving our facilities.



**Renovated bathroom at Brighton Beach**

# Navigating OHS Medical Appeals: Your Foolproof Guide

Welcome to the wild world of occupational health services (OHS), where the health and happiness of employees are top priorities or so the NYCT and the MAC would have you think. But hold onto your hats because disputes over work status determinations, whether they're linked to non-occupational or injury-on-duty (IOD) medical conditions, can sometimes feel like a rollercoaster ride and become harrowing experiences for our members who don't know how they are going to get back to work after being determined unfavorable work status. Fear not! We're about to take you on an adventure through the intricate maze of medical appeals, on when and where to file them.

## Medical Appeals: Where the Action Begins

### Understanding the Non-IOD and IOD Medical Appeals Process

Our medical appeals process is like a board game, and you're the star player. Here's your ultimate guide to navigating the twists and turns:

**1. Filing a Notice of Appeal:** If you find yourself in a disagreement with a work status determination, step up and file a notice of appeal. You'll get a snazzy form from the Union, so no need to worry about where to start.

**2. Document Bonanza:** It's like a scavenger hunt for paperwork! Get your healthcare provider to help you gather all the medical records, clinical statements, and documents that support your appeal. The more, the merrier!

**3. Send It in: Non-IOD Cases:** If you're dealing with a non-IOD case, send the completed appeal form, along with the doctor's statement and all your nifty documentation, to the Medical Director of Occupational Health Services as well as the Union G&D Department as stated on the provided form.

• **IOD Cases:** For IOD cases, hop over to Transit's Workers' Compensation Division (WCD) with your appeal in tow, also as well as the Union G&D Department as stated on the provided form.

**4. Tick Tock:** Don't be fashionably late! Whether it's a non-IOD or IOD case, your appeal must arrive while

the disputed work status is still in effect. In non-IOD cases, you've got a generous ten (10) days from the receipt of the disputed work status to take action. Anything later than 10 days would only account for 10 days back from time filed.

**5. Review Time:** The Medical Director or Impartial Physician steps up to the plate. They're like judges in a talent show, meticulously assessing your medical records, clinical info, and all the docs you provided to make a fair call. This also takes time and sometimes can't be rushed so if it may take a while be patient, the reward is well worth it.

**6. Perks of Winning:** Sometimes, if your appeal is a slam dunk and doesn't need further scrutiny, you might earn yourself a prize. Well, sort of! You could be entitled to have the benefits (ie. sick time) you used during the disputed work status restored. Sweet, right?

**7. The Big Showdown:** For those disputes that just won't quit, expedited arbitration procedures come to the rescue. Think of it as your chance to plead your case to a jury of your peers (sort of).

### Tripartite Panel Review for Non-IOD Cases

In non-IOD cases, when the drama continues, it's time for the big showdown: the Tripartite Panel of Physicians. Picture this as the grand finale, where three physicians—chosen by the Union, Management, and a neutral one they agree on—come together. They do a

