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Transport Workers BULLETIN



Members and families turned out in big numbers to the Local 100 Family Day events in Westchester (above) and Coney Island (photos left and below).



Thousands Attend Family Day Events in Westchester and Coney Island

PAGES 10-15 & 26-27

ELECTION RULES 2018 – COVERING UNION-WIDE OFFICES, DEPARTMENTAL VICE PRESIDENTS, EXECUTIVE BOARD, CONVENTION DELEGATES AND DIVISION & SECTION OFFICERS, PAGES 17-24.

30 Pieces of Janus Silver

NOW THAT THE SUPREME COURT HAS RULED IN the Janus case, and the initial jubilation in America's board rooms and the ultra-right think tanks in Washington, DC has settled down a bit, I believe the union haters will be sorely disappointed in the final results.

The "right" thinks Janus is going to destroy the labor movement. They have convinced themselves that workers are going to take the 30 pieces of silver and leave their unions by the thousands.

The "right's" theory is that a union, with a diminished membership, will be unable to negotiate good contracts, defend its members in disciplinary disputes, and fight to protect retirement benefits. This scenario, according to the "right," means lower wages, lower benefits and a feeble workforce.

But through all of this – the court fights, the predictions, the angst – no one has been able to answer one simple question for me.

Why?

Why would any working class man or woman want to voluntarily walk away from their union and turn their backs on their co-workers for a few hundred dollars a year?

Consider that just last month, our political team in Albany, backed by the power of a united TWU membership, achieved a breakthrough on Tier 6. We pushed hard and won

passage in the State Legislature of the elimination of the overtime cap for Tier 6 members in transit. Under the original Tier 6 bill in 2012, the pension benefit is calculated on base wages plus a maximum of \$15,000 in overtime. Now that cap will be lifted, meaning significantly higher benefits for transit workers. The bill awaits the Governor's signature.

I look at this bill as the first crack in the Berlin Wall of Tier 6. We intend to keep fighting to tear it completely down. But we need a strong, united TWU to do so.

Also, our next contract fight with the MTA is just around the corner. The contract covering TA, OA and MTA Bus members is up on May 15, 2019. We are already in the early stages of preparation. We intend to win a good contract, but again, we need a united TWU to do so.

Our power in Albany; our clout in bargaining with the MTA and our other employers; our influence in our communities, in the City Council, and in the state and City labor movements, all begins with a united membership. That's the foundation.

It's been that way since the earliest days of our union. We must all do our parts to keep it that way. I have spoken to hundreds of members about Janus, and not one has even hinted about turning their backs on TWU and their co-workers. Hopefully, that sentiment is felt throughout our ranks, so we can stand tall against our enemies.

Earlier this summer, I attended several end-of-the-school-year barbeques and other celebrations by our School Bus members in Brooklyn, Connecticut and Westchester. I also attended the graduation ceremony for our first revitalized Shop Steward training program for the School Bus properties at our satellite office in Yonkers. I was both impressed and thrilled at the heightened spirit of brotherhood and sisterhood throughout their ranks. Local 100 and our elected School Bus officers have worked hard to improve the contracts and conditions on these properties. The positive results are obvious.

This has been a very busy year so far, and I expect the same for the rest of 2018. Have a happy, healthy and safe summer.



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BULLETIN

5 Local 100 Breaks Through on Tier 6

Both houses of the State Legislature passed a measure eliminating the overtime cap on the Tier 6 pension, the first legislative improvement since its enactment in 2012. The bill awaits the Governor's signature.



6 Local 100 Scholarship Program Tops \$300,000 in Grants

With the presentation of \$66,000 in new college grants to the children of Local 100 members, the Local 100-M3 Technology Scholarship program soared past \$300,000 since its inception in 2010.



25 Local 100 Comes to Aid of Local 208 in Battle Against Driverless Buses

TWU International and Local officers from New York, Miami and Long Island rallied around TWU Local 208 in Columbus, Ohio in a fight against driverless vehicles that has national implications for transportation labor.



32 Aisha Moore, an Inspiring Story of Perseverance

Aisha Moore has stood up to many challenges in her life, but has fought through them all and come out on top. Here she's with friend and supporter, CED Vice President Shirley Martin.



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Members and families turned out in big numbers to the Local 100 Family Day events in Westchester (above) and Coney Island (photos left and below).

McCawley Lauded on Retirement

Analysts, Specialists Hold 1st Union Meeting

TWU Local 100's newest members – 1300 MTA employees in titles including Computer Specialists and Associates, Staff Analysts, Associate Transit Customer Service Specialists, and others – held their first union meeting as a unified bargaining unit on June 26th at the Union Hall. Chaired by MaBSTOA Director of Maintenance, Tom Lenane, the meeting gave the 200 members who attended a chance to share their concerns.

Local 100 President Tony Utano opened the meeting by warmly thanking long-time Local 100 MOW member, officer, organizer and Elections Committee member Kevin McCawley for his efforts. McCawley worked tirelessly to organize the new unit over a two-year period and is retiring from union service. He also played a prominent role in helping union members suffering illness from exposure to toxins during the 9/11 rescue and recovery effort.



Tom Lenane, standing top left, chairs first meeting as a unified bargaining unit for Computer Specialists and Staff Analysts titles.



Local 100 President Tony Utano shares lighter moment as he introduces new retiree, Kevin McCawley, as Frank McCann, left, Director of Organizing looks on.

With just-negotiated first contracts under their belts, Tom Lenane, Mike Rehn, and the members of the Specialists/Associates/Analysts organizing committee including Denise Wellington, George Lewycky, Terry Russell, Cynthia Brathwaite-McSimon, Margaret Roche, and Edwin Romero, took questions from the floor.

Understaffing and the fair distribution of overtime were high on the list of our new members' concerns, as well as accommodations for workers with special needs or family obligations.

Executive Board Fills Vacancies in RTO

The May and June meetings of the TWU Local 100 Executive Board took actions to fill key vacancies in RTO until the next election.

The May meeting elevated Zachary Arcidiacono, formerly Vice Chair of B Division (Train Operators) to Division Chair, replacing Brussard Alston, who earlier resigned.

The June meeting elected Eddie Muniz to the Executive Board for Conductor/Tower, replacing Joe Costales, who is now Division Vice President. The Board also named Surrena Shoemo to Vice Chair of Train Operators, B Division, to fill Arcidiacono's former position.



President Tony Utano administers oath of office to Zach Arcidiacono as the new RTO Division Chair as Recording Secretary LaTonya Crisp, Admin. Vice President Nelson Rivera and Secretary-Treasurer Earl Phillips look on.



President Tony Utano swears in Eddie Muniz and Surrena Shoemo to their new positions as Recording Secretary LaTonya Crisp, RTO Vice President Joe Costales and Admin. Vice President Nelson Rivera look on.



President Utano with a group of Tier 6 members at Lobby Day in late March.

TWU Scores First Tier 6 Fix in Albany

In a display of TWU political might in Albany, legislation to lift the Overtime Cap on the Tier 6 Pension for transit workers was passed by both the State Assembly and State Senate on Monday June 18th, and Tuesday, June 19th respectively. The Legislature adjourned a day later on June 20, 2018.

Local 100 President Tony Utano, who has pledged his administration to Tier 6 pension reform, called the Legislature's action "a major breakthrough for Tier 6 members and an enormous step forward to full pension equity."

The original Tier 6 bill in 2012 capped benefits calculated on base wages and a maximum of \$15,000 in overtime. The bill just passed by the Legislature lifts that cap completely for transit workers, which will increase the benefit significantly for those who work substantial overtime.

Said Utano, "Local 100 members work overtime, some of it mandatory. This made the overtime cap in the 2012 bill particularly prejudicial against transit workers. This bill goes a long, long way toward fixing Tier 6 for Local 100 members."



President Tony Utano warmly greets Peter Abbate, sponsor of the Tier 6 bill in the State Assembly to Family Day.



Senator Kevin Parker, center, with Local 100's Tier 6 Coordinators James Manzella, left, and Mike Cordero.

This is the first time Tier 6 legislation has even gotten out of committee, much less passed by the full State Legislature. And TWU Local 100 remains the only union fighting for Tier 6 fixes.

Utano credited TWU members, who flocked to Albany earlier this year on Local 100 Lobby Day, and the union's political action team for scoring this win.

The Assembly Bill (A07599), was sponsored by Assemblyman Peter Abbate and others. The Senate Bill (S05731A), was sponsored by Sen. Kevin Parker.

The measure must still be signed by Gov. Cuomo before it becomes law.

Scholarship Grants Tops \$300,000

FOR THE SEVENTH YEAR IN A ROW, TWU LOCAL 100 and M3 Technology, which provides voluntary insurance coverage to TWU Local 100 members, has supported a scholarship program that helps college students with their expenses. The bulk are the sons and daughters of TWU Local 100 members and retirees, but a few are TWU members themselves.

