

# TA & MaBSTOA UNITED

NEWSLETTER | MAY 2022

## Your Right To Know:

These 2 Things Can Land You on Sick Control.

By: Michael Enriquez



Scan the QR code above to learn about:  
Sick Control and how to avoid it.

## Inflation, Workplace Violence, The New Normal?

By: Frank DeJesus

For the average NYCT worker, the task of moving NY can be a daunting one. The affordability of homes in NYC continue to diminish resulting in more workers' moving farther away and becoming burdened with long commutes to work which in-turn results in strained familial relationships. Inflation, monetary policies and geo-political events have pushed gas and grocery prices through the roof and to top it all off, we are laboring in the most hostile and violent environment this generation of Transit Workers' have seen yet - talk about a recipe ripe for disaster!  
...(Continued on Next Page)

*info Corner*

TWU Local 100 scholarship  
deadline is May 31, 2022.  
Scan QR Code on the right  
to apply



## NYS Paid Family Leave - A Promise Unfulfilled.

By: Daniel Cruz

In 2016, New York State enacted the nation's strongest paid family leave policy. This leave policy currently entitles a covered employee up to 12 weeks of job protected leave at 67% of their average weekly wage, up to \$1,068.36 per week, with an annual employee contribution of \$423.71 (\$16.30 per pay period) to:

1. Bond with a child;
2. Care for a family member with a serious health condition and/or;
3. Provide military family support.

In 2019, the MTA and the current TWU Local 100 administration agreed to make the members of TWU Local 100 eligible for NYS Paid Family Leave **after** a committee was formed to discuss how NYS Paid Family leave would co-exist with our current contractual leave entitlements and FMLA.

Fast forward to May 2022 - three years after the ratification of the 2019 contract, the members of TWU Local 100 have yet to realize this benefit. For the MTA to boldly claim that they embrace and acknowledge all unique human characteristics, yet only offer two weeks of maternity/paternity leave is quite contradicting. The implementation of NYS Paid Family Leave plays an instrumental role in transforming the culture and morale at MTA. A culture that has long plagued hourly Transit Workers' with draconian leave policies and work rules.

An e-mail dated September 20th, 2021 to the current President of TWU Local 100 regarding the implementation of NYS Paid Family Leave went unanswered. ***It has been three years since this benefit was negotiated, what good is a contract if it doesn't need to be honored?***

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The widening of the wealth gap in the Metro NYC area is real! All while we toil 40+ hours a week, get taxed and still can't afford a 2 bedroom apartment, let alone set a college fund for our children.

Fighting the employer for lack of pay and/or benefits is the common and typical thing to do. But, if you think about it, in the grand scheme of it all, it's just a small piece of the puzzle. Looking at it from above, the employer is part of an eco-system that is designed to exploit workers' for maximum profits. **To overcome this system, we need a unification of the working class!** We can no longer count on corrupt politicians to do right by us - their ship of opportunity has sailed long ago.

**WE NEED A WORKERS' PARTY!!**

"You don't have to be great to start, but you have to start to be great" and if we don't invest into getting involved, we could easily see the erosion of what the generations before us built.

Don't forget, without workers' everything stops! We must know our worth. Change is attainable, but, we must be aware, invested and do our part to guide it.

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# Does a Reasonable Accommodation Truly Exist at MTA?

By: Crystal Young-Richards

Reading the MTA's Reasonable Accommodation policy one could easily be swayed into believing that the MTA is truly committed to providing a workplace that embraces diversity and inclusion but, for the many TWU members that have formally requested a Reasonable Accommodation, they quickly learned that the MTA's commitment to accommodate women with pregnancy induced disabilities was worth as much as the paper the policy is printed on.

In 2019, I was diagnosed with a pregnancy induced disability and found myself needing a Reasonable Accommodation, this request was denied. I had no choice but to retain a lawyer and sue the MTA to be awarded a Reasonable Accommodation. In 2020, the MTA and TWU agreed to provide 4 restricted duty jobs for pregnant women in RTO, at the time, there were 1,191 female Conductors alone in RTO, **4 jobs equates to just a 0.33% chance that you will be accommodated!** This was not a significant victory, it was an epic failure. A pebble was whisked away, however, we still have boulders to move.

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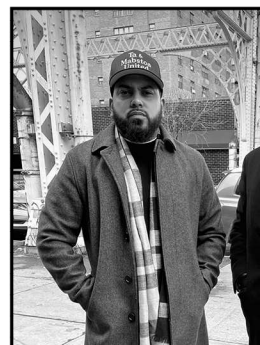
## Meet The Authors'



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