By Jonluke Rodriguez,  
Train Operator Chair

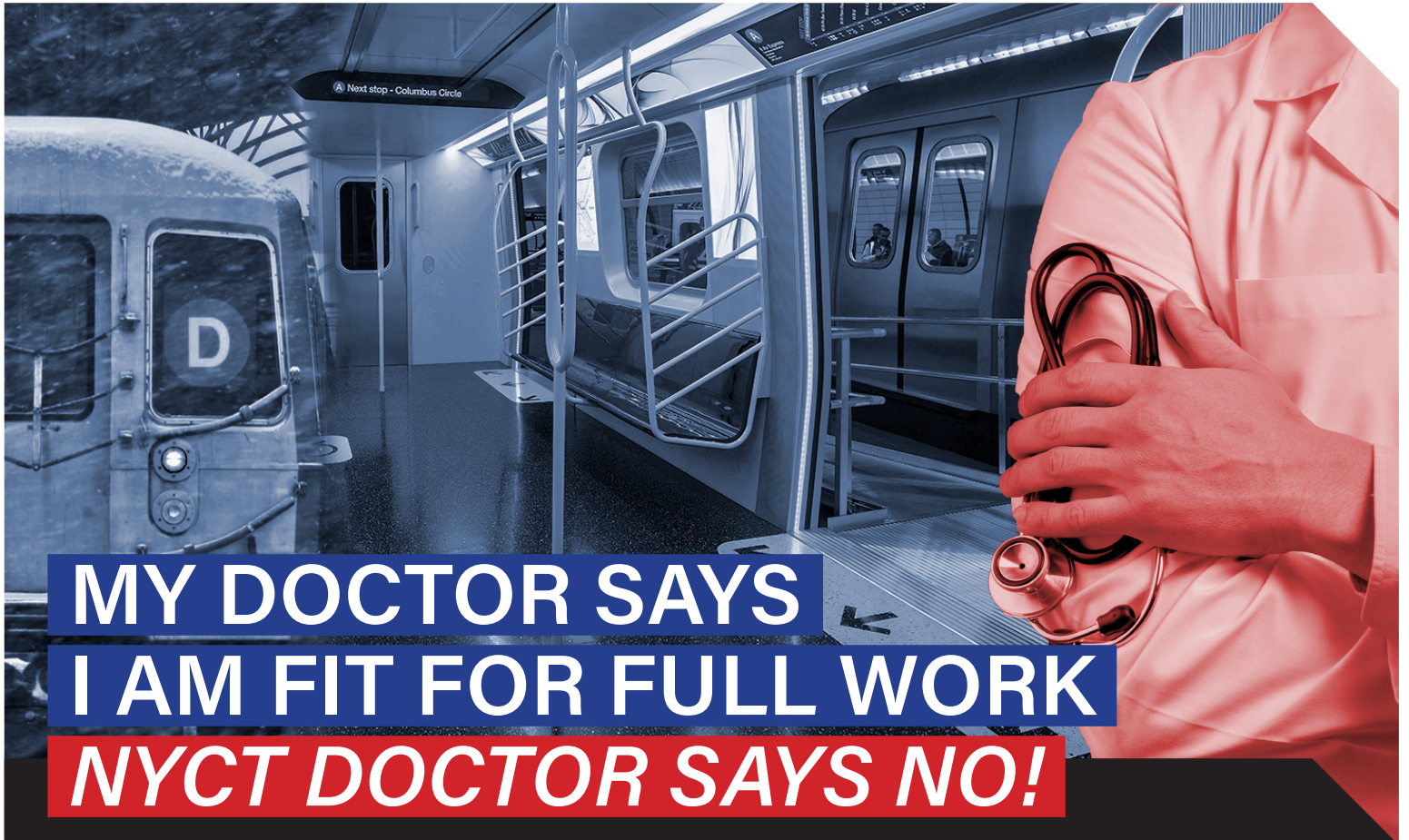
deep dive, reviewing medical records, considering oral presentations (if requested), and even ordering extra exams or tests if the plot thickens.

Their decision is the final act, sticking to NYC Transit's medical standards/job profiles while providing a diagnosis and work status for your role. Who pays for their tickets? Fees for neutral physicians are split between the Authority and the Union, while fees for each party's physicians come from their own pockets. So that you don't feel it's a one side pony show.

### Impartial Physician Determination For Iod Cases

In IOD cases, it's a simpler game with a single judge, the Impartial Physician. They're like the one-man band of medical appeals, ensuring fairness prevails. Their decision is the grand finale, and it must align with NYC Transit's medical standards/job profiles while providing a diagnosis and work status for your role.

So, there you have it—a whirlwind tour through the wild world of medical appeals, where fairness, humor, and efficiency rule the day. These procedures are all about being proactive, addressing disputes, and making sure you're taken care of within the framework of the collective bargaining agreement. Whether it's a non-IOD or IOD case, rest assured that there's a process in place to help you find resolution and ensure your well-being is a top priority here at TWU Local 100. So, keep those appeals coming, and keep up the fight for what's rightfully yours.



