The New

Vol. 3 2024 UNIONISM CAMARADERIE CONSISTENCY

A TWU Local 100 newsletter for members of RTO from the desk of RTO Vice President Canella Gomez

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TRANSPORT WORKERS UNION LOCAL 100 www.twulocal100.org

RTO STAYING AT THE FOREFRONT OF REASONABLE ACCOMMODATIONS FOR PREGNANT WOMEN IN NYCT PAGE 19

INTERVIEW WITH WORK TRAIN OPERATOR CARLOS RODRIGUEZ PAGE 12

Union Reverses Management's OT Grab

NYCT thought they would catch Local 100 napping when they abruptly rolled out a major change to how overtime is calculated last August. Management unilaterally changed the definition of "working" to reduce the overtime workers would earn when working on RDO's.

They did this by removing various leaves, including vacation days, PLD's, OTO, and AVA days from counting toward the three days required for eligibility to earn overtime on RDO's.

The Union grieved management's move right away, with President Davis and attorney Denis Engle going in front of an arbitrator on October 3rd. Both parties presented their arguments, with management saying that the contractual language "the employee must work at least three days during the week..." should be interpreted to mean presence at a work location.

Local 100 argued that, in our collective bargaining agreement, the word "work" is interpreted differently than physical presence at the job site, and that this flies in the face of decades of conduct which constitutes a past practice which binds the employer and which members rely upon.

In his review, Arbitrator Howard Edelman agreed that for at least 20 years, the contract has been interpreted the way the Union asserted. He said of management's claim, "twenty years is a long time to have failed to notice this," and told them to cease and desist from scrubbing overtime so earned from members' checks.

"Employees shall be qualified for premium pay for work on an RDO where they work three days in a week in which the RDO falls, which days of work include in any combination vacation days, AVA days, OTO, Death in Family (bereavement leave), Civil Service exams, jury duty, PLD's, training days, instruction time/days, union release, etc," Edelman ruled.

Sick days, IOD, suspension time, AWOL, UA, and other leaves without pay, including unpaid FMLA, are not included in those qualifying leaves. An exception is that FMLA which utilized vacation days does count toward the three days of work.

He also ordered management to immediately restore pay to any members whose pay was docked for this reason.



Scan QR code to read the arbitration decision.



Revolutionizing the Pick

By Canella Gomez, RTO Vice President

The worst part of being new and working in RTO is being extra extra" "read all about it." Being unable to have any control over your work schedule flat out sucks and at times may create real hardships.

Everyone has loved ones, family, friends and a life outside of NYCT. There is nothing worse than seniority when you don't have of any it. I know we have all been through it and of course eventually things do get better.

With this past contract negotiations we have finally revolutionized the RTO picking process to help establish some needed stability for newer employees. Starting with the Spring 2024 pick, all employees out of work for longer than 30 calendar days will have their picked jobs **RED LINED**. Essentially creating a vacancy bid during the actual pick.





What does all this really mean?

Not much for seasoned employees with seniority and time but for the senior rookies and rookies this really changes a lot.

Everyone will pick as normal on their scheduled pick time and pick day. All employees out of work over 30 calendar days will also pick as normal. But now instead of the job staying open when the pick starts because the individual that picked the job is still out, someone may now pick that Red Lined job and work it.



But what happens if the individual comes back to work?

If the employee comes back to work, they will be put back into their picked job assignment.

If they are given their picked job assignment back, then what will happen to the individual that picked the Red Line job?

The individual that picked the Red Line job will join the Extra list in the district of the Red Line job they picked, keeping the same tour and rdos.

This new picking process is a major contractual win for the entire department of RTO. It will change the negative culture extra extra personnel have faced for decades.

Celebrating the Holidays The New RTO Way

6. 3310

By Canella Gomez, RTO Vice President

This year RTO really jumped into the holiday spirit big time, donating over 500 toys during the union's annual toy drive. TWU Local 100 collectively donated well over 2000 toys to community nonprofit organization Sesame Flyers International helping child and families in need. President Richard Davis' love for children and community service really led the way making holiday dreams come true for multiple families in the city that we keep moving 24 hours 7 days a week.

