



No Booth (or location) Will be Left Behind!

Our team has visited 268 stations, not including Mobile Wash and Refuse Reporting Rooms in the month of May as we step up our field presence. It is our expectation that we visit all 472 stations each time we do field visits. In addition, we have met with management and have documented many defects that may affect our lives and duties.

Fighting Back vs. Bosses

Over the last 3 Months we have been proactive with making sure management gets disciplined for their conduct. To date we have a total of 2 supervisors up for dismissal, 1 Held Out of Service as of May 15, 2019 and 1 Superintendent who is up for discipline. We mean business, you hit us, we hit you BACK!

Our safety team has been vigorously pursuing all safety issues. We will waste no time on ensuring your safety! If we see that things are not moving quickly or productively, we will start removing you from anything that will save and preserve your health! Vice President, Lynwood Whichard and Division Chair Robert Kelley have met with President Andy Byford to discuss the conditions we work under. We have a commitment to rehabilitate and bring the standards up in our bathrooms and employee facility rooms. We ask all of you to continue to do your part as we do our to enforce decent working conditions.

Vice President Lynwood Whichard (left) and Division Chair Robert Kelley meet with NYCT President Andy Byford.



Contract Negotiations Continue: Bargaining is still going on, the Contract expiration date was May 15, 2019. President Tony Utano blasted the MTA on Wednesday, May 15, 2019 at the Union Hall for their tactics. We will continue to negotiate in good faith however. We will not be undersold.

Day to Day

By Robert Kelley
Division Chair

Stations Courage

As we keep a watchful eye on assaults, Station Agents must be careful when entering the service booths at all times. If you see someone standing at the door when you arrive, you should call OSAC immediately! You cannot be charged with being late if you arrive on time and it is a safety issue. If possible, before you get out of harms way, swipe your pass at the turnstile or high wheel so your arrival time can be recorded. If it's your 5-day booth, or assignment, you can also alert the person in the booth to activate the EBCS. Wait for the police and then enter the booth. If you have any problems you should contact us.



VICTORY FOR COLLECTING AGENTS!

We also want to give a shout out to our 2 Broadway team for their successful handling of a disciplinary arbitration. Management charged one of our members with stealing time while collecting revenue. We fought back and made it clear that our Collecting Agents carry revenue in addition to other equipment. Management was so petty to charge them with an 18-minute theft causing a delay after removing revenue from a station. Our Collecting Agents take revenue from several areas. This section of workers have been punished far too long.

AWARD

After consideration of the entire record and for the reasons discussed fully in the Opinion, the Arbitrator, Aaron A. Shriftman, ruled: "The Authority does not have just cause to discipline the member!"

First Two Expression PODS Opened

Women can start to breathe a little easy as we monitor the installation of the 2 new breast milk expression locations. The new PODS are currently at Parsons & Archer and Boro Hall. They are not in use as of yet until we complete discussions on cleaning, procedures, location and the overall process. As soon as it is approved by us, we will make sure a bulletin is out providing the details. We may have a EBCS mass call announcement also.



Happy Retirement to Derrick Pitman. There's life after transit. Enjoy your retirement.

TWU Int'l Working Women's Committee

by Shameeka Spearman-Martin



It was my pleasure to attend the Working Women's Committee in Texas in May. Women from all the different Locals in the International attended, including Transit, Railroad and Airlines. We worked diligently together to address issues, to raise funds for charity and volunteer services. These women help to empower women in their workplaces, and to advance women in their unions. We learned about the Coalition of Labor Union Women (CLUW), a strong, dedicated organization. To learn more about CLUW, go to www.cluw.org.

I want to thank Recording Secretary LaTonya Crisp for giving me the opportunity to attend. For more information on the Local 100 Women's Committee, contact Deborah Brown on the 3rd Floor at 195 Montague St. for any women/family issues.

120 Days & So Many Ways!

By Lynwood Whichard
Vice President



We are moving full steam ahead in our pursuit to transform our department. I am committed to working periodically 7 days a week and continuing to

be in the field, especially at night.

Contract Update: We are still in negotiations. We have sat with management and will make every effort to protect our interest.

Taking on Management: Station Agents should be relieved that we took on management and got them to revise BULLETIN NO. 015-19 stating that you are to report Sexual misconduct, criminal activities and homeless conditions with the use of the Booth Tablets that have now been named IPADS.

All Station Agents are reminded that **you are NOT required to use them for that purpose.** I reviewed all technology contract and policy language and found no agreement giving management the authority to mandate its use.

Management has the EEO department for that purpose; and furthermore, you are not the police database tracker!