**MY DOCTOR SAYS  
I AM FIT FOR FULL WORK  
*NYCT DOCTOR SAYS NO!***

**IF THE NYCT SAYS: You are medically unfit to work, but your doctor **DISAGREES: FILE A MEDICAL APPEAL****

When you file a medical appeal, you are challenging the work status NYCT has given you. Most of the time this will be because you want to work, but NYCT says you are not medically fit.

Filing an appeal can often speed you being restored back to work. It can also lead to back pay and/or restoration of sick leave for the time you were held out.

It is very important that you file your appeal as soon as your doctor says you can work. Under the contract, if you win your appeal, NYCT is only liable for back pay for ten days from the date of filing your appeal. Moreover, you must file the appeal while you are still out of work.

**You have the right to file a medical appeal whether you became sick or injured ON or OFF the job.**



**TO START THE APPEAL PROCESS CONTACT YOUR DIVISION CHAIR**

**TRAIN OPERATOR CHAIR  
JONLUKE RODRIGUEZ  
718-753-3922**

**CONDUCTOR/TOWER CHAIR  
JESSE ARGUETA  
718-753-4958**

# REAL STEPS TO IMPROVE THE WORK PROGRAM

By Canella Gomez, RTO Vice President

We have all been there— your schedule says you have a 20-minute break for recovery time, but for some strange reason everyday you are lucky to get 10 minutes off the train before the Dispatcher is trying to push you back out down the road.

Unrealistic schedules have a real negative effect on train crews' daily performance and morale. The union has been consistently working to add needed recovery time to schedules to reflect the actual day to day working conditions train crews face.

Management has finally agreed to extend the recovery time to 25 minutes minimum and lunch breaks to 45 minutes minimum on all Q line jobs. This potentially will add a minimum of 35 minutes of recovery time to a lot of Q line jobs.

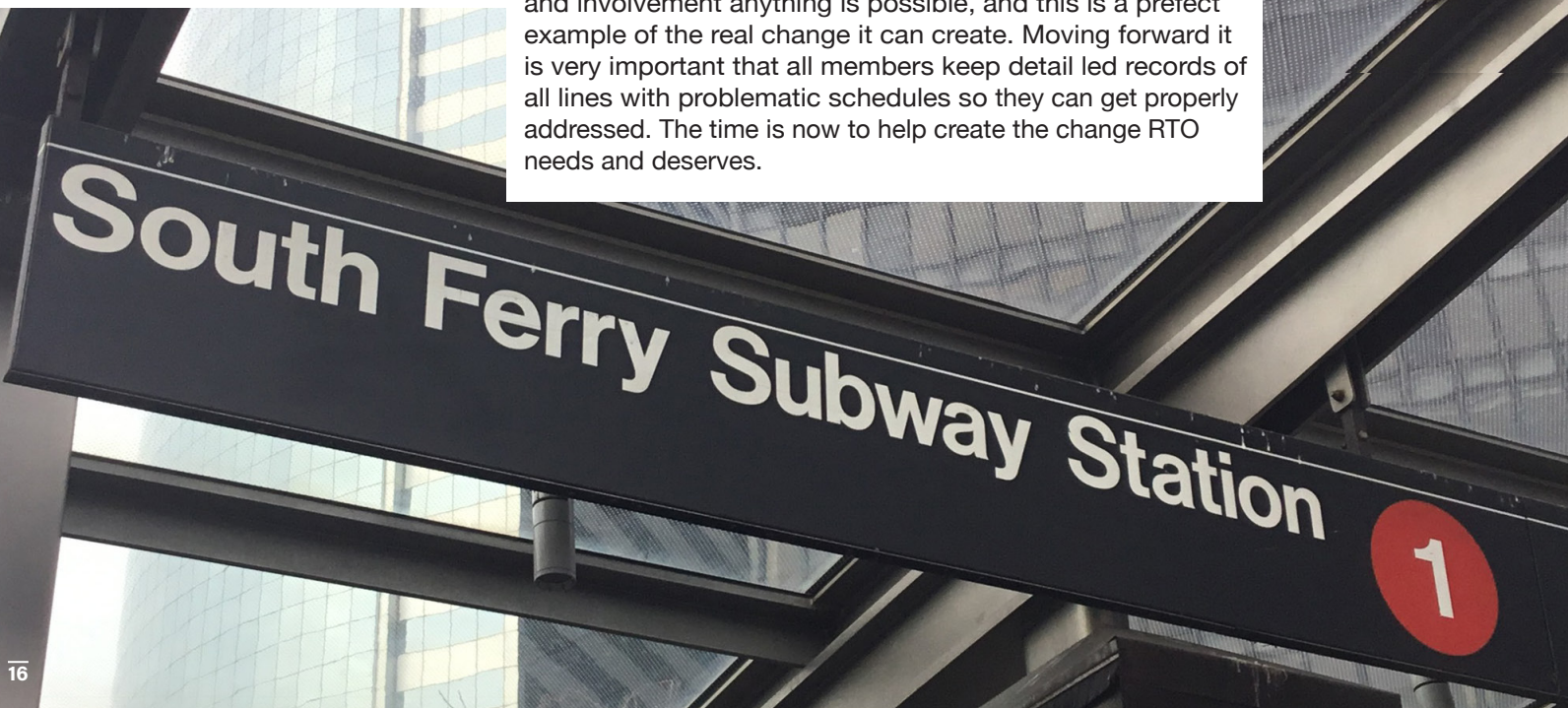
Ideally the union would like to see increases in recovery time on all lines throughout the system and with the membership's help this goal is very achievable. One of the key

