

TWU Local 100 2026 Departmental Contract Demands

CED Demands

1. Add more time for Section Chairs
2. More AVA & OTO
3. Establish break in / training pay to train new hires
4. Cleaning Allowance \$400 / year
5. Shift(s) flexibility: vary start time / end time of shifts
6. 2x picks annually for each title with flexible hours
7. Equalize and Increase time off slots

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TWU Local 100 2026 Departmental Contract Demands

MOW(TEM) Demands

1. Tamper Shifts to include 1 hour / day built in overtime (Lock-in)
2. TGC / OPERATOR Moving Equipment \$7.00/hour premium (Lock-in)
3. Lubricate / De-Icer \$5.00 / hr premium
4. Crane Inspector \$5.00 / hr premium
5. Production Equipment \$5.00 / hr premium
6. Training / Licensing Program for 30 and 55 Ton Cranes
7. Training for all Track Equipment
8. All Hazmat Endorsement \$10 / hr premium
9. All CDL Premium \$5.00 / hr premium
10. All Track Quarters to include facilities for Female Workers
11. Mandatory Preventative Maintenance on All Heavy Equipment
12. Create Promotional Path from Trackworker to TEM

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TWU Local 100 2026 Departmental Contract Demands

MOW (Track) Demands

1. Fibrewalk / Wood Slating Installation and Removal to Receive Specialist / Hazard Pay
2. Overtime to be Distributed by Representatives of L. 100 / Track Department
3. All Track Quarters to include facilities for Female Workers
4. All Specialists – Maintainers Requiring a CDL to be paid at the same rate as an MS 1 (Top Rate hourly)
5. All Flaggers – Specialist Pay
6. Snow Duty Emergency Pay:
 - Everyone on Property at least 1 ½
 - Called in on RDO / Cancelled RDO
 - In addition to Snow Duty Pay
7. Project work incentive: if project finished ahead of time / under budget – gainsharing

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TWU Local 100 2026 Departmental Contract Demands

MOW (Power) Demands

1. Increase OTO Cap
2. Union Representation (Nights): Power and Third Rail
3. Training Pay for OJT
4. PCM Level #2 in Power / Cable to work in PCC as Desk Operators
5. Dedicated Power Training / School (as in LES)
6. Change TRO Pick Language to Every 2 years
7. Call in on RDO: 2X

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TWU Local 100 2026 Departmental Contract Demands

MOW (Structure) Contract Demands

1. Salting to be paid at 2X
2. Snow Duty to be paid at 2X
3. CDL Operators: \$4/hour
4. Add Retention and Recruitment Pay for HVAC and V&D
5. AVA's in Department Buses for MoW to follow Subways MoW.
6. Improve Quality of on site Recovery Time

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TWU Local 100 2026 Departmental Contract Demands

MOW(LES) Demands

1. Signal Department Bids to be conducted as availability becomes open
2. Telephone Department pay parity with EEM
3. PLD / Birthday Days off solely at Member's Discretion
4. Joint L/M Committee for REM Uniforms
5. Cleaning Allowance for Member uniform/work clothes
6. Ability of Member to utilize 2 hours of OTO at beginning or end of shift/tour
7. "Snow Duty" to include anywhere there is snow in the system

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TWU Local 100 2026 Departmental Contract Demands

TAS/MaBSTOA/MTA BUS Transportation Demands

1. New Driver's Seats on Buses
2. Committee to Review Swing Room and Restroom Facilities on the Road
3. Reposition Radio / Phone in front of BO and ensure it is functioning on Pull-out
4. Essential Task Differential of \$4.00 / hour
5. Eliminate Curtailment Schedule
6. Increase AVA to 3%
7. Lift cap on OTO usage (where it applies)
8. Permit OTO Cash out throughout the year
9. PLD should be excluded from AVA Quota
10. Increase in Shifter Differential Pay to \$4.00 / hour (except MTA Bus)
11. Lunch: 59 minutes minimum
12. Pre-trip to 15 minutes; second half inspection pay 10 minutes minimum
13. PTSD cases (including spitting) should be treated as physical assault
14. MAC Visits only during work hours (not after cleared hours)
15. Pay employees for all hours spent at the MAC
16. Properly process Compensation paperwork
17. Refine "timely" notification of IOD for Differential Pay

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TWU Local 100 2026 Departmental Contract Demands

MaBSTOA (TPPA) Demands

1. Security Uniform – Polo Shirts and Winter Clothing / Hats
2. TWU Representatives to monitor Red Book
3. Prime Vacation to MaBSTOA Rules (currently TA)
4. Give back Security Command Center back to TPPS Security Supervisors due to payroll errors and security issues
5. Add Travel Time to Work Location
6. Adjust time between jobs
7. Absentee Relief (adopt from RTO)
8. Option to cash out Vacation Days during Vacation Pick (OA and CED)

MaBSTOA (Traffic Checkers) Demands

1. Minimum 40 hour Workweek for F/T Traffic Checkers
2. OT after 8 hours (Full and Part Time)
3. Maintain wage spread between Traffic Checker Rate and Minimum Wage

TWU Local 100 2026 Departmental Contract Demands

MaBSTOA (MTCE) Demands

1. Increase productivity money in the shops (\$1,200 quarterly)
2. Increase tool allowance
3. Increase cancer screening time from 4 to 8 hours
4. Snow chain installation to be considered Snow Duty
5. Increase AVA Days to 12

MaBSTOA (SUPPLY LOGISTICS) Demands

6. 1 Year Pick
7. \$5.00 / hour for training new Members
8. Include 10 minutes of Wash – up time
9. Implement Company CDL Training Program
10. Supply Stock Workers with Winter Coats
11. Implement Storeroom Cleaning and Sanitation Program
12. Bank up to 12 AVA Days