Our Contract has a provision that pays us 30 minutes overtime at the end of our tour when an "Unusual Occurrence" happens. If you are required to write a report of any kind, management has the option of holding your board when you issue them a receipt. You are NOT required to do anything that impedes the proper performance of your duties.

Cleaners: We came into office during a firestorm when management introduced the Fast Forward Initiative. Well, that program is still moving ahead quickly. Now that the deep cleaning is in affect, the work will soon be passed over to us. It is our work and we must get it done! Part of the Fast Forward Initiative program requires us to ensure that the work gets done. It's contractual. Don't be mislead by anyone. Your union has a contractual obligation to make sure we are protected and keep the work for us while keeping the public safe also. **We know that there is nothing we can't do!** We must continue to raise the standards.

I met with NYCT President Andy Byford at Quay Street. I reinforced our ability to do the work and gave him and his team the reality of personal protective equipment, supervisory bullying and incompetence.

Pregnant Women: We have just received the first Breast Milk Expression POD at Boro Hall. Most of you should know that if you have been on the job for 4 years or more, you are entitled to 60% of your pay without penalty. This is a contract benefit that is pensionable and no penalty to all members. Here are the facts: When you have exhausted all of your sick time.

- From 4 years up to 8 years you are entitled to 15 days pay.
- From 8 years up to 14 years you are entitled to 30 days pay.
- From 14 years up to 20 years you

are entitled to 60 days pay.

- From 20 years or more, you are entitled to 90 days pay. A year is defined as the period between May 1 and April 30. Stop letting the NYCT get your free money!

Provisionals: Most of the Provisionals have been hired with the exception of approximately 94. We are in talks trying to secure everyone based on the false information that has been circulating. Remember, if you are not in a full work status it will delay your permanent status. Example: out on compensation, failing to report for processing and out long term sick.

Management Bullying: We are proud to report that we are pursuing discipline with some managers and supervisors. The same rules apply to everyone. Please don't be afraid to report these issues. I have been tracking the overtime distribution and the respectful exchange at OSAC. Management cannot retaliate against you! **Know your rights!**

Finally, I will be coming to the field on a listening tour. I will be documenting all of your concerns and acting on them. You will be responded to in writing.

We are preparing for our first new administration **Station Department Family Day.** We will have our own section with special treats..... See you there June 15th at MCU Park Coney Island.

June 09, 2019 is the Puerto Rican Day Parade. Don't forget to log into your newly enhanced website at www.TWULocal100.org/Stations. We will be featuring some new information.

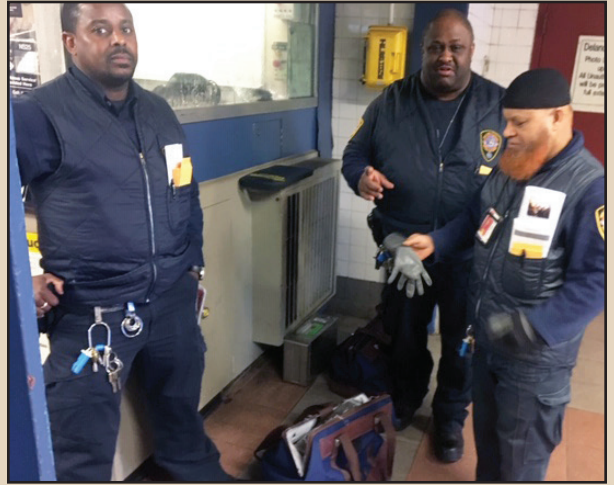
Always positive!



Photos are from the recent dinner of the Society of African American Transit Employees.



Photos are from around the system, except for the one in the top right, which is part of the Stations Division. The group of people in the top right photo attended the TWU Local 100 Lobby Day on November 9th.



*With the TWU
Stations Team*



*Except the above,
delegation which
in Albany on April*



*We said we would fight to
bring back the barriers,
AND WE DID.*

Working the Pick

Executive Board Member **Yolanda Haynes**

Working in the Pick room for the Station Agent Winter Pick 2019 was an enlightening experience. Every 6 months we, as union members, are entitled to pick a job selection, in



Yolanda Haynes
Executive Board

seniority order, and sometimes, by class. We show up at the pick room with the anticipation of picking a job for the next 6 months. Old or new to the pick room proce-

dures we show up on the day of our pick. To some the job pick room is like a class reunion every 6 months. The manual pick board has given Stations Department Station Agents and CTAs the opportunity to not only see the jobs available, it also provides information on job schedules and job scheduling, such as booth or station closures due to station renovations or construction (which may at times include the date(s) for such changes). Lunch relief jobs and schedules, RDO list, extra list and the Vacation Relief list are all displayed on the manual pick board. The RDO, extra and VR list on the manual pick board displays in pick order your seniority peg number. And reminds you of the holiday pick list.