components in increasing the recovery time on the Q line was consistent with wG2 statements from the members working the line every day.

Members provided the union with detailed information on their unrealistic schedules. This vital information was used as documented proof of schedule inaccuracies.

In the past during discussions with management over increasing recovery time, management would claim "train crews have not reported any problems with their schedules to their attention and that the union did not have any documentation to support or substantiate an increase in recovery time."

With the right membership engagement and involvement anything is possible, and this is a perfect example of the real change it can create. Moving forward it is very important that all members keep detail led records of all lines with problematic schedules so they can get properly addressed. The time is now to help create the change RTO needs and deserves.





# SAMPLE G2

February 3, 2008  
AM  
PM

From Canella Gomez Train Operator 200812  
Name Title Pass No.

Line \_\_\_\_\_ Time \_\_\_\_\_ Day of Week \_\_\_\_\_ Date \_\_\_\_\_ Minutes Detention \_\_\_\_\_

Motorman: \_\_\_\_\_ Conductor: \_\_\_\_\_

Location: \_\_\_\_\_ Car Numbers: \_\_\_\_\_

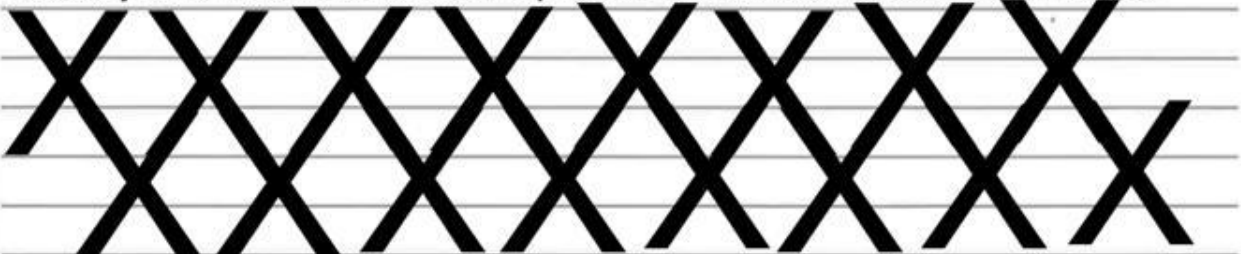
Station: \_\_\_\_\_ Booth No. \_\_\_\_\_ Trick or Tour No. \_\_\_\_\_ Hours \_\_\_\_\_

To: RTO VP Canella Gomez / 1 Line Management

Subject: Insufficient recovery time

I would like to report a problem with my pick job 1 201 schedule. During the week ending 2/2/08 I was unable to receive sufficient recovery time between trips.

