



SUBWAY-SURFACE SUPERVISORS ASSOCIATION

350 STATE STREET

BROOKLYN, N.Y. 11217

(718) 858-2113

FAX: (718) 858-2982

Michael Carrube
President

John Deliso
Executive Vice-President

Thomas Tocco
Financial Treasurer

Mike Vieitez
Recording Secretary

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2024

CONTRACT PROPOSALS



NOTE: The Union reserves the right to add, delete or modify proposals at any time.



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2024 SSSA Contract Proposals

- **Wages**

1. 36-month wage increase: 5%, 5%, 5%
2. Increase Employer contributions by an additional \$4 per member/per month for Dental and Optical plan.
3. Supplemental Essential Worker/ hazard Pay/ COVID Pay Bonuses
4. Cash out or utilize all unused (employee choice) sick leave at the time of separation from company.
5. 100% sick leave cash out at time of separation from service
6. Increase number of sick days
7. Increase yearly sick leave cash-out to 6 days
8. Wage Progression Modifications in RTO
9. Wage Progression Modifications. Reduce/Remove
10. Increase Longevity pay by \$150 each step/ Shorten time to top longevity.
11. Include Night Differential pay to Vacation and sick.
12. 6-week vacation for 25+ years
13. Vacation carries over (2) weeks, or convert to OTO for all Depts.
14. Increase # of PLD's
15. Continuous time paid at time & 1/2.
16. 12 minutes for exchange of information for all departments.
17. Increase DIF to 5 days. & Add Grandparents & stepchildren



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18. Increase OTO/AVA Cap
19. Increase Night Differential to 10% of hourly rate
20. RCC to be represented
21. Birthday Holiday Option (to be off on the day).
22. Increase Maintenance Bonus Increase to \$1000
23. Increase Transportation Bonus
24. Posting student pay.
25. Decrease Medical Contribution
26. Increase Active and In Line of Duty Death Benefits
27. Premium Holiday pay for ALL holidays
28. Matching 401K/457 Contributions
29. Increase amount of MTA provided life insurance
30. Holiday premiums pay increase from \$2.00 to \$5.00 per hour



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• General Provisions

1. E-Z pass plan for Bridges & Tunnels and Universal pass for all railroads and express buses—
For all active employees and spouses.
2. Additional TA paid Union Release positions- CED, RTO, Stations, MOW & Buses.
3. Restricted Duty: The parties will form a joint Labor-Management Committee to discuss potential set aside work opportunities for pregnant women and other disabled workers.
4. Increase OT cap by 150%. All OT caps to reset upon ratification and every year thereafter.
5. Compensation Waiver
6. Open NYSHIP/Aetna Transfer
7. Congestion Pricing exemption.
8. Medical coverage expanded to provide better coverage for autism.
9. OTO Rollover anytime to 401/457.
10. Leave balances should be listed on each pay stub.
11. Increase Time out for Doctors Lines



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Grievance & Discipline Demands

1. PDS hearing within 48 forty-eight hours.
2. Written decision at Step 1 on PDS cases
3. Establish two tier tracking system, 1-Time & Attendance, 2- Operational
4. 30 calendar days to bring charges against employees.
5. Union to have the right to bypass Step 1&2 regarding Discipline
6. All Reprimands & Warnings will be removed from the employee's record providing there is no further discipline within the prior 12-month period.
7. All agreements/Stipulations are subject to approval by the Union President or his/her designee.
8. Adverse information removed from "Employee DAN history, after 2years
9. Station Maintenance MS1's discipline & Grievance hearings to be governed by MOW Labor Relations.



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Stations Departmental Demands 2024

1. Modify the open job bid language in the CBA to set timeline. (May/June etc.)
2. SS1's can only be married 1x per week.
3. Two-week shadow on the road for all New SS1's.
4. 3hrs Training pay for New SS1's.
5. 30-minute Mobile wash check in time to open room.
6. All SS1's on duty when "Operational Emergencies," are called will receive time and one half pay for their entire tour.
7. Only first RDO can be sacrificed during snow emergencies.
8. Supervisors subjected to cancel RDO's will only work 8 hours, not 12 hours.
9. Supervisors will be notified, (minimum), one week in advance, when they apply for days off.
10. AVA, Vacations days & PLD days that have been approved cannot be denied prior to 7days from commencement.
11. TA will provide winter coats, winter overalls, & insulated boots, conducive to cold weather and with the union's approval, for supervisors in Specialty Cleaning
12. (1) one hour per day administration time for paper/computer work.
13. SS1 to be assigned to the (2) cleaners to observe outside contractors and should be compensated at OT rate of (1) one hour for prep and travel.
14. Work phone change to a tablet.
15. Contractual Pick Annually (Language)
16. 12min check-in time for all Supervisors
17. Supervisors need to have RESTRICTED DUTY JOBS added to the workbooks, etc. Administrative work, U/O's, call for surveys * Example: Pregnant women



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18. Merrell safety boots should be added to the SAFGARD website list of required safety boots for all employees. Merrel is a qualified safety boot.
19. RDO swaps
20. Summer/Winter Pick for station supervision
21. Transportation Bonus



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RTO Departmental Demands 2024

1. Differential pay for employees working ATS & CBTC terminals.
2. (1) one hour bonus for employees with a picked job, who are reassigned, GO etc.
3. (1) one hour administration per week for all TSS's
4. Eliminate overtime slips when the CAS assigns the work.
5. (1) one hour pay at regular rate for writing a G2
6. Travel time at time and half
7. Travel time to include Utility job(s)
8. Pilot program in RTO will be developed whereby employees working vacation relief will submit their jobs electronically.
9. RCC Represented
10. 2 picks and 2 bids annually.
11. Change divisions during an open job bid.
12. Pick individual VID at the pick.
13. TSS polo shorts (Long and short sleeves)/ Polo shirts.
14. ATD salary adjustment to close gap between ATD and TD.
15. Create RDO relief jobs for TSS's/ Reduce Utility Jobs
16. Increase Training time for new technologies.



