



# On The Move

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www.twulocal234.net

## Breaking Down the 2021 TWU Agreement

### WAGES

The Local's bargaining team, led by Executive Vice-President Brian Pollitt, won wages increases of 3.0% in each year of the new agreement, along with a bump in the wage rate for maintenance custodians and maintenance custodian drivers of sixty-five cents (\$.65) per hour. We know that some members believe we should have gotten more and some believe an issue important to them didn't get addressed. This happens all the time, because as those with experience in collective bargaining know, you can never get everything you want in any one round of negotiations.

Here's what the wage increases mean in dollar and cents, using the top rate in each of the following job classifications.

	<u>Wage Rate on 12/22</u>	<u>Annual Pay, Before OT</u>
Bus and Trolley Operators	\$33.58/hr.	\$69,846
1 <sup>st</sup> Class Mechanics	\$36.67/hr.	\$76,273
Maintenance Custodian Drivers	\$25.74/hr.	\$53,539

It's also important to compare the 3% raises with the average wage increases negotiated by the Local in 2009, 2014, and 2016, especially since the 2021 raises were won *without a strike*.

<u>2009</u>	<u>2014</u>	<u>2016</u>	<u>2021</u>
2.875%	2.5%	2.10%	3.0%
<b>6 Day Strike</b>		<b>6 Day Strike</b>	

### PANDEMIC HAZARD BONUS

The pandemic hazard bonus is \$1.00/hr. over and above your regular rate for each hour worked between March 15, 2020 and March 15, 2021, a bonus up to \$2,200. Hours lost while on federal pandemic leave, SEPTA's 80 hours of Covid-19 absenteeism and used vacation time will **count** toward the bonus. Remember, during the pandemic, transportation worked 32 hours but got paid 40.

### ATTENDANCE POINTS

Incumbent employees will be entitled to three (3) EAH/SAH days requiring no validation within any consecutive twelve (12) month period. All subsequent turn-ins for EAH or SAH will be assessed two (2) points and will be considered in establishing patterns. However, *the vast majority* of our members *do not use* more than 3 EAH/SAH days per year!

*Attendance points are being reduced for misses and lateness.* Members who use a lot of EAH/SAH days also tend to show up late for work. Thus, the net effect is that an operator gets two

points for the fourth EAH/SAH day, but only two points for a miss, instead of five, a win for those who find themselves in point trouble. In addition, we beat back SEPTA's effort to use an attendance reward scheme to strip us of our seniority rights.

### **PANDEMIC ATTENDANCE POINTS AND DISCIPLINE**

Attendance points issued due to a Covid-19 quarantine or to care for a child as a result of a Covid-19 school closing, including *any and all discipline* based on these points **will be rescinded!** An employee's record will be corrected the next time they are subject to discipline.

### **PAID PREGNANCY DISABILITY AND PARENTAL LEAVE**

The negotiation of two weeks of Paid Parental Leave and four weeks of paid Pregnancy Disability Leave is *a major breakthrough* for Local 234. Under the 2016 contract you could take six weeks of *unpaid leave*, but only after exhausting all of your sick days. Under old agreement, there was no such thing as leave for *both parents* to bond with a newborn or adopted child.

### **ADDITIONAL PAID FLOATING HOLIDAY**

In the last year, Juneteenth became a federal holiday. However, the declaration of a holiday for federal government workers did not create a legal obligation for SEPTA to recognize Juneteenth as a holiday. Just like Martin Luther King's Birthday, Juneteenth had to be negotiated as a paid holiday. So, while the Local agreed to a one-day reduction in **unpaid** EAH/SAH days, it won one additional paid day off, not a paid trade-off.

### **RAIL AND BUS VACATION WEEK QUOTAS**

More vacation weeks in the summer was our top priority and for the first time ever---despite enormous resistance from bus management---we negotiated vacation quotas for the Rail and Bus Maintenance Locations. This is a major step forward, especially for members employed in the bus garages. Bus maintenance management planned to apply a quota of one employee off per week in each job classification, *the bare minimum*. The negotiated quotas will allow approximately 10% of the number of employees in each job classification off per week, with a more favorable method for rounding up *in the summer months*---Independence week through Labor Day week. The "year round" 10% vacation week quota will apply at Wyoming Shop.

### **AUTONOMOUS, DRIVERLESS VEHICLES**

As we all know, the introduction of driverless vehicles could lead to a massive reduction of jobs in maintenance and transportation. In a binding letter of understanding, the Union got SEPTA to agree that in the event driverless vehicles become a reality, the Authority will bargain with us over *the impact* of this technology before it can be introduced. In addition, we were able to keep the no-layoff clause, which is the most powerful check we have against job killing driverless vehicles.

**Vote to Ratify the 2021 Agreement, Friday, November 5**

**We Must and We Will**