> Vice President Canella Gomez and RTO Union Representative Kisha Hutchinson helping kids pick the right toys.



President Davis made sure the

www.twukeeal100.org

President Davis made sure the shy kids got their presents.

RTO Union Representatives gathering toys for the community.

CELEBRATING THE HOLIDAYS WITH TRAIN CREWS

By Canella Gomez, RTO Vice President

In 2023 President Richard Davis helped us celebrate the holidays The New RTO way. Last year we celebrated Thanksgiving at Woodlawn Avenue and Christmas at Jackson Flagging Quarters. The Holiday season is a special time of the year that we as an administration really enjoy and take pride in spending with our union brothers and sisters who must work to keep New York City moving.





Thanksgiving [At] Woodlawn















Christmas [At] Jackson Flagging



ZND ANNUAL RTO FAMILY & FRIENDS

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

RTO FAMILY & FRIENDS

Christmas Pa

2nd Annua

SATURDAY DECEMBER 14, 2024 8PM - 1AM



96-43 SPRINGFIELD BLVD QUEENS VILLAGE, NY 11429

\$150 PER PERSON TOP SHELF OPEN BAR & ALL YOU CAN EAT BUFFET

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Knowledge is Power

Train Operator B Division Vice Chair Aaron Morrison has a knack for finding ways to communicate. That talent is on display in the civil service test prep classes he offers as part of the Union's Training and Upgrading Fund on the 4th Floor of the Union Hall. It's also a constant in the other class he anchors – teaching candidates all about the duties of a Train Operator.

TUF Director Charlie Jenkins says: "Aaron was a natural fit for us. I saw the quality of his interactions with new hires and how he talks with members in-depth to educate them about the challenging job of being a Train Operator and also how it's greatly rewarding. His other class – the transit certification program – is one of our premium programs that leads to a career change within transit, where labor class members – CTA's, Checkers, and TPPA's – can promote into RTO. We wanted to be sure we used one of our own for that class.

"I've been teaching the 15-week Train Operator course for over a year now," Morrison says. "I break down all the responsibilities of a Train Operator, show them the ins and outs, scheduling, track components."

The class meets once a week for three hours each session with both AM and PM sections. Students are required to take two additional courses and then obtain the certificate that allows them to sit for the promotional exam for Train

Operator. The Train Operator class is small – about a dozen – but the civil service test prep can be much larger.

President Richard Davis and B Divison Chair Aaron Morrison, at the center of a Train Operator class surrounded by students



"Word of mouth got around about the class, and by the time I gave the night class, we had about 50 attending. I've gotten a lot of good feedback about it," Morrison says. "One of my students, from my first class, was called off the list to be a Train Operator. And he went into the school car as a Train Operator, and he came back to finish my class. Because he said it helped him so much. When he got to the school car, he said, it didn't all feel like a foreign language. He was able to understand the terms based off what I was teaching before he went in."

"I can teach something and it resonates with folks," Morrison says. "I'm

just giving them the information I was taught, but apparently there are some people who are very satisfied with me teaching. I'm going to keep getting better, keep going forward in hopes to teach other classes at the Union."

Morrison's duties don't end in the classroom. As a released Union Rep, he also puts in days at 2 Broadway, defending his members from unfair discipline. He's also out in the field with other RTO reps when circumstances warrant, as well as handling workers' compensation cases. In all of these roles, there's one constant that's the basis of unionism – the ability to communicate effectively.



"It's a big workload," Morrison says. "I get everything."