The electronic pick screens are fairly new to the pick room. There are 4 screens which display job availability in Queens, Brooklyn, Manhattan and the Bronx. The 5th screen displays holidays and RDO days available and the availability of A.M., P.M. and nite extra job list. The electronic screens are not touch screens but are controlled by a mouse positioned opposite to the screen. This makes it a little difficult to view the screen and control the mouse at the same time. Although the screen pages advance on their own, not enough time is given to view everything on the screen in the time allotted. The screens do not provide all the information required to make a selection pick job.

Although the manual pick board is still in use, most members have chosen to continue to use the manual pick board over the electronic pick screens. Several reasons may exist

1. There were no instructions on the operation of the electronic screens
2. The electronic screen do not provide all pick information
3. The Union has not approved implementation

Report from City Hall

Executive Board Member **Terry Steptoe**

Even though we had no snow, you must know that it was important to show! We are grieving many cases that we feel we can win. It is important that you get correct information from someone who has worked the job just like you. Your Union has protections in place for weather conditions. The work may be heavy when it snows, but when we arrive as a team we do it with safety in mind and know there is no time limit. Heat breaks are required not offered.

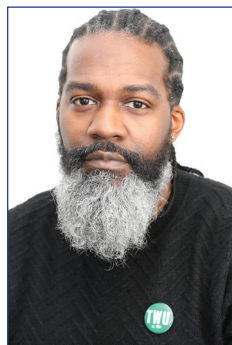


Terry Steptoe
Executive Board

Safety Report

By Damon Shelley

Good seeing everyone out there. I am tracking the conditions of all areas. We have a total of 27 booth ceilings with issues that have submitted to the Office of System Safety for action. If you are working in a Service Booth with black particles coming down, tapped up panels or plastic call me. That's it for now, I'll be seeing you on the road.



Be Safe Out There.

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Safety

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Union Representative

Dwayne Hammond

516-819-7111

2 Broadway

Hearings & Grievances

646-252-6787
Fax: 646-252-5619

City Hall

Counterfeit Bills /Hearings

212-712-5891

Importance of Less Stress on the Job!

By Saim Montakim.
Division Vice Chair Station

Often, disciplinary actions against workers are derived from simple mistakes. Stress at work or in one's personal life may be the cause of those mistakes. It is important to maintain a stress-free life so that an employee avoid mistakes and all these silly disciplinary actions against them. Stress can cause real physical symptoms like headaches, upset stomach, increased blood pressure, chest pain, and trouble sleeping. That's not to mention its role in mood disorders like anxiety and depression. And OSHA (The Occupational Safety and Health Administration) deemed stress a hazard of the workplace.

Work stress can come from a variety of factors. Such as Fear of being laid off or fired, additional overtime, pressure due to constantly rising expectations, pressure to constantly work at peak levels.

How do you know if your stress level is out of control? Here are a few warning signs: Depressed mood - you may lose confidence, become angry, irritable, or withdrawn. You lose interest in your work, and a sense of apathy takes over, you're unable to sleep or



Saim Montakim
Vice Chair, SA's

experience fatigue during the day and You have trouble concentrating. The key about learning how to manage stress at work so to keep it at a healthy level and make sure it doesn't become overwhelming.

While the negative effects of stress are very real, much of the stress we experience can be alleviated simply by talking about it.

That's why positive relationships at work are so important. Even if they can't solve your problems, the simple act of verbalizing your stress with someone you trust can reduce the severity - or clear it up altogether. With its mood-boosting and endorphin-releasing properties, regular aerobic exercise is a natural stress reducer.

Words From The Inside

By: Jason Nisanov

This month has been a tough battle for stations department. We have made progress on many fronts, but not without a fight. The RDO pick has taken place and has gone smoothly. Any issues that arose were attended to and remedied in a timely manner. Our former section chair came to do his pick and looked to be in good spirits. It is always a pleasure when a former elected officer imparts words of wisdom and tales of past deeds. There were assaults made against our brothers and sisters in the month of April. Stations department has



been there to support those in need. I personally assisted a member with paperwork and an ear to their plight. It is never easy to know one of our own was in harm's way. The fight to make our working conditions better and safer is always a monumental task. The ramifications of these attacks can lead to horrible mental distress. We must always be there for each other at all times! I call on everyone to band together and support our brothers and sisters always. We must be the rock for each other.