Since inception of the program, more than \$300,000 has been awarded.

A luncheon was held for the winners on June 7th at the Union Hall, with President Tony Utano congratulating the 50 awardees and their beaming parents. As each winner was introduced, their parents also came up for a photograph along with the Vice President from their respective TWU department.



Grace Dublin is one of the \$5,000 winners. She's with her dad, Winston Dublin, from MOW-Structure, Local 100 President Tony Utano, M3 Technology President John Pescitelli, Structure Chair Richard Rocco, right, and Shannon Poland, left, Trustee of the program.

Four students won \$5,000 scholarships, while the others won \$1,000. Each scholarship is for the 2017 academic year, and every eligible student or member can apply each



Winners and parents gather for photo with Local 100 officers at June 7th luncheon at union hall.

\$300,000 With Latest Awards



Sabin P. Saji, who is attending Hofstra, is also a \$5,000 winner. He's shown with, from the left, Structure Chair Richard Rocco, President Tony Utano, M3 Technology President John Pescitelli, dad Cheriyan Saji from Structure, MOW Vice President John Chiarello, and Trustee Shannon Poland.



\$5,000 winner Ashley Robinson receives award, as her mom, Renee Robinson, a CED-TPPA member, President Tony Utano, M3 Technology President John Pescitelli and Trustee Shannon Poland look on.

year. President Utano urged the scholarship winners to respect and honor their parents and “never forget where you came from.”

Also congratulating the winners was John Pescitelli, of M3 Technology, who said that he would increase the amounts given to scholarship winners in the next go-round.



Conductor Sujatha Gidla Pens

BY PETE DONOHUE

As Sujatha Gidla walked from the crew quarters in the Bay Ridge/95th St. terminal station one recent afternoon, a video cameraman and a producer from the Huffington Post followed her step by step. They asked her to walk along the platform, then pose outside a Q train, and then sit inside one of the cars. They asked her to walk the platform again, enter another idling train and stick her head out of the conductor cab's window.

Gidla politely obliged but finally waved them off. She didn't feel comfortable with all the attention she was receiving while other co-workers swept the platform of trash, secured their trains and did other duties.

"It's too much," Gidla said.

A NYC Transit conductor for nine years, Gidla, 54, is now a somewhat reluctant celebrity. It started last year with the publication of her memoir, "Ants Among Elephants: An



Photo of Sujatha and her family in India. She's the little girl sitting on her mother's lap on the right. This photo appears on the book's cover jacket.

Untouchable Family and The Making of Modern India." The publication has led to a series of interviews, speaking engagements, and book reviews, including one published in The New York Times in July 2017.

"Ants Among Elephants," which has been well received, describes some of her family's history in India under a persistent caste system.

Gidla and her family were in the lowest tier. They were "untouchables."

"It's all in the word," she explained in one published interview. "If you touch them, you're polluted, and you have to cleanse yourself."

You don't choose your caste, nor can you change it, she said.

"Caste is by birth," she said. "You cannot acquire caste. You're untouchable if you are born to an untouchable family."

Although declared illegal in the mid 20th Century, the discrimination endured. Gidla, the niece of a well-known revolutionary, pushed back.

She joined the Radical Students Union and participated in a student strike at her college when she was 19 years old. Students refused to attend class to protest a bigoted professor who gave high grades to members of his caste but flunked all untouchables.

After a few days, the police swooped in and arrested RSU leaders and members like Gidla. There were no official charges.

"Basically, I was arrested for politics," she said.

During her three months behind bars, Gidla was



Conductor/Author Sujatha Gidla scans platform ahead. She said, "having a union makes you feel a little powerful and not so vulnerable."

PHOTO BY ALAN SALY

Powerful Memoir of India



Cameraman from the Huffington Post shooting footage for a piece profiling Sujatha's work as a Conductor on the R train.

beaten and tortured by her jailers, she said. She was allowed to complete her studies but under strict conditions. She could only talk to her teachers, and she had to leave campus immediately after her classes concluded.

Looking for a better life with more freedom and opportunities, Gidla left India and came to New York City when she was 26 years old.

She worked in a series of information technology jobs, including one writing computer programs for a major investment bank in Manhattan. Then the recession hit in 2009. The bank laid Gidla off.

She traded in her white collar for a blue one.

"I would take the subway every day to work in Manhattan and I'd see these women working as Train Operators and Conductors," she said. "It was fascinating. I had never seen that before. In India only men had those jobs."

Gidla actually had taken the Conductor's test six years earlier but didn't follow-up on the option until necessity forced her hand.

"I was laid off in March 2009 and I was hired by NYCT in May," she said.

She made more money writing computer programs but is glad that she made the switch to the subway.

"When I was writing programs at the bank, I was doing my piece, but I didn't really know for what purpose, or who was to benefit," she said. "I felt like an inanimate cog on a wheel. Here, you know that what you are doing actually benefits people. You are taking people where they want to go and where they need to go. That makes me feel important. It makes me feel that I'm playing an important role in the life of the City."

She also prefers her transit worker colleagues over her former banking officemates. The bankers are much more narrow-minded and insular, she said.

"I love my co-workers," she said. "They are much more cosmopolitan. They are open-minded and fun and passionate about things like writing or music."

Being a Conductor is "hard for sure," Gidla said, citing stress of trying to keep a train on schedule, the need to schedule time off weeks in advance, and "those bloody shoes."

But it's far better than working an office job – even though she was paid significantly better – in part because bank workers aren't unionized.

"There's nobody to fight for you," she said. "You are fired and you go home. The basic idea of having a union makes you feel a little powerful and not so vulnerable. I'm a proud member of TWU Local 100."

Next stop? A prequel delving more into her family history.

Thousands Turn Out for TWU Local 100 **FAMILY DAY 2018**

DESPITE A THREAT OF HEAVY RAIN AND THUNDERSTORMS, THOUSANDS OF TWU LOCAL 100 members and their families turned out for the union's annual Family Day celebration on Saturday, June 23, 2018.



10 TWU Local 100 • Bulletin

Luckily, the weatherman got it wrong. Not a drop of rain fell on Coney Island or the TWU partiers in and around MCU Park, just blocks from Stillwell Terminal. The sun occasionally popped through the clouds to further mock the weather prognosticators as temperatures remained comfortable for all activities.

The union provided a variety of fun games for the kids, music for all ages from a series of DJs around the park, and all the food anyone could possibly eat – complete with two very popular ice cream trucks.

It all made for an enjoyable day as many friends reunited and families enjoyed the offerings. New this year, a video game van gave older kids something to do while the younger ones enjoyed face painting, a bouncy house and a photo booth.

Individual departments sponsored tents with addi-

tional food and entertainment in an area set aside for grilling, dancing and music. There was also basketball, dancing, and a visit from retired Ravens and Jets football star Bart Scott, who cheerfully signed autographs and posed for pictures. Also visiting were politicians who are special friends of Local 100, including Assemblyman Peter Abbate and Assemblywoman Latrice Walker.

The Local 100 Softball Team, managed by OA Bus Operator Jesse Mendoza, took home the tournament trophy against a talented team from Local 501 (American Airlines workers at JFK, LGA, Newark Liberty and San Juan). The Local 100 squad fought back with 2 in the 5th and 3 in the 6th to win 8-5. TWU Locals from the New York region traditionally try to topple Local 100's team (which has only lost once) and then join in the fun of Family Day with their own families.



TWU Local 100 • Bulletin 11

FAMILY DAY 2018





TWU Local 100 • Bulletin 13

FAMILY DAY 2018



14 TWU Local 100 • Bulletin



TWU Local 100 • Bulletin 15

Supreme Court Rules Against Labor on Janus

THE U.S. SUPREME COURT'S CONSERVATIVE majority started a new class war in late June with its 5-4 ruling in the Janus v AFSCME case.

Justices Roberts, Thomas, Alito, Gorsuch and Kennedy overruled Justices Kagan, Sotomayor, Bader-Ginsberg and Breyer in the Janus case that gives the American ultra-right – led by the National Right to Work Committee – a legal victory that they believe will cripple the labor movement financially.

At issue in the case is the contention by Illinois state worker Mark Janus that paying dues to the union that provided him with good wages, good benefits and a secure pension violated his freedom of speech under the U.S. Constitution.

The core of the Janus case is the Supreme Court's 1977 decision in *Abood v. Detroit Board of Education*. That landmark decision, upheld unanimously, said that a union with an exclusive right to represent a particular group of public employees is legally empowered to collect an "agency" or "fair share" fee for costs related to collective bargaining and other representational activities from workers who choose not to join the union.

Now, because of the new ruling, the collection of agency fees is now unconstitutional. In other words, the court has created a scenario where workers can now freeload off the backs of their co-workers by not paying dues or fees of any kind, and in some instances the

union still must represent them as if they were members in good standing.