Transport Workers Union Local 100 \$150,000 in Student Scholarships

The TWU Local 100 Scholarships, offered for the first time ever in 2010, and established by your leadership, will be awarded by your union each year. Fill out this application to apply for the 2024 Scholarship.

| Student's Name |
|--|
| Student's E-mail Address |
| Student's Phone Number (including area code) |
| Student's Address (City, State, Zip) |
| Relationship to Union Member |
| Name of Accredited Two or Four Year College |
| Course of Study (Major) |
| Union Member's Name Pass Number |
| Union Member's Home Phone Number (including area code) |
| Union Member's Home Address (City, State, Zip) |
| Union Member's E-mail Address |
| Member's Department & Title |
| Union Member's Work Phone Number (including area code) |
| Union Member's Work Address (City, State, Zip) |
| Union Member's Transit Division |
| TO BE ENROLLED, RETURN THIS FORM IMMEDIATELY TO: M ³ TECHNOLOGY, 2024 LOCAL 100 SCHOLARSHIP PO BOX 512, MATAWAN, NJ 07747 |

The deadline for this application is **May 31, 2024** to be eligible.

These are one year scholarships. TWU Local 100 members/retirees in good standing may submit one application each year for each student. Households with two TWU Local 100 members/ retirees, may submit two applications per student each year.

Applicants for the TWU Local 100 Scholarships must be the member, spouse, children or grandchildren of TWU Local 100 members or TWU Local 100 Retiree members in good standing and must be attending or accepted by an accredited two or four year college.

\$150,000 in scholarships will be awarded at random to qualified applicants. In order to qualify for a bonus scholarship, you must be a full-time student.

Winners will be announced in the Transit Workers Bulletin and will be invited to attend our annual scholarship reception accompanied by their spouse, parents, grandparents or guest.

These scholarships are sponsored by M³ Technology, our Guaranteed Acceptance Voluntary Benefit Administrator.



Scan to Apply Online

Good Luck! Applications must be received by May 31, 2024* Form #: HO20240531

* One application per student. All subsequent applications will be disqualified.

Fighting Back: Why Accepting Time Cuts Isn't Always Justifiable

By Jonluke "JL" Rodriguez, Train Operator Chair

In the battlefield of labor rights, workers are constantly faced with battles against the forces that seek to exploit and undermine their rights. One such battlefront is the issue of time cuts in the workplace. Getting your time cut isn't the end of the world, but in some cases, it's a clear abuse of power that demands resistance and solidarity.

Let's be clear: time cuts aren't always justified. In many instances, they represent a blatant disregard for the value of workers' time and efforts. They can be used as a tool of oppression, a means to exert control over employees, and a way to diminish their livelihoods. In such cases, accepting time cuts without resistance is akin to surrendering to the whims of those who seek to exploit us.

It's crucial not to accept time cuts as cut and dry or fair without scrutiny. We must recognize that in the struggle for fair treatment, there is power in collective action. The first step in fighting back against unjust time cuts is to challenge the notion that they are acceptable or inevitable.

If you find yourself facing a time cut that feels unjust or unfair, it's imperative to take action. One avenue of resistance is through the strength of the labor union. Unions exist to protect workers' rights and ensure fair treatment in the

workplace. They are the bulwark against exploitation and injustice.

Contacting your union when faced with a time cut is not only a right but a duty. Union representatives are equipped to navigate the complexities of labor laws and negotiate on behalf of workers. They can help assess whether the time cut is justified or if it constitutes an abuse of power by management.

Moreover, it's essential to verify that the consequences of the time cut fit the alleged crime, if any. Workers should not be subjected to arbitrary punishment without due process. This is where the union's expertise becomes invaluable, as they can scrutinize management's actions and hold them accountable for any injustices.

In the face of a time cut, never underestimate the power of solidarity. It's crucial not to leave the property until you've had a chance to consult with your union representative.

The strength of workers lies in their unity and collective action. By standing together, we send a powerful message to those who would seek to exploit us: we will not be silenced, and we will not be



intimidated. Remember, when there's a will, there's a way. The fight against unjust time cuts is a fight for dignity, respect, and fairness in the workplace.

By refusing to accept injustice and by standing together in solidarity, we can reclaim our power and demand the rights and respect we deserve as workers.





Got Your Time Cut? Told to go Home?

Out of Service? So what, now?

Take Immediate Action

In the event of a time cut, it's vital to calmly evaluate whether it's justified or an abuse of managerial authority. If the reduction seems unfair, refrain from immediate acceptance, as you have the right to contest decisions affecting your livelihood.