Report from Member Services

By Kendra Hill
Executive Board Member

We work long and hard for the benefits we have. Don't let the , NYS Pension or Insurance companies keep what you have worked hard for.



Here are a few places that you need to contact:

Business Service
Center (BSC) – 646-376-0123

NYCERS – 347-643-3000

Local 100 – 212-873-6000

Credit Union – 212-693-4900

All State Insurance – 732-242-8203

Human Resources – 347-643-8197

I like to handle by business face-to-face. This way I can get date stamped copies. But do what works best for you. As a Member Services Outreach Coordinator, it's always a pleasure to assist you.



Paying It Forward

Vice President Lynwood Whichard and Division Chair, Robert Kelley preparing the next generation of leaders. It is our job to go after the sons and daughters of Transit Workers and alike, to prepare them for Civil Service and life.



Pick Room Issues

By Ana Cepeda
Division Recording Secretary & Wayfinders Liaison

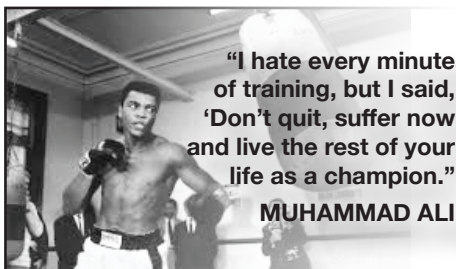
Being in the pick room has shown me the camaraderie that we have when we see our classmates finding where we've been all this time; catching up, hugs and kisses, all expressions at this moment that show me how important it is to maintain and keep the pick room going. Sometimes the wave of the future is



not best. The seasoned people announcing they have grandchildren and how much more time until retirement; while the new people learning the pick system and expressing concerns, all the while catching up and expressing their experience at MTA with fellow classmates.

We as union reps are there to give the members the opportunity to express their concerns and answer their questions; and also to give any help with the pick room procedures.

Furthermore I didn't realize how hard our members work at the pick room, from updating the boards, doing phone selections, and meeting the demands of our members who are present and away.



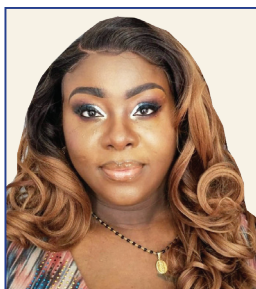
At 130 Livingston on the fifth floor across from OSAC we have a cubical, members are starting to realize we are there and are stopping by with questions and concerns.

This month I was afforded the opportunity to be able to get out more and go to all the reporting rooms and meet a lot of wayfinders. It is important for me to get out and be able to circle the station in hopes to meet the members and learn their wants and needs and for the Wayfinders to know who their Wayfinder liaison is. Earning their trust and respect and knowing that I am there, able and willing to help in any way possible is very important to me.

2 Broadway Shuffle!

By Nicolette Browne
Executive Board Member

We are continuing our fight to save jobs. Remember when you come in, sign your name in the sign in book. Your time must be recorded so we can get things restored properly. We are making everyone aware to keep up with your dues. Some of you may forget when you have been our for whatever reason. **Choose your Dues.... That makes your department stronger.**



Supply Logistics

By Jose Torres
Vice Chair, Supply Logistics

We are at crunch time with contract negotiations, as we continue our day to day operations. Going on five months in office, we continue to serve the membership to the upmost of our ability and integrity. We



continue to go out to the members at all locations, day and night, to make sure our members are safe and all health related issues are addressed.

We continue to put pressure on management to fix and repair our facility rooms and bathrooms. Management must treat us with dignity and respect.

We are working towards making the membership more knowledgeable towards policies and regulations, so we can avoid write ups. Even though we have a great team at 2 Broadway and City Hall to help with all grievances, we must avoid getting written up if possible.

We as members have to be more proactive with our jobs, with each other, and with the UNION. **We are the UNION.** We are only stronger if we are UNITED. The more involved we get the more our voices will be heard. We often are quick to complain but we fail to come together. Our numbers at our divisional monthly meetings are very low. Supply, Logistics and Collecting Agents have the lowest participation of our four divisions.

Our UNION needs to grow stronger. We need to be more active.

MEMBERS FIRST FROM DAY ONE.

Congratulations to two new retirees from Supply Logistics, including George V. Edakulam (center) with 35 years of service, and Thomas Carter, IV (right) with 17 years. Vice Chair Jose Torres has words of praise for the two dedicated transit workers.