In anticipation of the negative ruling, Local 100 President Tony Utano said that such freeloading "goes against any sense of fairness in America. To gain all the benefits of union membership; the higher wages, better benefits, safety on the job, and full due process, and get it for nothing, that's just wrong."

After the court edict, Utano lashed out at the offending Justices as "nothing but a bunch of Pinkertons in black robes."



Bus Operator Presents Logo Painting to Utano

Ulmer Park Bus Operator John M. Graham, a 20 year veteran of NYCT, is also a painter who has had exhibits in Florida, Washington, and at a Queens museum. In July, he gave Local 100 President Tony Utano a hand-painted rendering of the union logo featuring a stylized bus and a subway. The acrylic on canvas art will hang in the President's office in the union hall, Utano said, as a permanent exhibit. At left in photo is former Chair of Ulmer Park, James Manzella. At Right is current Chair, Nat Jenkins.

Justices Clash Over Free Speech Scenario

Justice Sonia Sotomayor, in the minority opinion, sharply disagreed with the Court's finding on Janus. She wrote that the Court's decision is "turning the First Amendment into a sword, and using it against workaday economic and regulatory policy."

"Speech is everywhere," Sotomayor continued, "a part of every human activity (employment, health care, securities trading, you name it). For that reason, almost all economic and regulatory policy affects or touches speech. So the majority's road runs long. And at every stop are black-robed rulers overriding citizens' choices. The First Amendment was meant for better things. It was meant



not to undermine but to protect democratic governance—including over the role of public-sector unions."

Justice Samuel Alito, well-known for his anti-union bias on the Court, wrote the majority opinion on Janus. Alito noted that Mark Janus opposed his union's desire for better wages in bargaining with the state of Illinois because the state faced a fiscal crisis, and as such, his personal free speech rights were violated. "Compelling individuals to mouth support for views they find objectionable violates that cardinal constitutional command, and in most contexts, any such effort would be universally condemned," said Alito in the majority opinion.

2018 Election Rules



TWU Local 100 Notice of Nominations And Elections

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

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

In accordance with the Constitution of the Transport Workers Union of America and Local 100's By-Laws, the election of Union-wide officers, Departmental Vice-Presidents, Executive Board members, all of whom will also serve as Convention Delegates, will take place by secret mail ballot mailed out on Wednesday, November 14, 2018 to all those who are members of Local 100 in good standing as of October 30, 2018. Ballots will be counted on Wednesday, December 5, 2018.

A. POSITIONS TO BE FILLED

The following officers are to be elected:

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

Seven (7) Departmental Vice-Presidents;* and

44 Executive Board Members*

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

B. PERIOD OF NOMINATION PETITIONING

Monday, September 17, 2018 to Friday, September 28, 2018.

C. ELIGIBILITY

To be eligible for nomination for any of the above positions, a member must be in continuous good standing in Local 100 since September 17, 2017. A member who runs for the office of President, Financial Secretary-Treasurer, Administrative Vice-President, Recording Secretary or Departmental Vice-President shall not be permitted to run for a Division or Section office during this round of elections or within 18 months of the conclusion of this round of elections.

D. NOMINATIONS

1. All nominations shall be made by filing a Nominating Petition Form ("Petition"). A candidate may run as part of a slate or as an independent candidate. Petitions for slate and independent candidates will be available to any member in good standing at the Office of the Elections Committee at 195 Montague Street, 3rd Floor, Brooklyn, NY, between Monday, September 17, and Thursday, September 27, 2018, between the hours of 9:00 AM and 6:00 PM; the Elections Committee Office will be closed on Saturday and Sunday, September 22 and 23, 2018.

2. Petitions will be issued only to candidates or their representatives who complete and submit an "Authorization to Pick Up a Petition" form. The forms will be available at the Elections Committee Office or on the Local 100 web site and may be hand delivered, mailed, e-mailed or faxed in to the Elections Committee. Any candidate from a slate may pick up a Petition or may authorize a member in good standing to pick up a Petition for the entire slate. There shall be no limitation on the number of Petitions that an authorized person may pick up, but the number must be reasonable. All Petitions shall be numbered by the Elections Committee and each member obtaining Petitions shall be required to sign for them and shall be held responsible for their proper use. Each member signing must be a member in good standing for the signature to count, and only members in good standing may solicit signatures.

3. The member who obtains the signatures on a Petition must complete and sign the statement at the bottom of each Petition, asserting that he or she collected the signatures from persons representing themselves to be members in good standing of Local 100. If such a statement is not signed, the Petition will be invalid.

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

E. PETITION REQUIREMENTS

1. Local-Wide Officers

For nomination for one of the top four offices, a candidate requires the signatures of 4,050 members in good standing from any Department.

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

2. Departmental Vice-President

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

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

VICE-PRESIDENT TABLE

Department	Vice-President	Required Signatures
Car Maintenance	1	415
Stations	1	425
Maintenance of Way		
Line Equipment – Signal, Track, Structure, Power	1	790
Rapid Transit Operations		
Train Operators, Conductors, Tower Operators	1	640
MaBSTOA		
Division I, Division II, Maintenance, Clerical, P&E	1	680
NYCTA Surface		
Operators, Maintenance	1	440
MTA Bus/ Private Operations/School Bus-Paratransit	1	635

EXECUTIVE BOARD

For nomination for Executive Board Member, the signature requirements are outlined in the following table, which also shows the number of Executive Board positions allocated to each Division. Only a member in good standing in the Division may validly sign a Nominating Petition to nominate a candidate for the Executive Board from that Division.

EXECUTIVE BOARD TABLE

Division	Executive Board Members	Required Signatures
NYCTA		
Surface Maintenance	1	95
Surface Operators	4	345
Car Maintenance	5	410
Train Operators	4	300
Conductor / Tower	4	340
Stations	5	425
Line Equipment – Signal	3	300
Track	2	225
Structure	2	180
Power	1	80
MaBSTOA		
Division I	2	200
Division II	2	225
Maintenance, Clerical, Computer Professional, Plant and Equipment	3	250
Private Operations/School Bus-Paratransit/MTA Bus		
MTA Bus	2	225
Private Operations	1	80
School Bus-Paratransit	3	305

F. SLATE NOMINATIONS

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

ments need not include a candidate for every position to be filled by this election.

2. The completed form submitted to the Elections Committee must: (1) be signed by each candidate on the slate (no one may sign for another member), (2) show which office he/she is a candidate for, (3) include his/her name, printed exactly as it is to appear on the Petition and ballot, and (4) include his/her contact information including the mailing address, social security number, telephone number, and e-mail address. Once a candidate accepts his/her place on a slate, he/she may not withdraw. The names of individual candidates must be their given names or the names by which they are generally known.

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

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

G. INDIVIDUAL (NON-SLATE) NOMINATIONS

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

H. SIGNATURES REQUIRED

To nominate a slate of candidates for the top four Local-wide Officers and one or more Departmental Vice-Presidents and one or more Executive Board Members, a minimum of 4050 signatures of Local 100 members in good standing are required. The petition must include a sufficient number of signatures from each Department from which a Departmental Vice-President on the slate is nominated, as set forth in the Vice-President Table above and a sufficient number of signatures from each Division from which an Executive Board Member is nominated, as set forth in the Executive Board Table above.

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

1. The Elections Committee will prepare the "Nominating Petition Forms" and will insert, before issuance, the name or names of the candidates for whom the Petitions are requested, showing the position for which each is a candidate. To expedite determinations of eligibility and to avoid delays on September 17, resulting from the time required preparing Petitions, individual candidates, and those individuals or groups of candidates desiring to run as a slate are requested to file their Nomination Form and Notice of Slate Candidacy Forms, respectively, with the Elections Committee in advance of September 17, preferably no later than September 10, 2018.

2. Petitions for those individuals and slates filing required forms on or before Monday, September 10, 2018 will be available at 9:00 AM on September 17, 2018. Otherwise, Petitions will be prepared as promptly as possible after the Elections Committee is provided with the necessary forms and information.

3. The Elections Committee will determine the eligibility of candidates to be included on the Petition as promptly as possible and will notify each candidate found to be ineligible by telephone, e-mail, and/or overnight mail. Those found ineligible will not be included on a Petition. The inclusion by the Elections Committee of a candidate's name on a Petition shall not be construed as a final ruling about whether that candidate has met the eligibility requirements for election; such an issue can be the subject of an objection through a period ending 6:00 PM on Tuesday, October 2, 2018.

J. APPEALS OF ELIGIBILITY RULINGS

A candidate ruled ineligible must appeal that ruling, in writing or by e-mail, delivered to the Elections Committee within 48 hours of receipt of the notice. If the Elections Committee determines that a hearing is necessary, the Elections Committee will conduct a hearing on any appeal as expeditiously as possible, at a time designated by the Elections Committee. The Committee will give the candidate 24 hours' notice of the hearing. The burden shall be on the candidate to demonstrate to the Elections Committee that its initial determination was wrong. The Elections Committee shall rule on eligibility appeals at the close of the hearing. Elections Committee determinations may be appealed, after this hearing, to the Neutral Monitor by any candidate or good-standing member within 48 hours.