Lead By Example...



Contact your union representative promptly for support and advocacy during such situations. Their expertise ensures you receive guidance, representation, and resources to effectively address the issue of the time cut.

Unity & Solidarity

In times of challenge, workers must stand together in unwavering solidarity, refusing to depart until meeting with the union representative. United, we convey a resolute message of collective strength and defiance against injustice, safeguarding our rights and empowering every worker in the struggle.

In the fight against unjust time cuts, workers must resist complacency and take immediate action. Contacting union representatives is essential to ensure expert guidance, negotiation power, and protection from exploitation. Unity among workers strengthens their collective bargaining position and reinforces their rights. By standing together and refusing to accept unfair treatment, employees contribute to a broader movement for workplace fairness and dignity.

CALL AND ASK FOR THE ON THE DUTY REP. IMMEDIATELY.

212-712-4480

Why It's Important to Contact the Union:

- Union representatives possess knowledge of rules and procedure and can offer expert guidance on your rights when facing a time cut.
- By involving the union, you increase your chances of achieving a fair resolution.
- Contacting the union helps safeguard against potential exploitation and abuse of power by employers. Union representation ensures that your interests are defended and that you are treated fairly.
- Your union is your advocate in the workplace. By reaching out to them, you uphold your right to fair treatment and ensure that any grievances you have are addressed promptly and effectively.

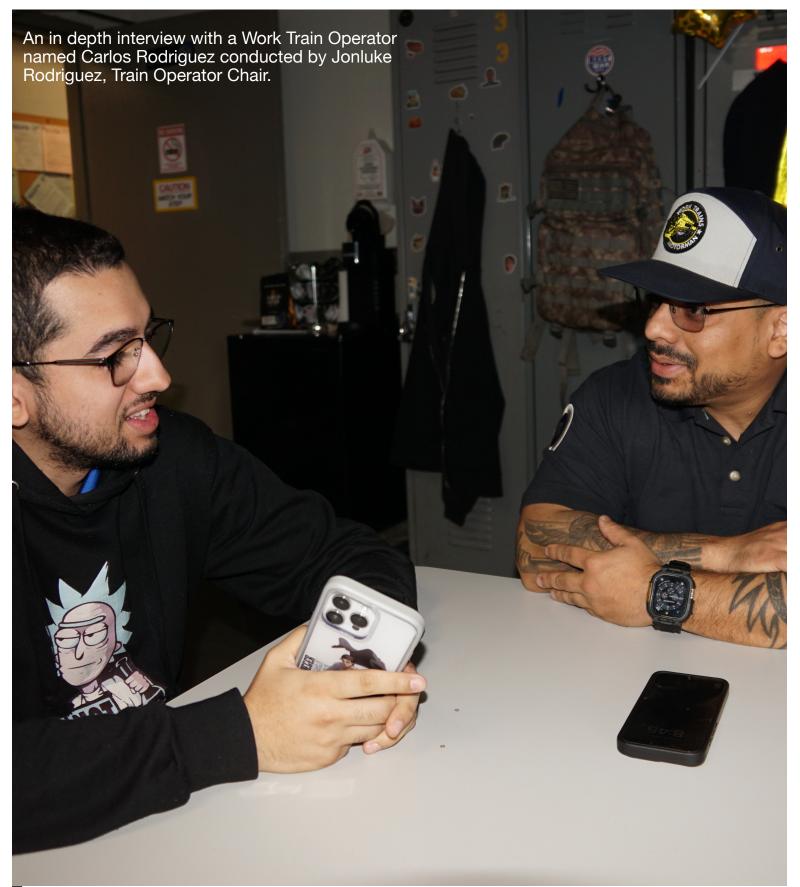
A message from your leadership: Canella Gomez, Vice President

Jesse Argueta, Conductor / Tower Chair Jonluke Rodriguez, Train Operator Chair





Union Dedication: Revitalizing Support for Work Train Operators



In the bustling heart of the city's transit system lies a dedicated group of workers who ensure the smooth operation of its lifeline: the work train operators

These unsung heroes navigate challenges daily to keep the tracks clear and the trains running on time. However, their voices have often been drowned out or ignored—until now.