According to my schedule I am entitled to approximately 15 minutes recovery time when I arrive at each terminal. Unfortunately do to the unrealistic creation of this schedule I am only receiving 7 to 10 minutes of recovery time everyday. Here is a detail breakdown of the schedule. Monday 1/28/08 1st trip arrived sfry at 7:30 and left sfry at 7:38. 2nd trip arrived sfry at 10:17 and left sfry at 10:27. Tuesday 1/29/08 1st trip arrived sfry at 7:29 and left sfry at 7:38. 2nd trip arrived sfry at 10:19 and left sfry at 10:27. Wednesday 1/30/08 1st trip arrived sfry at 7:29 and and left sfry at 7:38. 2nd trip arrived sfry at 10:20 and left sfry at 10:27. Thursday 1/31/08 1st trip arrived sfry at 7:30 and left sfry at 7:38. 2nd trip arrived sfry at 10:20 and left sfry at 10:27. Friday 2/1/08 1st trip arrived sfry at 7:30 and left sfry at 7:38. 2nd trip arrived sfry at 10:17 and left sfry at 10:27. I would like to request that additional recovery time be added to each trip to correct the schedules inaccuracies.



Signature: 

DO NOT WRITE IN THIS SPACE



**2<sup>ND</sup> ANNUAL  
RTO FAMILY & FRIENDS**

**B B Q**

**CUNNINGHAM PARK, QUEENS NY  
PICNIC AREA GREEN 2**

**SATURDAY  
AUG. 10, 2024  
NOON - 6PM**

**FOOD\*DRINKS\*MUSIC  
CAMARADERIE\*UNIONISM**

**SCAN QR CODE  
TO REGISTER**



**FOR MORE INFORMATION CONTACT**

**BERLINDA PEEK  
347.546.7896**

**MICHAEL TAYLOR  
347.489.5433**

**AARON MORRISON  
718.807.6934**

**CHRISTINA INNISS  
347.338.8140**



## 2023 M3 SCHOLARSHIP WINNERS

### Winners

Xavier Rodriguez  
 Nayana Williams  
 Cierra Ponds  
 Norah I. Scruggs  
 Angelo G Marchione  
 Jayson Cox-Wilson  
 Novan Slater  
 Janiya Koger  
 Denivia Rivera  
 Daevina S.Betts  
 Tiffany Davis  
 Santiago Rodriguez Jr.  
 Mya Browne

### RTO Members

Son of Austria Perez \$5,000  
 Daughter of Karen Williams \$5,000  
 Self \$1,500  
 Granddaughter of Joseph Robertson \$1,500  
 Son of Ralph Marchione \$1,500  
 Son of Niasha Hannaway \$1,500  
 Son of Jessie Ortiz \$1,500  
 Daughter of Jordan Koger \$1,500  
 Grandchild of Susette Rosado \$1,500  
 Daughter of Jennifer Denson \$1,500  
 Daughter of Edwin Davis \$1,500  
 Son of Santiago Rodriguez \$1,500  
 Daughter of Janson Browne \$1,500

TWU Local 100 is committed to supporting the education and future success of its members and their families. TWU Local 100 offers two scholarships - the M3 Technology Scholarship and the Michael J. Quill Scholarship - providing opportunities for eligible members and their children or grandchildren to win financial assistance for their attendance at an accredited college. These scholarships aim to recognize and reward the dedication and commitment of TWU Local 100 members and their families. This year RTO was blessed to have 13 scholarship winners totaling \$26,500.



# I NEED TO TAKE A COMFORT

As a transit employee you are entitled to a comfort.

A comfort covers you in those moments where you're feeling overwhelmed, stressed or simply need a mental break from the performance duties of the job. Your rights under a comfort aren't only limited to these factors. Sometimes you simply need time to refresh, revitalize and replenish your thoughts in order to efficiently perform your tasks. This can occur before or after your scheduled breaks or lunches.