MaBSTOA (REM/EEM) Demands

13. Same Meal Allowance as Maintenance
14. \$5.00 / hour for training new Members
15. New Technology Pay: \$5.00 / hour

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TWU Local 100 2026 Departmental Contract Demands

MaBSTOA (Career & Salary) Demands

1. Terminal Leave
2. Night Differentials (10%)
3. Telework Days for non-IT staff
4. State of Emergency Days (for blizzards and other weather conditions when a travel ban is implemented)
5. Quarterly right to cash out vacation time
6. Paid premium for training other staff members (\$5.00 / hour)
7. Recognize Paid premium for filling in as an Acting Manager (Out of Title Work)
8. Define the Analyst vs GST (General Superintendent) roles in depots. The responsibilities are crossing
9. Define the level at which our employees are considered essential
10. Donate unused sick time to other colleagues who are sick and have exhausted their sick time
11. Allow two additional part- time union releases
12. Allow sick days for doctor's appointments (other than specialists)

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TA Surface (MTCE) Demands

1. Reimbursement for travel when training is outside work site
2. Increase Tool Allowance (See (OA Demands)
3. PIP Increase (See OA Demands)
4. Increase AVA (See OA Demands)
5. Premium for snow duty (See OA Demands)
6. P&E need increase for fire retardant clothing

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TWU Local 100 2026 Departmental Contract Demands

MTA BUS Demands

1. Sick days being paid from day one
2. MTA Bus Pension Reform
 - a. \$150 per year of service through 2021 for all active members
 - b. Eliminate Penalties for Retirement Age: 55/20 for all Members
 - c. Extend COLA to all Retirees
3. Amend Section 17 (Disability Pay) from \$105 to \$305 / week above State Disability
4. Increase the Sick Bank from 60 to 100 days
5. Swing Time to match TA/OA
6. Personal Days to be paid at Run Pay
7. Comp Differential increase from 90 days to 1 year
8. Vacation accruals to match TA/OA
9. Increase Tool Allowance (Maintenance Table)
10. Meal pay for Maintenance Dept same as TA/OA

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TWU Local 100 2026 Departmental Contract Demands

MTA BUS Career and Salary

1. Two day per week telework option for all employees
2. Off Cycle Check procedure to mirror MTA Bus Operations
3. Yearly Sick Leave Cash Out
4. Medical Contributions same as OA
5. Eliminate Comp 160 hrs Policy
6. Add Release Time Position

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TWU Local 100 2026 Departmental Contract Demands

RTO (Train Operators) Demands

1. 4% allowed to request day off
2. Increases for Posting Student Pay
3. Unlimited OTO
4. Yard Jobs closed at 75%
5. PLD Requests Call-in 2 hrs Before Start of Tour
6. AVA / OTO Requests 7 days (down from 20)
7. Virtual Hearings for Step Hearings
8. Increase OPTO T/O Pay
9. Increase Restricted Work Opportunities
10. Expand 3 days off for all 12-9 incidents (not just in front of Train).

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TWU Local 100 2026 Departmental Contract Demands

RTO (Conductor/Tower) Demands

1. Increase in student bonuses to 4-hours
2. Higher no lunch pay / allow no lunch to be paid OTO
3. Unlimited OTO
4. Better Tower Radios (base + hand held)
5. Change request and approval process for requesting a day off from work. Eliminate 20 days prior
6. Suitable crew and rest rooms

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TWU Local 100 2026 Departmental Contract Demands

Stations (Station Agents) Demands

1. Better uniform (100% cotton, cold weather gear, sweaters / hoodies; warm weather attire)
2. More frequent safety Announcements to Members/General Public
3. Probationary Employee Protections: Include Union Representative
 - a. Monthly meetings/discussions
 - b. Attendance / Performance
 - c. PEETs: Quarterly Evaluation Reports

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TWU Local 100 2026 Departmental Contract Demands

Stations (Railroad Stock Worker) Demands

1. Increase special differential consideration bonus from \$.50 to \$2.00
2. Reduce Absentee and Utility Jobs
3. More tracks for vacation
4. Reduce Rotation of Job assignments
5. Ability to bank 14 AVA days
6. Create Restricted / Light Duty Jobs
7. Create Minimum Number of jobs for RRSW I and RRSW II
8. Bonus for training New Hires: \$3.00 / hr
9. Implement Driver's Pay

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TWU Local 100 2026 Departmental Contract Demands

Stations (Collecting Agents) Demands

10. Increase AVA Days to 14
11. Extra Compensation for Shifters who Drive Trucks
12. Winter Uniforms
13. Increase Uniform Allowance
14. Quarterly Discussion with Management to Address New Hires and Promotions

TWU Local 100 2026 Departmental Contract Demands

Stations (CTAs) Demands

15. Increase Uniform Allowance
16. Provide Coats Every 2 years (currently 5 years)
17. Non-Emergency Snow Day Salting and Sanding: 1½
18. Adjust Snow Emergency RDO's Mandatory Report Time from 12 Hrs on both RDO's to:
 - a. 1st RDO – 12 Hours
 - b. 2nd RDO – 8 Hours
19. Increase Restricted Duty Jobs
20. Increase OPTO Pay on Refuse Train to \$1.50 / Hr
21. Specialty Cleaning (Mobile Wash, HDC, Hit Teams, Refuse, Track Tile) + \$2.00 / Hr
22. Increase Employee Training Pay \$7.00 / Hour (up to one week)
23. Enhance Snow Fighting Equipment (i.e., better ice scrapers, quality lightweight shovels, ear protection, winter socks, etc.)