The union, recognizing the vital importance of **Sub C** and its workforce, has embarked on a revitalized dedication to the unit and its workers. With a newfound commitment to amplifying the voices of work train operators, the union aims to usher in an era of proactive advocacy and militant support.

However, don't just take our word for it. We've taken the initiative to connect with one of your very own peers for an authentic and unfiltered appraisal. Stay tuned as we delve deep into the insights and perspectives of one of our own colleagues, assessing our performance on our progress to date.

Below read about work trains and the interview conducted with Train Operator Carlos Rodriguez.



Getting Acquainted with Carlos and Work Trains

JL: Introduce yourself so the people can know who you are.

If you know me you just know. I'm a bit of a character in the unit. Ive been in work trains over 7 years. Been a TO over 9 years so I should be hitting rookie status soon. I am an unofficial union rep here at 38. I'll help you all I can if you need it. I try and put people in need of help with whatever information I can. I am also a contributing member of slack. My whole thought process is if we all have all the required information and contacts we can all progress as a unit.. The more my partner knows the better and safer day we will have. At the end of the day we all want to go home to our family. We handle as much as we can in-house and have a big family enviroment here in the work train unit. Hopefully it remains until I retire.

JL: Can you provide an overview of what your role as a Work Train Operator entails and how it intersects with your interactions with the union?

As a work train operator you have to be qualified on everything in the system. We do rescues, snow duty and provide track support for everything. From delivering materials, picking up garbage and tools we do it all. In addition we accept delivery of all new trains in the system and burn test them. We rely on the union for safety related issues mainly. Also reporting BO equipment when it is unsafe. JL: What types of equipment or machinery do you operate as a Work Train Operator, and how do you ensure the safe and efficient operation of this equipment during work assignments?

I can operate all rolling stock in the system. I can work both divisions and operate all Smee new and old. Repetition is the only way to stay fresh. We do transfers to stay qualified on Smee. When you operate and work General orders you're responsible for the movement of your train and all personnel. Both transit and contractors. Just have to work with your partner and make sure everyone follows all rules and remains safe.

JL: What safety protocols and procedures do you follow while operating trains or other equipment, and how do you handle emergency situations or unexpected challenges while on duty?

All safety protocols same as the road apply to us. Speed does change. Speed around curves and on tangent tracks are lower than what the Road allows. You have to mitigate weight and speed and estimate elevation when operating. We work very closely with Train Service Supervisors. In General Orders or on certain transfers we will have supervision on our consist to facilitate movement. JL: How do you coordinate with other team members or departments to carry out work assignments, and what communication channels do you use to stay informed about schedules, tasks, and safety updates?

In work trains we use an app called slack. Our manifest and sheets are uploaded daily. We see who we are working with and what supervision is with us. We also have route guides and smee transfer information. General orders on start of tour there tends to be a safety meeting conducted by TSS. Defines where the work is, GO limits and who to contact in case of emergency.

2. Interactions with the Union

JL: Can you describe your typical interactions with the union as a work train operator, and how often do you engage with union representatives or participate in union activities?

Our interactions are limited. Unless something goes wrong we don't really interact with the union. We might see them monthly when boards are updated.

JL: In your opinion, how effective is the union in representing the interests and addressing the needs of work train operators like yourself, and what aspects of the union's performance

do you consider to be strengths, and where do you see room for improvement?

We now have a liaison that is a work train operator. We actually have a rep who did our job and knows what it entails. Not every train operator did work trains. It's relatively new to us so lets see where it goes and how the relationship builds.

JL: What do you enjoy most about being a Work Train Operator, and are there any specific aspects of your job that you find particularly rewarding or fulfilling, including any contributions from the union?

I don't like doing the same thing daily. I had a diverse background before coming to transit. I don't mind working outdoors and in all elements. Not coming to work isn't an option when it snows. We do a lot of the snow clean up with our equipment. I just enjoy the job. You either love work trains or you hate it.

