



On The Move

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No Wonder SEPTA's Equal Employment Opportunity Office Doesn't Get the Job Done

Racist Language Runs Amok at SEPTA Headquarters

At a discharge hearing on February 1, a SEPTA *manager testified* that a week earlier the boss responsible for the discharge had stated: **"I'm going to make sure I fire that black bitch."**

The hearing officer included a watered down version of the comment in his answer, but upheld the discharge anyway.

The racist rant came from the lips of Lou Crocetti, a supervisor at Southern Shop. And it's not the first time he's been caught putting down union members based on race, gender or age. A few years ago, Crocetti discharged an African American employee with over 37 years on the job because the worker wouldn't let Crocetti treat him like a child. While at Midvale, Crocetti kicked the stool out from under an African American mechanic performing body work on a bus.

Crocetti is a serial equal rights offender and has been for years. Complaints have been filed against him everywhere he's worked. He also has a criminal record for multiple DUIs and an assault. Yet SEPTA has done nothing to alleviate this cancer.

Now we know why. The people in charge of dealing with supervisors like Crocetti work in SEPTA's Equal Employment Opportunity

"I hate men who say they need to take women swimming before they go out with them because makeup can be deceiving. A flaccid dick pic would humble a lot of u niggas. Don't start."

"You could set the bar on the lowest level and a nigga will still try and play limbo with it."

"Nah boo, you just been fuckin' with the wrong niggas"

These are just some recent examples of the rants posted by an Employee Relations Manager in SEPTA's Equal Employment Opportunity Office!

Office. As it turns out, the equal opportunity office has its own problems with racist language and attitudes. Just check out the statements above, *made by an EEO attorney.*

As you can see, she constantly uses the n----word in her postings. She also has the mouth of a sailor, cursing almost as often as she uses the n---word. How can someone like this be hired to enforce the laws against discrimination inside SEPTA? How can someone who uses such language work in SEPTA's *equal opportunity* department?

SEPTA is starting to face real competition from Uber. In order to survive, we have to work together to improve the system. To do that, we need high morale, the kind of morale made possible when workers are treated with respect. Racist and sexist supervisors defeat that goal, so do EEO attorneys who cover up for the sins of managers unfit for the job.

Post-accident drug and alcohol testing requires more than \$3,500 in damage or an injury requiring immediate medical treatment away from the scene

SEPTA supervisors are not following the contract when it comes to post-accident drug and alcohol testing. When an accident occurs and there is sufficient property damage or an injury requiring medical treatment away from the scene, managers are *automatically* sending operators down for drug and alcohol testing. However, by doing so, they are ignoring an important part of the contract language relating to post-accident tests.

Section 1203 I (b) (iii) of the labor agreement provides as follows:

A safety sensitive employee operating a SEPTA vehicle in an on-duty non-fatal accident is subject to post-accident testing, *unless* at the scene of the accident *the employee's performance can be completely discounted as a contributing factor to the accident* (emphasis added).

Two recent cases prove that SEPTA is violating the labor agreement. In one case, a trolley rear-ended another trolley picking up passengers at a trolley stop. There was damage to the vehicles and passengers suffered injuries requiring medical treatment. The supervisor at the scene sent *both operators* for post-accident testing. However, it was obvious that the operator in the lead vehicle had *nothing to do with the accident*, i.e., his performance could be **completely discounted** as a contributing factor and the operator never should have been drug-tested.

In another case, a maintenance employee was driving up Broad Street at night when, out of the blue, an individual ran between several parked cars and hit the back side of his vehicle. While there was no damage to the vehicle, the pedestrian required medical treatment away from the scene. As a result, the supervisor at the scene sent the employee for drug and alcohol testing. Here again, SEPTA violated the labor agreement, because the driver had absolutely nothing to do with the accident. He was simply riding up Broad Street at a safe speed when the individual ran into his vehicle. The police, who got there before SEPTA, verified what had happened. The maintenance employee never should have been tested.

These post-accident drug testing violations expose what the Authority is trying to do. SEPTA wants to require drug and alcohol testing *whenever they feel like it*, regardless of the limits the labor agreement places on post-accident and other tests. If you are taken for testing under circumstances in which your performance can be *completely discounted as a contributing factor don't refuse to go*, but call your union rep immediately. If you can't reach your rep, call the union hall to get advice about what to do.

We Must and We Will