K. FILING OF PETITIONS

Signed "Nominating Petition Forms" must be hand-delivered, by a member in good standing, to a member of the Elections Committee on weekdays from Monday, September 17, 2018 to Thursday, September 27, 2018 between the hours of 9:00 AM and 6:00 PM, and will only accept petitions until 5pm on Friday September 28; the Elections Committee will be closed on Saturday and Sunday, September 22 and 23, 2018.

A receipt will be given to the delivering member indicating the number of pages and the number of signatures on all accepted Nomination Petitions. **NO Petitions will be accepted after 5:00 PM September 28, 2018.** Anyone who has signed in with the Elections Committee by 5:00 PM shall be able to turn his/her Petitions in.

L. OBJECTIONS TO NOMINATIONS

Any member in good standing will be able to check filed Petitions to verify the number of valid signatures, under the supervision of the Elections Committee, on Monday, October 1, 2018, and Tuesday, October 2, 2018, between the hours of 9:30 AM and 6:00 PM. Written objections alleging signature duplication, or other irregularities, must be signed and submitted by a member in good standing to the Elections Committee no later than 6:00 PM, Tuesday October 2, 2018. The burden shall be on the challenging party to present evidence that would invalidate signatures or a Petition as a whole. The Elections Committee will reach a decision about all objections on or before Wednesday, October 10, 2018. The Elections Committee will notify the objector of its decision in writing. The Elections Committee has the authority to investigate apparent irregularities on its own and make a ruling. The Elections Committee may consult with the Neutral Monitor in making its determinations.

M. ELIGIBILITY REPORT

The Elections Committee will issue the Final Report on Eligibility on or before Monday October 22, 2018. Any party who wishes to contest the determination of the Elections Committee has forty-eight (48) hours from the date of this Report to appeal to the Neutral Monitor, and may appeal the Neutral Monitor's ruling to the International Committee on Appeals. All decisions will be posted on the elections web site: www.twulocal100.org/elections2018.

N. BALLOTING PROCEDURE

The balloting for Local-wide Officers, Departmental Vice-Presidents and Executive Board Members shall be by secret mail ballot mailed out on Wednesday, November 14, 2018 and counted on Wednesday, December 5, 2018, as per the procedure set forth in Section III below.

II.

NOTICE OF NOMINATIONS AND ELECTIONS FOR DIVISION OFFICERS AND CONVENTION DELEGATES

A. POSITIONS TO BE FILLED

In accordance with the Constitution of the Transport Workers Union of America and the Local 100 By-Laws, the election of Division Officers and Convention Delegates will take place by secret mail ballot mailed out on Wednesday, November 14, 2018 to all those who are members in good standing as of October 30, 2018. Ballots will be counted on Wednesday, December 5, 2018. The following Division Officers and Convention Delegates are to be elected:

NYCTA

Surface Maintenance	Chair, 3 Vice Chairs, Rec. Secretary, 2 Convention Delegates, 3 Alternates
Surface Operators	Chair, 3 Vice Chairs, Rec. Secretary, 8 Convention Delegates, 3 Alternates
Car Maintenance	Chair, 5 Vice Chairs, Rec. Secretary, 10 Convention Delegates, 5 Alternates
Train Operators	Chair, 3 Vice Chairs, Rec. Secretary, 9 Convention Delegates, 4 Alternates
Conductor/ Tower	Chair, 4 Vice Chairs, Rec. Secretary *****, 10 Convention Delegates, 3 Alternates
Station	Chair, 4 Vice Chairs, Rec. Secretary, 12 Convention Delegates, 5 Alternates
Line Equipment – Signal	Chair, 4 Vice Chairs, Rec. Secretary, 7 Convention Delegates, 4 Alternates
Track	Chair, 5 Vice Chairs, Rec. Secretary,* 6 Convention Delegates, 3 Alternates
Structure	Chair, 6 Vice Chairs, Rec. Secretary, 4 Convention Delegates, 3 Alternates
Power	Chair, 3 Vice Chairs, Rec. Secretary, 2 Convention Delegates, 3 Alternates

MaBSTOA

Division I	Chair, 6 Vice Chairs, Rec. Secretary, 6 Convention Delegates, 3 Alternates
Division II	Chair, 6 Vice Chairs, Rec. Secretary, 6 Convention Delegates, 3 Alternates
Maintenance, Clerical, P&E	Chair, Div. Vice Chair,** Rec. Secretary, 5 Convention Delegates, 4 Alternates

MTA Bus/School Bus-Paratransit/Private Operations

MTA Bus	Chair, 6 Vice Chairs,*** Rec. Secretary, 6 Convention Delegates, 3 Alternates
Private Operations	Chair, 4 Vice Chairs,**** Rec. Secretary, 3 Convention Delegates, 3 Alternates
School Bus	Chair, 9 Vice Chairs,***** Rec. Secretary, 7 Convention Delegates, 3 Alternates

- * *One of these Vice Chairs shall be the Section Chair of the TEMs elected in the TEMs Section election.*
- ** *The Division Vice Chair will be elected division-wide. One Location Vice Chair will be nominated and elected at each depot in a separate election.*
- *** *One Vice Chair will be nominated from each property.*
- **** *One Vice Chair will be nominated from Liberty Lines and one from New York Waterways, Big Bus NY, and NY/DC Bikeshare. If there are no Vice Chair nominations from one of these sections, nominations will be accepted from any other section.*
- ***** *One Vice Chair will be nominated and elected from each of the following sections: First Mile Square, Royal Coach Yonkers, Royal Coach Ossining, SuperTrans, White Plains, Vallo Mutual, Quality Bus, GCS, and STA Greenwich. If there are no Vice Chair nominations from any one of these sections, the position will be declared vacant and the Election Committee will arrange a subsequent vacancy election.*
- ***** *One of the Vice Chairs must be a member of the Tower Section; only Tower Operators will elect this Vice Chair. This Vice Chair shall also serve as the Tower Section Chair.*

The number of delegates set forth in this chart may be reduced, after the election, based on who is elected to the four Local-wide Offices and to the Vice Presidencies. Since those officers are automatically delegates, their Division(s) will lose an elected Convention Delegate position for each officer elected. The numbers of delegates may also change after the International's accreditation in 2021. Additional delegates: In the event that there are fewer delegate spots than those indicated in the table, the elected delegates with the lowest vote totals will become the top alternates. If the International accreditation requires additional delegates in a division, those spots will be filled by the alternates with the highest vote totals.

**B. NOMINATION OF DIVISION OFFICERS & CONVENTION DELEGATES
DIVISION NOMINATION MEETINGS SCHEDULE**

Division	Times	
Surface Maintenance	Oct. 16	10:30 AM & 5:00 PM
Surface Operators	Oct. 16	11:00 AM & 6:00 PM
Car Maintenance	Sept. 26	10:00 AM & 5:00 PM
Train Operators	Oct. 17	10:00 AM & 6:00 PM
Conductor/Tower	Oct. 10	10:00 AM & 6:00 PM
Station	Sept. 27	10:00 AM & 5:00 PM
Line Equipment – Signals	Oct. 3	11:00 AM & 5:00 PM
Track	Sept. 26	8:00 AM & 5:00 PM
Structure	Oct. 3	5:00 PM
Power	Oct. 18	5:00 PM
OA Division I	Oct. 9	11:00 AM & 7:00 PM
OA Division II	Sept. 26	11:00 AM & 7:00 PM
Maintenance, Clerical, Computer, Plant and Equipment	Oct. 11	1:00 PM & 3:30 PM
MTA Bus	Oct. 16	11:00 AM & 8:00 PM
Private Operations	Oct. 18	10:00 AM & 8:00 PM
School Bus-Paratransit	Sept. 26	10:00 AM

Nomination of candidates for the above Division offices and Convention Delegates shall take place at a Division Meeting to be held between Wednes-

day, September 26, 2018, and Thursday, October 18, 2018. A completely filled out "Nomination Form" (provided by the Elections Committee or available on its website) for each nominee must be submitted to the Local 100 Elections Committee by the Recording Secretary of the Division or Section no later than 6:00 PM on the third business day after nominations are held. A member need be nominated at only one nomination meeting (AM or PM). A member nominated for Division Office or Convention Delegate must be present at the nomination meeting, or the member nominating him/her must submit a written acceptance signed by the absent member by the close of the nomination meetings. The acceptance form must include the nominee's mailing address, telephone number, e-mail address and social security number. A member may be nominated for both a Division Office and Convention Delegate.