Many pick it one pick and never return. Sometimes while traveling through the system I remember working on or helping build that area. There is no part of the system I have not worked on. From panels, to wire pulls. New rails and complete dig outs. I have seen construction of towers and new station overhauls. Since we deliver, pickup equipment and help install with track and infrastructure you get to see how the system is changing and where we are headed. One day I will be telling the next generation about operating Smee and General Electric diesels or republics and they will laugh and call me old.

The job is what you make it in the end. We shall see where the system evolves to answer where the union meets that. Everything down here will change and evolve and hopefully we have a union that grows and protects us. We all have to work together. We are only a strong Union if we all participate.

3. Challenges and Concerns:

JL: What training or certifications are required to become a Work Train Operator, and how do you stay updated on changes in equipment, technology, or safety regulations relevant to your role, including any support from the union?

Previously you had to have 2 years in title as a train operator to pick work $\overline{14}$

trains, With the lack of operators it was lowered to 1.5 years. You have to go through school car and post just like the road. In addition you have to be respirator qualified to maintain gualification. When we receive new equipment we have to be qualified on all new equipment by management. We don't move what we are not gualified to move. We haven't had an issue where we needed the union on training as of yet.

JL: What are some common challenges you encounter in your role as a Work Train Operator, and can you provide an example of a challenging situation you've faced and how you resolved it, including any involvement with the union?

Hardest part is working with contractors. They only want to get the work done and don't follow the same rules and safety protocols we do. So when we have to enforce rules it becomes an issue. We have to go up our chain of command and notify the union if we are pressured to step aside safety to complete work. Its happened to me previously. Contractors wanted to load rail into flats that were not equipped for that task.

When flagging a train you can go up and down grades and materials shift. Last thing as the flagging Operator you want is material or tools / equipment landing on you while flagging and possibly being injured. After going up the chain and requesting supervision on site a resolution was met. They had to reinforce and build boxes to make sure materials couldn't shift. All work was stopped until it was completed. I wasn't taking the train back to the yard but the following crew was. We have to look out for our co-workers.



JL: Are there any specific issues or concerns you've encountered that you feel the union could address more effectively?

Would love an interface where we can post gripes and issues and see real time updates. Or see a response by whatever union member is on duty at the time. We have MTA Insight which now helps TA. Maybe have a TWU app or on the website a message board that's available to all employees.

JL: I like that idea.It is something that I have been advocating for since we won the election. As it stands right now, the new website is in the works and hopefully will be implemented as originally intended.

4. Union's Effectiveness

JL: In your opinion, how effective is the union in representing the interests and addressing the needs of work train operators like yourself?

We definitely had a disconnect since there were no work train operators in the union. Now we have a dedicated representative. We have to wait and see how we interact and if there is growth.

JL: What aspects of the union's performance do you consider to be strengths, and where do you see room for improvement?



Communication has definitely improved; I feel like there is more of a presence. You definitely see a rep more often now, not like before, only at election time.

5. Communication and Transparency

JL: How would you rate the level of communication and transparency between the union leadership and its members, particularly regarding important decisions or negotiations?

Politics are politics. We aren't in the room during negotiations. I do enjoy when they do the recap videos. It's easier to see a narrated version with tone than it is to read a response on Facebook without tone. People misconstrue info often. Rather hear it from the horse's mouth.

JL: Do you feel adequately informed about union activities, negotiations, and any changes that may impact you as a work train operator?

As far as contracts yes, I feel we get enough info as a department. Wasn't a fan of how the last negotiations went. Felt like it was sign or pre-determined. We shouldn't just settle for what other city agencies get. We are only city employees when convenient. Then we are state employees after the fact.

6. Suggestions for Improvement

JL: Based on your experiences, what do you believe the union could do to better support and advocate for work train operators?

Have a section during the monthly

meetings just for work train operators. Maybe do a zoom type meeting. We work crazy tours and long hours. Hard to attend meetings. If there is a will there is a way though.