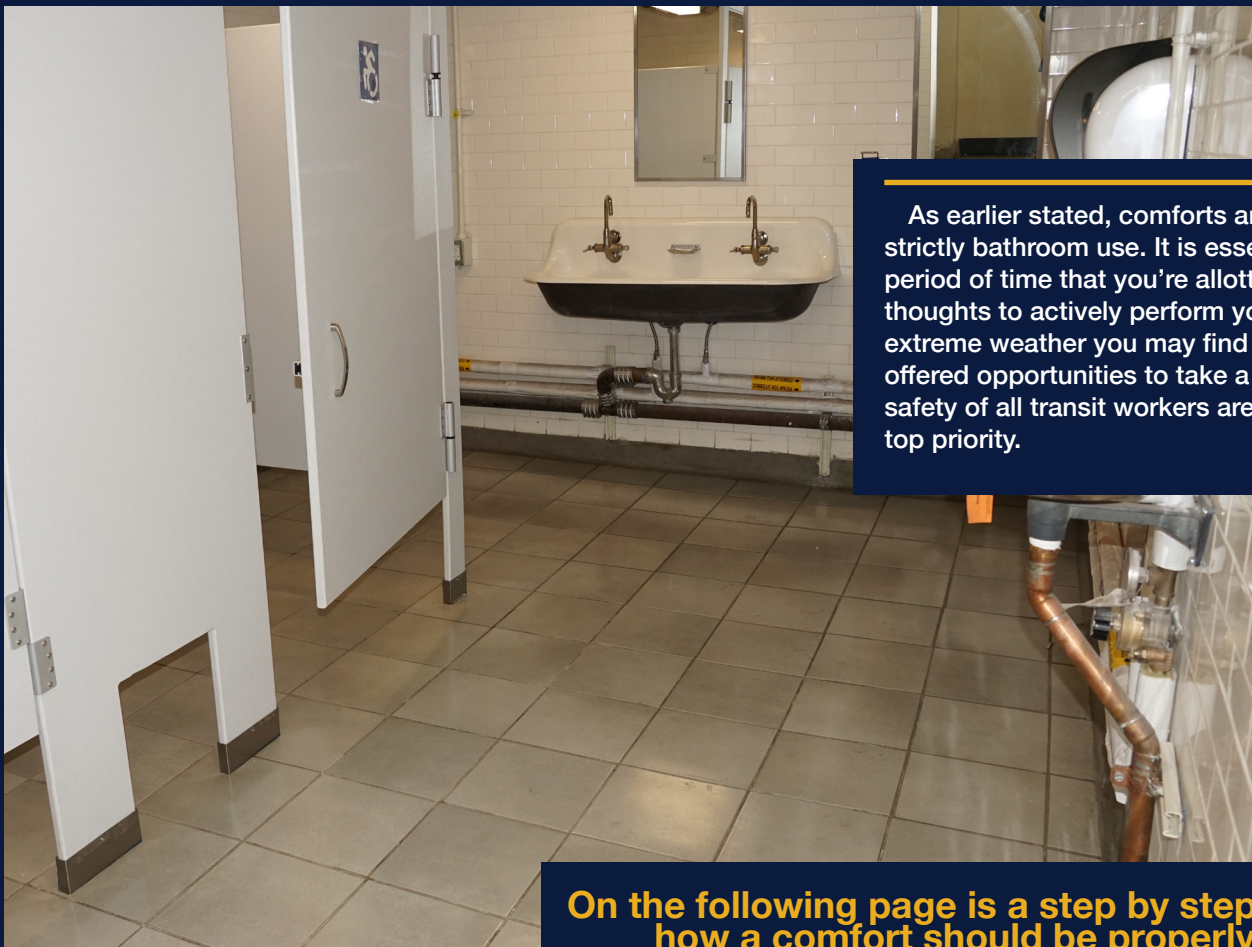
A comfort may be requested more frequently especially in those moments where your job is requiring

you to stand on the platform assisting passengers, flagging on the roadbed, ensuring the safety of personnel amongst many other things. In those moments you may begin to wonder "what can I do?"