C. ELIGIBILITY – MEMBERSHIP

To be eligible for nomination as a Division Officer or Convention Delegate, a member must have been in continuous good standing for twelve months immediately prior to the nominations meeting.

D. ELIGIBILITY – MEETING ATTENDANCE

1. To be nominated for Division Office (but not Convention Delegate), a candidate must be in good standing, and he or she must have attended at least five (5), or fifty (50) percent, whichever is smaller, of the combined regular meetings of his/her Division and Section held during the twelve (12) month period immediately preceding the month in which the nominations are held. Recorded attendance at the Annual Mass Membership Meeting may be substituted for one such meeting. Attendance at any other union event (such as Lobby Day) will not count as a meeting attended. Meeting attendance may be excused if the nominee has acted in accordance with Article XV, Sec. 7 of the TWU Constitution. No credit will be given for a meeting unless the member has submitted a written request to the Recording Secretary for credit within thirty (30) days of that meeting, or the date it was scheduled or should have been scheduled to occur. There will be no credit given simply because no section meeting was held, unless the meeting was calendared, the member appeared, and the meeting did not proceed. Even in the latter situation, a member must have notified the Recording Secretary within 30 days in order to get credit. All exonerations must be requested by September 1, 2018.

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

E. ELIGIBILITY RULINGS

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

F. APPEALS OF ELIGIBILITY RULINGS

A candidate ruled ineligible must appeal that ruling, in writing or by e-mail, delivered to the Elections Committee within 48 hours of receipt of the notice. If the Elections Committee determines that a hearing is necessary, the Elections Committee will conduct a hearing on any appeal as expeditiously as possible, at a time designated by the Elections Committee. The Committee will give the candidate 24 hours' notice of the hearing. The burden shall be on the candidate to demonstrate to the Elections Committee that its initial determination was wrong. The Elections Committee shall rule on eligibility appeals at the close of the hearing. Elections Committee determinations may be appealed to the Neutral Monitor by any candidate or good-standing member within 48 hours of the Election Committee's decision.

G. SLATE NOMINATIONS

1. For purposes of nominations, any group of candidates for Division Office and Convention Delegate may, by submission of a "Notice of Slate Candidacy Form" provided by the Elections Committee, no later than 6:00 PM on the third business day after nominations are made, constitute a slate, provided that the slate includes nominees for Chair, Recording Secretary, at least one Vice Chair position, and at least one Convention delegate position (which can be one or more of the members running for Division Office). A slate may not contain more than one candidate for each of the positions to be filled. The completed form submitted to the Elections Committee must: (1) be signed by each candidate on the slate (no one may sign for another member), (2) show the office for which he/she is a candidate, and (3) include his/her printed name exactly as it is to appear on the

petition and ballot, and (4) include his/her contact information including the mailing address, social security number, telephone number, and e-mail address. Once a candidate accepts his/her place on a slate, he/she may not withdraw. The names of individual candidates must be their given names or the names by which they are generally known.

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

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

H. BALLOTING

The balloting for Division Officers (except for MaBSTOA Maintenance Vice Chairmen) and Convention Delegates, will take place, along with the election of Local-wide Officers, Departmental Vice-Presidents and Executive Board Members, by secret mail ballot mailed out on Wednesday, November 14, 2018 and counted on Wednesday, December 5, 2018, in accordance with the procedure set forth in Section III below.

III.

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

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

1. LOCAL-WIDE OFFICERS, VICE-PRESIDENTS & EXECUTIVE BOARD MEMBERS

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

2. DIVISION OFFICERS

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

B. SURFACE TRANSPORTATION RULES

1. Members in the MaBSTOA Maintenance and the TA Surface Divisions Maintenance shall vote in and run for office in the Department and Division where their payroll emanates from, even if they work in a depot in a different Department or Division.

2. Bus Operators shall vote for the Vice-President, Executive Board Members, Convention Delegates and Division Officers in the Department or Division in which they work. They may only run for office in the Division where their payroll emanates from.

C. THE MAILING/THE BALLOT

Ballots will be mailed on Wednesday, November 14, 2018, by the American Arbitration Association (“AAA”), for Local-wide Officers, Vice-Presidents, Executive Board, and Divisional Officers, utilizing the most recent membership list available. To be eligible to vote in the election and be mailed a ballot, a member must be in good standing and must have paid all arrears in dues and other financial obligations to the Union, prior to voting, in accordance with Article XIII of the Constitution of the Transport Workers Union of America, AFL-CIO, on or before October 30, 2018. Any member who is not in good standing on October 30, 2018 may pay his/her arrears and request a ballot from the AAA. Ballots received from such members will be counted.

Enclosed with the ballot mailed to each member will be two (2) envelopes. The words “SECRET BALLOT – OFFICER ELECTION AND DIVISIONAL ELECTION” will be printed on one envelope. The other envelope will be an addressed

return envelope, with postage prepaid.

- Each ballot must be voted in accordance with the instructions printed on it.
- Having voted, the member must place their marked ballot in the appropriate secret ballot envelope and seal it. Any mark on the secret ballot envelope which could identify the voter will void the ballot.
- The sealed secret ballot envelope should be placed in the appropriate return addressed envelope and sealed.
- The voted ballots must be mailed so as to arrive at the AAA Office before 8:30 AM on Wednesday, December 5, 2018. No ballots may be returned to AAA in person.
- The Officer/Executive Board and Divisional Ballot will appear on the same side of the ballots.

D. AMERICAN ARBITRATION ASSOCIATION

AAA will administer the balloting. AAA will be in possession of the membership list as it stands on October 30, 2018. Any member who does not receive a ballot within four (4) days of the mailing date should contact AAA at 1-800-529-5218 or the Elections Committee. Any question by a member regarding his or her eligibility to vote should be directed to the Elections Committee. If the question is not resolved to the member's satisfaction, then the member requesting a ballot may make a written appeal to the Neutral Monitor who will then make a determination.

E. THE COUNT

The count of the ballots returned will commence at 9:00 AM on Wednesday, December 5, 2018, at the AAA office or at another location chosen by the AAA and the Elections Committee, in consultation with the Neutral Monitor, and will continue until completed, with such breaks for meals and rest as the AAA may decide.

No ballot which is received after 8:30 AM on December 5, 2018 shall be counted.

F. OBSERVERS

Each candidate may designate in writing, signed by him or her, any member in good standing to act as their observer at each step in the election process, including: the assembling of ballots at the printer; the picking up of ballots from printers and their transportation to the Post Office for mailing; the eligibility check (which AAA will perform each week/day beginning November 26, 2018, at a time and place to be announced on the Elections Committee web page); and the count on December 5, 2018. An individual candidate may not be represented by more than one observer at any one time, except at the count. Candidates on a slate may jointly be represented by up to, but no more than, three observers at any one time except at the count, where each candidate or slate may have the same number of observers as there are stations for counting (see Supplemental Rule IV (7)(H)). A candidate may be one of the allowed observers. Each slate will be allowed to have an attorney present in the observer area.

G. CERTIFICATION

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

IV THE NEUTRAL MONITOR

A. AUTHORITY OF THE NEUTRAL MONITOR

1. A Neutral Monitor, appointed by the Local 100 Executive Board, will be responsible for supervising all aspects of the election, including fraud (which will give him/her authority to modify any procedure put into place by the Elections Committee or the AAA), and resolving disputes that arise in the course of the election.
2. The Neutral Monitor's jurisdiction includes all disputes over conduct of the election, and disputes about or protests to the conduct of candidate(s), slate(s), the Local Union or other parties. The Elections Committee will continue to resolve disputes over eligibility, sufficiency of Petitions, or failure to issue a ballot, subject to appeal to the Neutral Monitor.
3. Any protests, objections and appeals sent to the Neutral Monitor (or the Elections Committee) must be in writing and must be made within the time periods set forth in these Rules. It will be the Neutral Monitor's responsibility to resolve these

disputes in accord with the Local 100 By-Laws, the TWU Constitution, applicable law, the Election Rules adopted by the Local Executive Board, and any Supplemental Rules which may be promulgated by Neutral Monitor. The Neutral Monitor will have the power to investigate and determine the facts prior to applying the law to all disputes brought to the Neutral Monitor's attention.

B. PROTESTS

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

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

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

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

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

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

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

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

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

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

V

NOTICE OF SECTION OFFICER NOMINATIONS AND ELECTIONS

In accordance with the Constitution of the Transport Workers Union of America and the Bylaws of Local 100, the nomination and election of Section Officers will take place between October 23, 2018 and April 1, 2019.

A. POSITIONS TO BE FILLED

The following Section Officers are to be elected:

- Section Chair
- Section Vice Chair (one or more, per Section Bylaws)

- Section Recording Secretary, and in MaBSTOA, Chief Line Steward 1, Chief Line Steward 2, and Chief Shop Steward

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

B. NOMINATIONS

1. Nomination of candidates for the above-mentioned Section offices shall take place at a Section meeting held no sooner than October 23, 2018 and no later than March 15, 2019. A schedule of those meetings will be available at the Elections Committee office and will be published in the Local newspaper and on the Local's website as dates are established.