JL: Are there specific areas where you think the union could improve its services, representation, or engagement with members?

Digital is the way to go. Opens it up for more interaction. Zoom meetings work in multi billion dollar corporations. Why can't it work here??

7. Collaboration and Engagement

JL: In what ways do you think work train operators can collaborate more effectively with the union to address shared concerns or priorities?

Open communication is best. One rep per tour that's accessible to us and has done our job.

JL: How can the union encourage greater participation and engagement from work train operators in union activities and decision-making processes?

Just show up. We've had so many years of neglect that there are trust issues. Trust is a big thing down here. We have a family setting.

8. Feedback Mechanism

JL: Does the union have effective mechanisms in place for soliciting feedback and input from work train operators?

Your flyers with union numbers

are everywhere. Also, our rep has posted many locations of who he is and what he does including how he can help.

JL: How responsive is the union to the concerns and suggestions raised by its members, including work train operators?

Communication. We don't deal with many issues that the road crews do. The few times I have needed assistance I received it no problems. COVID, I needed my covid leave rectified. A rep got back to me right after I called him and had it fixed in a day. You have to know which rep to call. Would be great to have more Shop Stewards everywhere. Someone who knows the rules and can guide. That's what I feel we lack all over. I believe buses have one every depot and every tour. That's how we show strength and representation.



RTO Retirement Party Texas de Brasil





























Train Operators Eric Brooks and John Kirkland and Conductors Derrick Lee, and Albert Robinson hosted an amazing Retirement Party. To recognize and honor the years of hard work and dedication of over 15 retirees.

RTO DIGITAL BULLETIN BOARD

SCAN THE DR CODE BELOW TO TAKE THIS INFORMATION WITH YOU INYOUR POCKET

IF UNABLE TO SEAN GO TO WWW.RTOBULLETINBOARD.INFO IN YOUR PHONE.



Reasonable Accommodation Process

By Nivea Luke, TWU Representative

We had a major win in our last contract!

We went from <u>4</u> reasonable accommodation spots in the RTO department to <u>10</u>!

We still have a long way to go, but as a department, we are moving in the right direction.

Reasonable Accommodation spots were created for the pregnant woman in the RTO department who cannot continue to perform their regular daily functions as a Train Operator or a conductor later in their pregnancy. But in today's times, there are a lot of women getting pregnant later in life, or with medical restrictions early on in their pregnancy.

Those situations are considered high risk pregnancies, and you are eligible to apply for reasonable accommodation. So, when both you and your doctor feel that you can no longer be on a train, reach out to a union representative for a pregnancy package.

In the pregnancy package, there is a lot of pertinent information including the reasonable accommodation paperwork

that must be filled out by both you and your

medical provider. Once you and your medical provider fill out the forms, they can be submitted one of two ways.

You can submit the forms directly to: reasonableaccommodationsrto@twulocal100.org and we will forward it to RA.

Your RTO Union Representatives and Elected Officers are here for you through this process and beyond. We want to make sure that you have a stress-free pregnancy while at work. Please feel free to reach out if you have any questions or concerns.





Congratulations on Your Bundle of Joy!!!



MATERNITY / PATERNITY LEAVE BENEFIT

EFFECTIVE JULY 19, 2023

Employees who are members of TWU Local 100 are now entitled to a four-week paid maternity/paternity leave benefit. In addition to maternity/paternity leave, birth mothers are entitled to company-paid recovery leave for the first 8 weeks following the birth of the child(ren), which shall occur prior to maternity/paternity leave.



 Four (4) weeks paid Maternity/Paternity
Leave benefit is only effective for births or adoptions that occur on or after July 19, 2023.

• Eight (8) weeks company-paid Recovery Leave for birth mothers is only effective for births that occur on or after July 19, 2023.

 Maternity/Paternity Leave is effective upon the birth or adoption of a child.

 Employees are entitled to four (4) weeks fully paid Maternity/Paternity Leave. Maternity/Paternity Leave is treated as a 20-day continuous paid absence immediately following the birth or adoption of a child.