Request a comfort. By definition a comfort is both a noun and verb which indicates a state of physical ease and freedom from pain or constraint. On the other hand it is also the ease of grief and act of consolation to improve your mood and restore a sense of well-being. While there is no set time as to when you notify someone or request a comfort it must be justifiable with realistic expectations.



By Jesse Argueta, Conductor/Tower Chair



As earlier stated, comforts aren't limited to strictly bathroom use. It is essentially a short period of time that you're allotted to gather your thoughts to actively perform your duties. During extreme weather you may find that you'll be offered opportunities to take a comfort as the safety of all transit workers are important and a top priority.

Taking a comfort is not limited to strictly bathroom use.

On the following page is a step by step process as to how a comfort should be properly administered.

# COMFORT RELIEF

You can't be denied a comfort relief but you must make sure that you communicate your request and that it is acknowledged. You are **NOT** requesting or waiting for permission. Here is the process to request a comfort.



## You can't be denied a comfort relief. However, there are steps you need to follow to take one:

1. Notify supervisor/RCC (best way is via the radio since it's recorded), if it's enroute notify your partner as well
2. Give title (FULL call letters if enroute) and job number
3. If you aren't acknowledged immediately repeat it and if not acknowledged again state message. If enroute make sure you pull the EBV and secure your cab
4. Let the dispatcher or RCC know when you are back

## Terminal and Enroute examples of requesting a Comfort Relief:



### TERMINAL EXAMPLE

**Employee:** (Terminal) dispatcher come into (line)-(job #) (title)

**Terminal Dispatcher:** Go (line)-(job #) (title)

**Employee:** (Terminal) dispatcher (line)-(job #) (title) is taking a comfort

**Terminal Dispatcher:** Copy (line)-(job #) (title) taking a comfort

**Employee:** Yeah (terminal) dispatcher (line)-(job #) (title) back from comfort

**Terminal Dispatcher:** copy (line)-(job #) Back from comfort

### ENROUTE EXAMPLE

**Employee:** RCC come into the (title) on the (full call letters)

**RCC:** Go (title) on the (full call letters)

**Employee:** Yeah, RCC this is the (title) on the (full call letters). At the next station I am going to take a comfort

**RCC:** That's a copy (title) on the (full call letters) at the next station you are going to take a comfort at the next station

**Employee:** RCC this is the (title) on the (full call letters), im back from my comfort and we're on the move

Remember: You can't be denied a comfort relief but you must make sure that you COMMUNICATE YOUR REQUEST and that it is ACKNOWLEDGED.

# THE NEW RTO



# NYCERS

## NYC EMPLOYEES' RETIREMENT SYSTEM

## Missing Pension Credit For Time Worked In Transit

One year before you plan to retire, you should get your complete service record from NYCERS. (You can now request your complete service record through the MyNYCERS app.) If you find that you are missing time that you think you should be credited for, request your Roster Card from the BSC. Email all 3 BSC representatives. (See box below.) Once you have a Roster Card from the BSC then submit this to NYCERS so they can review. Once any additional eligible time is entered into your service record at NYCERS, it may turn out to be time you already paid pension contributions on. If not, you may then have a deficit in your pension contributions. If you think you have a deficit, before you retire, request from NYCERS a deficit letter telling you how much you would have to pay to get pension credit for that time. Alternatively, if you are missing the days or weeks between your start date in transit and the day you were entered into NYCERS records, file a Buyback form (#241) for that time.

## ROSTER CARD REQUESTS

Information to send by email:

- Full name
- Transit Hire Date
- BSC ID
- Complete Social Security Number
- Missing dates in question

Please note that roster cards are only received on Wednesday; you must get your request in by the prior Tuesday so you can be on the list for Wednesday's retrieval.

Email to:

Lateya James  
lateya.james@nyct.com

Mail your Roster Card with your  
NYCERS # to

**NYCERS**  
**30-30 47th Ave**  
**10th Floor**  
**Long Island City, NY 11101**

# HELPING YOU STAY CONNECTED

Check out our new events page!