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17. TSS uniform cleaning Pay
18. Air quality monitoring for all RTO locations.
19. ATD differential when assigned to TD duties
20. Eliminate TSS tie or change color to black.
21. Increase absentee coverage for TSS's.
22. Decrease AVA request from 30 days to 21 days.
23. TA paid union rep exclusive for subdivision C
24. Equal Distribution of Overtime (EDO)
25. Eliminate Timecards and Stop cards
26. Increase office positions
27. Increase Trainers Differential
28. Employees sent on randoms to be transported by car at night
29. Provide Safety shoes/boots annually.
30. Assign a TSS as Point Flaggers on all flagging jobs.
31. TSS to remain on flagging accounts until completion



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Dept. of Buses Departmental Demands 2024

1. Utilization of OTO- increase to 144 hours.
2. 3hrs straight pay for training new supervisors.

Transportation (SLD)

1. Eliminate Cross Utilization.
2. CDL –DOT medical @ Mac unit or reimbursement of \$100 for CDL License holders.
3. CDL medical Reimbursement (up to a maximum of \$100) for employees with out-of-state Licenses.
4. 12-minute information exchange (depot).
5. Paid Hook up time 59 minutes or less.

Bus Maintenance (MS1)

1. Elimination of “Open Competitive” exam for Bus Maintenance Supervisor
2. All current & future Performance Incentive Program (PIP) to be Pensionable.
3. Uniform Coats (1 spring/fall jacket & 1 winter coat- every 4 years for the following titles: Bus Maintenance AFC, Collection, Revenue Equipment Supv. and Lighting Supv. Coat purchases must be discussed between the union and management.
4. Inclusion of all above titles in #3 to be put into the company boot/shoe program.
5. Elimination of split tricks on the pick.
6. Revenue Equipment Maintenance (Subways & Buses): Additional Bonus Monetary Compensation for added responsibilities and workload due to the new OMNY Contactless Fare Payment System introduced and implemented in the Revenue Department.
7. Restoration of Bus Maintenance supervisors’ badges to be supplied as in the past.



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MOW **Departmental Demands** **2024**

1. Ice duty to mirror TWU Local 100.
2. In the section of Infrastructure, pre-bid jobs do not exceed 20.
3. In the section of Infrastructure, Station Environmental personnel are to be included in the count for Infrastructure. (Because they are from Infrastructure trades)
4. Differential/Hazard pay for TEMS
5. Add the Safety Resolution form for all Supervisors.
6. Travel time to mirror TWU CBA Section K.
7. Pick language to include a commencement date of 30 days later.
8. Differential for OMNY/CVM for revenue equipment maintenance supervisors.
9. Language ensuring 1 (one) pick per year in all sections.
10. Pick vacation weeks at general pick.
11. Limit supervisor to 1 (one) gang.
12. Issue printed paystubs.
13. Issue clothing allowance. (Coverall/Jumpsuit for working on the Right of Way (ROW)).
14. Pay increase for Track Supervisors.
15. Automatic No Lunches.
16. Eliminate Pre-Bids.
17. Allow vacation changes if weeks become available.
18. Weekend premium pay for all hours worked on Saturday and Sunday.



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CED

Departmental Demands

2024

1. Eliminate variable jobs go back to VR and RDO relief jobs.
2. Car desk 1hr early report each day or make them 9hr jobs. (Currently 50 Members).
3. 10 minutes wash-up time (TWU Has) and, or early report.
4. Wage parity with TSS
5. Skilled Trades differential
6. New Technology differential (Hexagon, cell phone, New Tech trains, CBTC)
7. \$2.00 more per hour Emergency Response differential. (TWU RCI gets \$1.00)
8. Allow vacation days and AVA to be used in hourly increments similar to OTO
9. Redline jobs for SSSA Reps
10. Fixed Hourly-Supervisor ratio
11. Vacancy Bids
12. Shop Steward release time
13. Work clothing cleaning allowance
14. \$4 more per hour for supervising Hourly's in specialty units. (TWU gets \$2.00)
15. Training pay for on job training of new MS1's. (New MS1's need on the job training)

SUPPLY LOGISTICS

1. Binding Pick Language.
2. Premium Pay of \$1.00 per hour when covering multiple locations.
3. Overlapping hours to carry over to proceeding shift.



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PROPERTY PROTECTION SUPERVISORS

1. 8 TPPS minimum per tour (one TPPS per Zone)
2. Paid meal for all TPPS
3. Brooklyn Field Office
4. Thirty (30) minute paid meal each TPPS
5. Paid for full tour when called for overtime
6. Uniform consistent with RTO, SI and Buses. (etc. summer wear)
7. Extending AVA QUOTERS (2 per tour)
8. Security Camera Download differential
9. Stop assigned pick TPPS to backfill resume jobs

CAR APPEARANCE SUPERVISORS

1. CAS salary parity with SS1
2. Allow CAS to swipe out 10 minutes before the end of their tour.
3. Issue Badges for Emergency identification purposes for all CASs.
4. CAS travel time allowance for all positions.