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

3. A member need be nominated at only one nomination meeting (AM or PM). A member nominated for Section Office must be present at the nomination meeting and submit a Nomination Acceptance Form, or the member nominating him/her must submit a written acceptance signed by the absent member by the close of the nomination meetings.

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

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

C. ELIGIBILITY

1. To be nominated for Section Office, a member must have been in continuous good standing for twelve months prior to the month of nomination.

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

D. SLATE NOMINATIONS—SECTION OFFICES

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

E. ELIGIBILITY RULINGS

Rulings on eligibility can be made by the Elections Committee, either on its own initiative or upon the objection of a member. Any objections to eligibility must be made within two business days of the nomination. Appeals from the Elections Committee may be made only to the Executive Board. The Neutral Monitor shall have no jurisdiction over Section elections.

F. MAILINGS

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

G. ELECTION

1. The election of Section Officers will take place between October 23, 2018 and April 1, 2019, on dates to be determined by the Elections Committee, which will be published at least 15 days in advance of the election.

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

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

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

VI SUPPLEMENTAL RULES

A. MEMBERSHIP LIST

The final list of the last known names and addresses of all members in good standing of the Local Union shall be delivered to the AAA no later than the close of business on October 31, 2018. This disk shall be considered the master membership list. All members who have moved or changed their address and have failed to notify Local 100 of such change should notify Local 100 of the change no later than October 24, 2018. It is the responsibility of the member to keep the Union updated on his/her current address. (Notice should be submitted either to the Financial Secretary-Treasurer's office or the Elections Committee.) After October 31, 2018 any additions made to the master membership list because of errors previously made, any address changes, and any deletions due to error, promotion or retirement shall be made only by the AAA, with concurrence of the Elections Committee, and with notice to the Neutral Monitor; such changes shall be subject to inspection by all affected candidates. The list maintained by the AAA shall be the list used for all candidate mailings done after October 31, 2018.

B. INSPECTION OF MEMBERSHIP LIST

1. Each candidate has the right, on one occasion between September 28, 2018 and October 27, 2018, to inspect, but not copy, a list containing the last known names and addresses of all members of the Local Union. The list may be reviewed at the Local 100 office. Arrangements for review of the list will be made by the Chair of the Elections Committee. The Local Union shall not, in any way, discriminate in favor of or against any candidates with respect to the membership list.

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

3. The Union shall take appropriate steps to direct that all staff and members who are in possession of part or all of the membership list, whether or not used for their work, shall be returned, together with any copies, to the Union no later than September 14, 2018.

C. FREEDOM TO EXERCISE POLITICAL RIGHTS

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

D. PROHIBITION ON INTERFERENCE WITH VOTING

No person or entity shall limit or interfere with the right of any Local 100 member to vote.

E. CAMPAIGN CONTRIBUTIONS

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

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

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

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

5. No candidate or other member may campaign for her/himself or for any other candidate during time that is paid for by the Local Union or by any employer. This includes campaigning while out on sick leave. However, campaigning incidental to regular Local Union business or during paid vacation, paid lunch hours or breaks, or similar paid time off, is permitted. If a candidate or other member is on workers' compensation, disability leave or no work available status, he or she must notify the Elections Committee and the Neutral Monitor in writing prior to campaigning. Campaigning will be limited to the amount of time the candidate or other member has accrued as vacation, and has not used in 2018. Vacation request forms must be approved in advance and request/approval forms and vacation balances must be made available to the Neutral Monitor upon request. In order to ensure compliance with this rule any person on the Union staff must make a written request and anyone on TA/MaBSTOA/MTA Bus release must give written notice to Financial Secretary Earl Phillips by e-mail in advance of taking any vacation time or other personal time for campaigning. If union staff making the request has sufficient vacation accruals, the request will be deemed granted. This requirement does not apply to campaigning that is incidental to regular Local Union business or during paid lunch hours or breaks or similar paid time off.

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

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

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

F. VOTING AND BALLOT COUNT PROCEDURES

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

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

3. If any member does not receive a ballot within four (4) days of the mailing date, he or she should call the AAA at 800-529-5218. It is preferable for all members to mail their return ballots and to do so as soon as possible after receiving them in the mail. If someone is requesting a duplicate ballot on behalf of someone else, the member for whom the request is made must sign the written request for a duplicate ballot, which may then be mailed, e-mailed or faxed to the AAA. No duplicate ballot will be mailed less than five (5) days before the count. No one may pick up or drop off a ballot in person. If a member who has timely requested a duplicate ballot by phone has not yet received it in the mail, he or she should contact the Neutral Monitor no later than Thursday November 29, 2018.

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

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

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

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

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

G. ELECTION COUNT—CANDIDATE AND OBSERVER RULES

1. Any candidate who wishes to designate a member in good standing as an observer must notify the Elections Committee in writing.

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

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

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

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

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

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

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

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

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

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

H. PROCEDURES FOR MAILING/EMAILING OF CAMPAIGN LITERATURE

1. Each candidate shall be permitted a reasonable opportunity, equal to that of any other candidate, to have literature mailed, via the US Postal Service, to all or part of the membership, at the candidate's expense. Each candidate is entitled to a reasonable number of mailings, whether or not any other candidate makes such request(s). Requests for mailing shall be made to the Elections Committee at least five (5) days before the desired mailing date. The mail list will be transmitted by the Elections Committee to the mailer designated by the Elections Committee.

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

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

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

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

6. All costs for the mailing or e-mailing of campaign literature will be borne solely by the candidate. Costs associated with the mailings include, but are not limited to:

- a. Address labels, materials, and labor
- b. Postage
- c. Fees as determined by the outside mailer/e-mailer.

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

I. MISCELLANEOUS

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

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

**VII
LOCAL 100 ELECTIONS COMMITTEE**

Aquilino Castro, Chair	212.873.6000 x 2061
Angella Fonte, Member	212.873.6000 x 2089
Ron Gregory, Member	212.873.6000 x 2059
Election Committee General	212.873.6000 x 2090
Arthur Z. Schwartz, Counsel	E-mail: aschwartz@afjlaw.com Phone: 212.285.1400 Fax: 212.285.1410
Elections Committee e-mail:	elections2018@twulocal100.org
Election Committee fax:	646.998.7150
Election materials are available at:	www.twulocal100.org/elections2018
Neutral Monitor: Barbara Deinhardt	Phone: 917.763.0906 Fax: 718.855.2933 E-mail: neutralmonitor@gmail.com

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

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

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

Columbus City Council Supports Union Position

TWU Pushes Back vs Driverless Buses

BIG TECH COMPANIES AND SOME elected politicians in Columbus, Ohio want to replace TWU Local 208 Bus Operators with robots - but the union is fighting back.

TWU Local and International Officers from Columbus, New York, Washington, DC, Miami and Long Island locked arms at a June 11th Columbus City Council hearing to register the union's clear opposition to the job-killing scheme.

Local 100 President Tony Utano and Recording-Secretary LaTonya Crisp led the Local 100 delegation to support TWU Local 208 in this pivotal campaign against fully automated buses.

Concern about robotic buses potentially replacing Bus Operators in Ohio emerged last year after the City of Columbus won a federal "SMART" cities grant. It received \$30 million to develop and test a range of transportation-related technologies, including self-driving buses.

Speaking before the Council, Local 100 President Utano blasted the driverless-bus movement. Utano spoke about the "critical safety gap" that would exist if human Bus Operators were no longer behind the wheel. "There simply are things that a computer-driven bus, with an empty bus operator's seat, will never be able to do," Utano said.

Since the grant award, TWU has been pushing back against driverless buses with



The City Council resolution supporting the union position.

opinion pieces in regional newspapers, leafleting riders, lobbying elected officials and other actions.

The Columbus City Council supported the union position, and passed a resolution stating, "smart technology is designed to uplift people and workers, not replace them."

It goes on to say that Columbus can embrace technological advances and create new jobs "while we also maintain middle-class jobs."

The resolution is non-binding. But it puts the City Council on record as supporting the TWU position.

"TWU Local 208 and the International asked if we could come out and show our support," Utano said after the trip. "We didn't hesitate. This is an extremely important campaign, not just for Local 208, but also for the entire TWU. I'm glad we went."

The Local 100 delegation also included TA Surface Vice President J.P. Patafio, TA Surface Division Vice Chairman Louis Marrero, MaBSTOA Vice President Richard Davis, and Executive Board Member Harriette Goodridge-Seymour.

The battle is far from over. Elected officials and big tech companies in many states are pushing forward with the development and deployment of self-driving vehicles.

Local and International Officers including International President John Samuelsen and Local 100 President Tony Utano, joined other officers and members to push back against driverless buses in Columbus, Ohio.