 Both parents, if they are TWU Local 100 members, are entitled to this leave.

• Employees are required to give proper notice, in person or by telephone, to their respective crew reporting center, assignment, control desk, car and time desk of their intention to be absent from work due to Maternity/Paternity Leave.





NEABORNO STEPENED VOUCHER PROGRAM

PROGRAM DETAILS:

-Having a newborn child up to a year old.

-Your leave time balances must be at zero consecutively. (AVA, Vacation, Sick and PLD)

-You must be out of work unpaid during requested stipend weeks.

-The benefit is \$300 per week up to 4 weeks.

-You do not need to pass your one year probation to apply.

-Must be in good stand.





ENROLI

ODAY

TWU LOCAL 100 - NYCTA CHILDCARE FUND

195 Montague Street 4th Floor, Brooklyn, NY 11201 Phone: 718.780.8700 - Fax: 718.222.1316 Email: Childcarefund@twulocal100ccf.org

FIRST ANNUAL RTO FAMILY FROM THE STATE OF TH

Thank you so much RTO for making our First Annual Christmas Party such a special event. The true definition of unionism and camaraderie with such a great mix of beautiful people. There were a lot of familiar faces with plenty of new faces too. Bringing the department together to celebrate during the holiday season was amazing and we can't wait to do it again.

















Always Take Your Time By Jesse Argueta, Conductor/Tower Chair

New York City is a fast-paced city where everyone is always on the go. Although a lot of us may still live in the city, some have relocated and commute back and forth. With these changes in life, we have adapted to a fast-paced form of living. As a NYCT employees moving at such a fast pace increases the opportunity for mistakes/incidents to occur. Most incidents occur as we are trying to keep trains in motion. Whether it's multitasking or completing basic tasks required of the job it can seem impossible to have 100% efficiency, however that is the expectation. We all have the skill and ability to complete these tasks as needed.

One of the things that help us is in doing that is taking "the correct amount of time" in every unusual event. The correct amount of time will be different for every situation. It could be as short as an extra second to just step back to double check or as long as a few minutes to complete an investigation. When the proper initial notification is made you can then explain why something took the amount of time it did. One of the best benefits of working for NYCT in the operational titles is that we get paid up until the half minute. That means we are paid for all the work we do. That also means that there is never a need to be in a rush.



Helpful tips for each title:

Train Operator

1. Start reducing speed upon encountering a yellow signal

 Take a full-service brake at stations to reduce fatigue and increase alertness
Call in trains brake issues and then determine if its safe to continue operating safely

Conductor

 Look for which side has a platform first when your train is entering the station
Make sure the board you are acknowledging is for your car class before inserting your key

Tower Operator

 Do 1 complete move at a time
Communicate and verify with FULL
CALL LETTERS before changing lineups/dropping signals
Put holding lights on (whenever you have control) when you have dropped a signal



THE NEW RTO

TRAIN CREWS SAFETY OVER SERVICE

PLEASE REMEMBER TO GET ON YOUR TRAIN ON TIME 2 MINUTES PRIOR TO YOUR SCHEDULED DEPARTURE TIME AND COMPLETE YOUR PRE-TRIP INSPECTION.



REMEMBER IF YOUR TRAIN ARRIVES TO THE TERMINAL LATE YOU ARE STILL ENTITLED TO THE 2 MINUTES FOR YOUR PRE-TRIP INSPECTION.

DONT RISK MAKING A MISTAKE TAKE YOUR TIME AND DO IT RIGHT.



A Division vs B Division



Unionism, Camaraderie and Friendly Competition By Canella Gomez, Vice President of RTO

Saturday December 16 was another successful End of Pick Game Night. One of the main goals when I became Vice President of RTO was to try and bring in the department together as often as possible. Unfortunately, the way our department is set up in all 4 four boroughs with three Divisions you can go years without seeing individuals you went to school car with.

When we as an administration decided to put this together at the end of every pick it was all about building and supporting unionism and camaraderie in RTO. It's great to see Train Operators, Conductors and Tower Operators coming together at the end of every pick to make this successful.













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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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