See all upcoming events

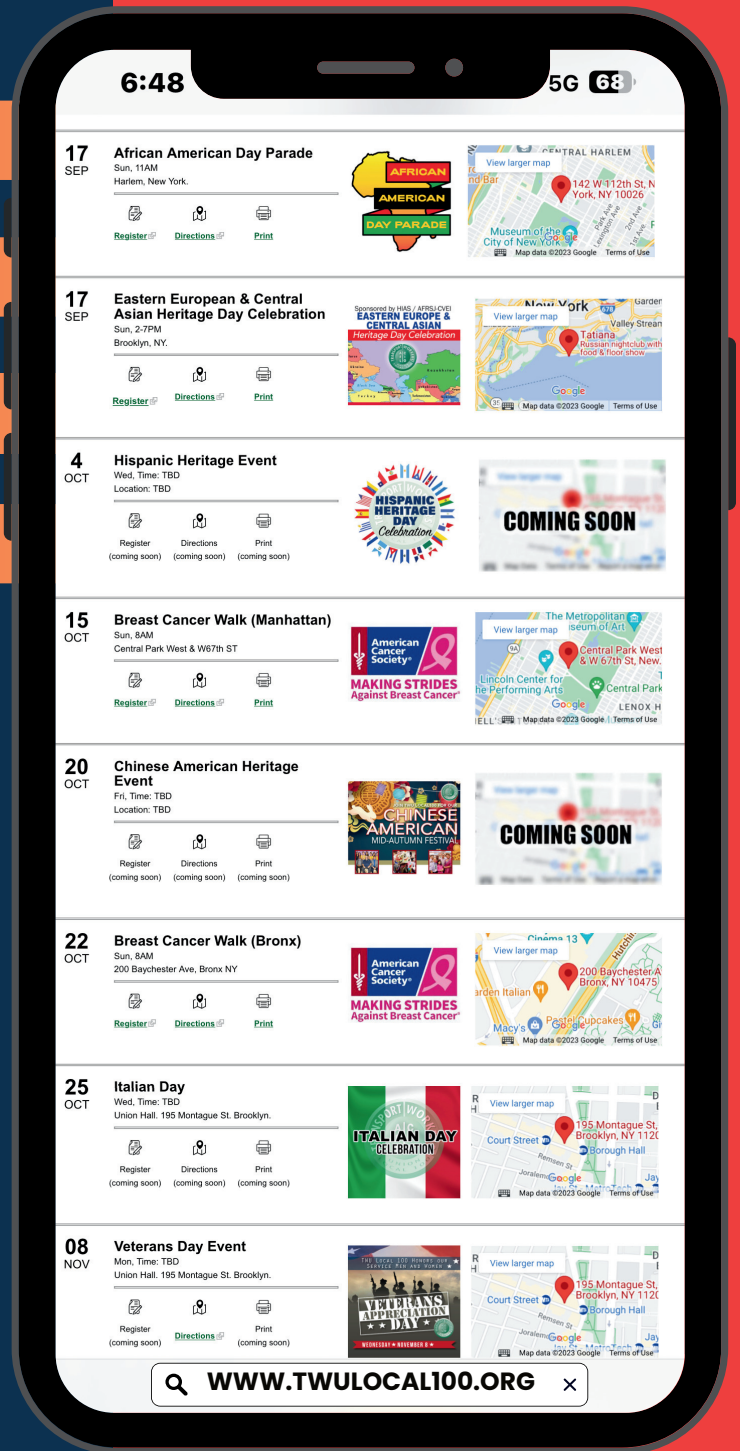
Register

Get directions

Print event flyers



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**ALL REPS IN RTO WORKING HOURS AND RDO ARE SUBJECT TO WEEKLY CHANGES. RTO HAS 24 HOUR UNION COVERAGE. TO CONTACT THE REP ON DUTY CALL RCC COMMUNICATIONS DESK 212.712.4480 AND ASK FOR THE UNION REP ON DUTY**

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