TWU Local 100 • Bulletin 25



Hundreds Enjoy Annual

TWU'S ANNUAL WESTCHESTER FAMILY DAY, THIS YEAR AT FDR STATE PARK IN YORKTOWN HEIGHTS, brought out hundreds of members from our school bus properties and Liberty Lines.

The all-day affair had great food, costumed dancers, and plenty of ways for kids to cool down and enjoy the picnic.

Local 100 President Tony Utano, Secretary Treasurer Earl Phillips, Recording Secretary LaTonya Crisp, and Administrative Vice President Nelson Rivera joined Vice Presidents John Chiarello (MOW) and Pete Rosconi (MTA

BUS, Private Operations), Division Chair Carlos Bernabel and School Bus Chair Gus Moghrabi in hosting the event.

Said Rosconi: "I'm always looking forward to our Westchester Family Day. I'd like to thank all the members who came out. I know everyone had a good time. Count on it for next year!"





Westchester Family Day



TWU Sends Message at Puerto Rican Day Parade:

HUNDREDS OF TWU LOCAL 100 MEMBERS AND families brought activism, excitement and lots of pride to New York's 61st Puerto Rican Day Parade on June 10, 2018. But this year's parade was also rife with concern over the continuing plight of Puerto Rico in the aftermath of Hurricane Maria.

Just days before the parade, a new study by public health officials revealed that the number of deaths due to Maria had been woefully underestimated. In reality, said the study conducted by the Harvard T.H. Chan School of Public Health, more than 4,600 people had perished due to the storm's devastating impact, and not the "official" government count of 64.

A New York Times reporter covering the parade took particular note of the TWU float and reported on it in the paper's Monday June 11th edition. "On the Transport Workers Union float," reported Andy Newman, "a dozen revelers danced around towers of red, white and blue balloons to the thumping bass of Wisin's reggaeton hit "Escápate Conmigo" – Escape with Me. A banner on the side of the float told a different story. "4,645: TWU Local 100 mourns the heartbreaking loss of life from Hurricane Maria! Message to President Trump! Puerto Rico's recovery has just begun!"

Mainly though, the parade was about the usual theme of pride in heritage and family. TWU members from all Divisions marched up the 5th Avenue parade route with union t-shirts that declared: "TWU Local 100 Stands With Puerto Rico." Attending were Local 100 President Tony Utano and Administrative VP Nelson Rivera, as well as Vice Presidents Joe Costales, Derrick Echevarria, Richard Davis, and Pete Rosconi.

Gov. Cuomo, earlier in the day, delivered a blistering condemnation of the federal government's apparent position that the post storm job is done. "The lack of response. The disrespect. The lack of humanity. The lack of caring. The lack of concern. The ease with which they did it, is frankly disgusting and disturbing," said Cuomo at a pre-parade breakfast. "They turned their backs on American brothers and sisters. They turned their back on American citizens."



The Rebuild Has Just Begun



Big Bus Workers in 3

HUNDREDS OF NEW UNION MEMBERS – FROM CHICAGO, LAS VEGAS, AND SAN FRANCISCO – have joined Transport Workers Union Local 100. These newly organized Bus Drivers and Tour Guides, all working for Big Bus Tours, expand TWU's presence at Big Bus to six cities, as the new members join Drivers and Tour Guides already represented by the union in New York, Washington, DC, and Miami. With the new members, TWU now represents 500 Big Bus Tours employees. The company is the largest operator of open top sightseeing tours in the world.



The new members say the union's gains for Big Bus workers in New York convinced them to vote TWU. Photo left shows Local 100 President Tony Utano with union negotiating committee and management representatives at contract signing several months ago.



More Cities Vote TWU

An overwhelming majority of the Drivers and Tour Guides signed cards to indicate their desire for a union, said TWU Local 100 Director of Organizing Frank McCann. The American Arbitration Association certified the cards as constituting majorities of each group of employees on June 25th. The TWU has an agreement with Big Bus Tours that the company will not contest organizing efforts at their properties.

Big Bus employees saw Local 100's gains for workers in New York as big incentives to go union. These gains included better pay for work on holidays, across the board wage increases, better medical coverage, and improved 401 (k) employer contributions.

"TWU Local 100's message to transit workers in every branch of the industry is the same," said Local 100 President Tony Utano. "We will aggressively fight to increase your wages and benefits and protect your job as you do the important work of serving the public."



Here's three of the newest TWU Local 100 members at Big Bus/Las Vegas.



The union represents Big Bus workers in Washington, DC as well.



Aisha Moore Fights Back With the Union By Her Side

BY ALAN SALY

SHE HAS WALKED THROUGH THE SNOW AND ICE as a mail carrier, greeted visitors to Ralph Lauren's fashion house, and cleaned subway cars and shoveled platforms in the dead of night. Like many transit workers, Aisha Dereka Moore has led a life of hard knocks, setbacks and serendipity. One thing stands out: her unstoppable will to learn, grow, and do right by her family.

Growing up on 127th Street in Harlem, Aisha was a gifted student who early on took to mathematics and wanted to be a professional dancer. In Roberto Clemente Junior High, she was near the top of her class when a teacher encouraged her to apply for a full scholarship at the prestigious Orme prep school in Arizona. She got in – but there was a problem. Her father, Derek, a store owner, had been diagnosed with leukemia the year before. That disease had also killed Derek's own father.

"I didn't think it was right to take that offer and be that far from my family," Aisha says. At 14, enrolling in the A. Phillip Randolph School on 135th Street, she spent days with her father as he got cancer treatment at Staten Island University Hospital. Each day, she took the long commute to Staten Island University Hospital by mass transit.

Knowing that her father's cancer was terminal, she withdrew from school in 12th grade to spend as much time with him as possible. "I said, I can always go back to get my diploma." As it happened, it would be 23 years before she would get that diploma with the help of the TWU Local 100/NYCT Training and Upgrading fund, and after her own battle with cancer.

After her father died, Aisha Moore entered the job market at

17 without a high school diploma, working as a receptionist and office temp at places like Ralph Lauren and Estee Lauder before landing a provisional job at the Post Office.

She was 27 in 2005 when her supervisor at the Post Office stepped up to her and announced that she had a birthday gift – a money order to cover the testing fee for Transit Traffic Checker. It was the last day for applicants to register, and the letter was duly postmarked.

But because of Aisha's provisional status, her Post Office job didn't last, and she found herself on unemployment just a year later.

Meanwhile her mother, a City worker with the Department of Homeless Services, was diagnosed with breast cancer, and Aisha took on the responsibility for caring for her. She died on Breast Cancer Awareness day in October of 2009.

Aisha's unemployment benefits had only a week to run when New York City Transit called with an offer of a Traffic Checker job. Pregnant with her first daughter, Aisha put on her safety vest

and joined the transit family. She soon found out about the union's Training and Upgrading Fund and the courses offered to members – and plunged into them with enthusiasm. Working as a Traffic Checker and raising a baby, and soon to have another girl, Aisha jumped into Spanish, Introduction to Computers, Math 1, and Writing, and even Italian. She remembers, "My friends said – Aisha – Italian? Really???" But I said to myself, "I'm paying my union dues, and I'm going to take advantage of every union program I can."

Says TUF Director Charles Jenkins, "Aisha is a member who has really utilized our program. She shows up, she completes her courses – some say that it's hard to maintain the discipline – not Aisha."



Aisha Moore beams as she shows off her GED High School Diploma with Charles Jenkins, Director of the TWU Local 100 Training and Upgrading Fund, TUF.

Her excellent work record as a Traffic Checker led supervisors to suggest that Aisha take a promotion to Cleaner, which she qualified for, and began her probationary period in December of 2011.

She was nursing her second daughter in October of 2012 when she felt a lump in her left breast. Aisha first thought it had something to do with breastfeeding but then realized what was happening when it did not go away.

Aisha's first rounds of chemotherapy, she says, were excruciating, and her hair fell out almost immediately. The chemo knocked the cancer down but she relapsed. Feeling an intuition that something was wrong, and taking cues from her experience caring for her mother, Aisha insisted on getting a second opinion. "I was really sick. My nails turned purple. My stomach felt like fire." She reached out to Cancer Treatment Centers of America in Chicago, which recommended a new course of chemo.

Through it all, union officials including Administrative Vice President Nelson Rivera and CED Vice President Shirley Martin watched out for her on the job. About VP Martin, Aisha says: "She was very helpful during my battle with cancer. She inspires me and I respect her tenacity." She says that TWU Local 100 Member Services Director Chris Lightbourne "was very helpful during my battle with medical issues during the transitional period from Blue Cross to Aetna. He fought hard and got the job done."

She kept working and taking classes. "Even in the midst of my diagnosis I was determined to take courses," she said. "I wanted to get my GED. It took a long time to complete because of my chemotherapy – three years."

In July of 2017, Aisha got her GED, and tests in October showed her cancer was in remission. She was back to work and taking math classes as well. Surgery followed, which was completed in February of 2018.

Her next objective: to fill out an application for the Union's Upward Advancement apprenticeship program, which could lead to one of the higher paying jobs in transit.

Aisha Moore at her work location at the 240th Street Barn.





PREPARED FOR A LONGER RETIREMENT? THE EXPERIMENT THAT GOT COUPLES TALKING.

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Jumper Who Lives Reveals Stress of Train Op's Job

BY ALAN SALY

A VETERAN TRAIN OPERATOR HAS A MEMORY that will never stop playing back: a mother, with a bundle in her arms that turned out to be her baby, jumping into the path of his downtown 4 train at 149th street and Grand Concourse on Wednesday, June 27th at about 9:30 in the morning.

"She was running down the platform, clutching, holding something," recalls Wilson Duroseau. "At first I didn't think anything of it, but next thing she jumped.

"Black dress, white woman, long hair. It didn't look like anyone pushed her. It was shocking. I put the train into emergency and notified control. The initial shock – it's unbelievable. Thank God she lived."

Just when the incident happened, union leadership including Administrative VP Nelson Rivera and RTO Vice President Joe Costales were nearby and immediately responded. They hurried to the scene to find a shaken train crew and emergency responders in the process of extricating the mother and child from under the train. Her leap had taken her right into the trough, and both mother and baby were uninjured.

VP Costales talked to Brother Duroseau as he recounted the harrowing incident. He chose to go to the hospital for a stress debriefing and to clear his head. Union reps also spoke with the train's Conductor. The suicidal mother was back-boarded by emergency workers and brought up through the station into a waiting ambulance. News reports the following day said that she would be arrested and charged with child neglect.

Regrettably, this was just a normal day in New York City transit. Although it is unusual for a mother to take her child with her in a suicide attempt, 12-9's are not. On the same day in Queens, a 15 year-old girl committed suicide when she jumped in front of an F train at the 21 St./Queensbridge Station. A man in Brooklyn who jumped onto the tracks at Cleveland Street to retrieve a bag was injured but survived when a J Train entered the station.

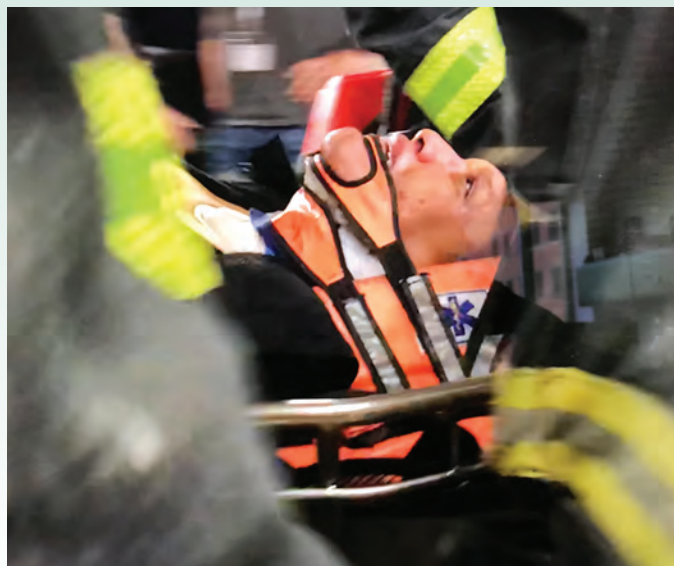
As VP Costales told News 12: "Our Train Operators deal with this all the time, and they're the ones who get shaken up by this."



PHOTOS BY ALAN SALY

Train Operator Wilson Duroseau (seated) is comforted by TWU Local 100 officers, including Administrative Vice President Nelson Rivera (right) and RTO Vice President Joe Costales, center.

Woman who tried to commit suicide with baby in her arms is taken out by FDNY/EMS.



President Utano also spoke to the news media about the continuing toll that 12-9's take on the transit workforce, and assured reporters that the union is making sure workers with post-traumatic stress get the care and time they need to recuperate.

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RT556 1116

Serious 9/11 Related Ailments Increasing

In a June meeting with Local 100 President Tony Utano at Mt. Sinai Hospital, Dr. Michael Crane, the Medical Director of the Selikoff Centers for Occupational Health, revealed that 550 TWU Local 100 members have enrolled in their 9/11 screening program. Since the Mt. Sinai clinic is just one of six possible 9/11 screening centers in the metropolitan area, the union estimates that about a thousand transit workers who worked at Ground Zero, including actives and retirees, have heeded the union's message to let health professionals monitor their status for 9/11 side effects.

Approximately 3,000 transit workers were involved in the massive response and clean-up to 9/11. Some 2,200 were ordered to go by the Transit Authority, where they played a major role in clearing the site of debris, cutting and removing twisted metal so rescuers could search for victims, ferrying firefighters and police to the site, cleaning damaged subway stations, and restoring communications links. The rest were not assigned at the time of the attack but worked there later when the air was still hazardous or volunteered to take part in the "bucket brigade."

Dr. Crane told President Utano and Executive Board



Dr. Michael Crane, Medical Director of the Selikoff Centers for Occupational Health at Mount Sinai Hospital, meets with, from left around table, President Tony Utano, Executive Board Member Mario Galvet, other medical personnel, and Local 100 staff member James Manzella.

Member Mario Galvet, who has been instrumental in documenting 9/11 injuries and helping those members access benefits, that now, 17 years out, a new wave of complications for 9/11 exposures is occurring. "Age creates more illness in general," Crane said, "but it looks as though increases in three areas – asthma, chronic obstructive pulmonary diseases (COPD), and mental health issues associated with PTSD – are attributable to 9/11." He said that his clinic is also seeing increases in 9/11 related cancers: "Prostate and thyroid cancers, melanoma and some lymphomas, they are creeping up," he said.

Union Settles Grievance on Sleep Apnea

TWU Local 100 President Tony Utano has negotiated a settlement to an 'et al' grievance the union filed on behalf of hundreds of members forced into an unnecessarily aggressive treatment protocol designed for those with "moderate" or "severe" Sleep Apnea, even though they had only been diagnosed with a "mild" AHI reading.

The union's grievance argued that sleep specialists had written opinions stating that those diagnosed with "mild" symptoms did not warrant the aggressive treatment with OSA CPAP breathing machines or other devices. Management finally agreed.

Therefore, members who fall into this category (MILD)

will no longer be required to go to the MAC for OSA revisits. (Those who have appointments already scheduled will be informed by their departments or a via a letter from the MTA informing them that their appointments have been canceled.)

President Utano said of the settlement: "I'm very happy that we have been able to settle this grievance for hundreds of our members who felt that the MTA policy was an overkill and created a totally unnecessary inconvenience for those in this group. A diagnosis of moderate and serious apnea can't be ignored. But mild cases don't need the hassle of dealing with the MAC."

Union Launches New Shop Steward Training Program

TWU Local 100 President Tony Utano presided over a graduation ceremony June for 22 school bus division members and officers who completed shop steward training. The graduates, who attended training sessions by veteran labor educator Robert Wechsler, received their certificates at the Local 100 satellite office in Yonkers from President Utano, School Bus/Paratransit Division Chairman Gus Moghrabi, Private Lines V.P. Peter Rosconi and Senior Organizing Director Frank McCann.

This was the first class of a revived and revamped shop steward training program, Utano said. Its members came from five different school bus companies in Yonkers. The training covered a range of topics, including: how to connect and communicate effectively with members; how to file a grievance; the right to organize; and the core goals of a union.

One particularly important point Wechsler stressed was the need to educate members about their right under



Here is the happy group of new school bus division shop stewards, shown along with President Tony Utano, Vice President Pete Rosconi, Division Chair Gus Moghrabi, Vice Chair Orlando Vasquez, Organizing Director Frank McCann, MTA Bus rep Danny D'Amato, and instructor Robert Wechsler.

the law to have a union member present in meetings with management that could entail or lead to disciplinary action by the employer. A union representative can ask questions, request documentation and even halt the meeting to talk privately with the member. "It's in their interest to have the union in there," Wechsler said.

End-of-School Year Parties at Quality, STA Greenwich



As the school year wound down in June, members and officers from Quality Transportation in Brooklyn and STA Greenwich in Connecticut gathered to say good-bye for the summer. Quality members were hosted at an outdoor barbeque on a beautiful afternoon in the company parking lot. The union affair for STA Greenwich was held at the Knights of Columbus hall in Stamford. President Tony Utano attended both events (shown center in above shot). The STA Greenwich photo at right shows from the left: Div. Vice Chair Orlando Vasquez, STA Chair Jamille Aine, President Tony Utano, Vice Chair and Exec. Board Member Mary Pryce, Lexene Charles and Division Chair Gus Moghrabi.



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