



Local 1342 Newsletter

Volume 21

196 Orchard Park Road West Seneca NY 14224 825-9217 Fax: 825-9243
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September 2021

From the President's Desk By: Jeff Richardson

Upcoming Charter Union Meetings

September 8, 2021

October 13, 2021

November 10, 2021

December 8, 2021



All Charter Union
Meetings are held at
the Union Hall

196 Orchard Park Rd.
West Seneca NY

10:00 AM
and
7:30 PM

The vast majority of Operators follow the rules. As with any rules, however, there are always a few exceptions and a performance improvement system is necessary to encourage compliance. The Performance Improvement Guidelines (PIGS) is based on penalties of escalating severity for each violation of a rule or regulation.

Please familiarize yourself with the discipline steps listed below.

DESCRIPTION OF STEPS IN THE PROGRAM

- 1.0 **Termination-** A violation in this category will result in termination for the first incident
- 2.0 **Two-Step Discipline**
First incident: 30-day suspension and final warning before termination
Second incident: Termination
Note: No time limit
- 2.2 **Two-Step New Discipline**
First Incident: 15-day suspension and final warning before termination
Second incident: Termination
Note: Continuous 3-year time limit
- 3.0 **Three-Step Discipline**
First incident: 1-day suspension
Second incident: 2-day suspension and final warning before termination
Third incident: Termination
Note: Continuous 12-month period
- 4.0 **Four-Step Special Discipline**
First incident: 1-day suspension
Second incident: 2-day suspension
Third incident: 3-day suspension and final warning before termination
Fourth incident: Termination
Note: Continuous 12-month period

Union Newspaper

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4.0 **Four-Step Regular Discipline**

First incident:	Final warning before discipline
Second incident:	1-day suspension
Third incident:	2-day suspension and final warning before termination
Fourth incident:	Termination
Note:	Continuous 12-month period

5.0 **Five-Step Discipline**

First incident:	Warning
Second incident:	Final warning before discipline
Third incident:	1-day suspension
Fourth incident:	2-day suspension and final warning before termination
Fifth incident:	Termination
Note:	Continuous 12-month period

7.0 **Seven-Step Discipline**

First incident:	Discussion
Second incident:	Warning
Third incident:	Final warning before discipline
Fourth incident:	1-day suspension
Fifth incident:	2-day suspension
Sixth incident:	3-day suspension and final warning before termination
Seventh incident:	Termination
Note:	Continuous 12-month period

THE FOLLOWING 'ONE STEP' ACTIONS WILL RESULT IN TERMINATION OF EMPLOYMENT

- 1.1 Unauthorized operation of vehicles or equipment, or allowing unauthorized persons to operate vehicles or equipment.
- 1.2 Deliberate damage, abuse or defacement of Metro property.
- 1.3 Deliberate dishonesty of any kind in relations with Metro, including theft or attempted theft of Metro revenue or property.
- 1.4 Deliberate failure to report an accident or any attempt to conceal or misrepresent the facts of an accident.
- 1.5 Deliberate falsification of Metro records or reports.
- 1.6 Indecent, immoral or unlawful conducts on duty or on system property.
- 1.7 Insubordination
- 1.8 Relieving oneself in or from the vehicle.
- 1.9 Physical contact of a violent nature (other than justifiable self defense).
- 1.10 Failure to properly notify Metro of the known suspension, revocation or restriction of a driver's license, or operating a Metro vehicle while a driver's license is known to be suspended, revoked or restricted.
- 1.11 Possession of a weapon, including firearms of any kind, knives other than small pocket knives, or any device the primary purpose of which is to cause bodily harm, while on duty, on Metro property or in uniform in circumstances involving intentional display, reference to possession in any attempt to intimidate, threatened use or actual use.

THE FOLLOWING ACTIONS WILL RESULT IN TWO-STEP DISCIPLINE

- 2.1 Possession of a weapon, including firearms of any kind, knives other than small pocket knives, or any device the primary purpose of which is to cause bodily harm, while on duty, on Metro property or in uniform in circumstances NOT involving intentional display, reference to possession in an attempt to intimidate, threatened use or actual use.

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THE FOLLOWING ACTIONS WILL RESULT IN TWO-STEP NEW DISCIPLINE

- 2.2 Use of a “Mobile Device” while Operating a Vehicle. *

THE FOLLOWING ACTIONS WILL RESULT IN THREE-STEP DISCIPLINE

- 3.1 Deviating from route without permission
 3.2 Failure to make scheduled trips (exception after scheduled workday)
 3.3 Verified extreme discourtesy to any person.
 3.4 Grossly negligent failure to obey indication of any Metro sign or signal.
 3.5 Failure to operate functioning wheelchair lift or kneeling device when requested or to assist a disabled passenger when required by law.
 3.6 Leaving bus or train improperly secured.
 3.7 Failure to remain on duty until properly relieved or refusing work assigned at the station to extra operators.
 3.8 Leaving bus or train unattended, en route, without permission, to transact personal business (not lunch or lavatory).
 3.9 Refusing to pull out or operate a safe vehicle.
 3.10 Sleeping while on duty.
 3.11 Careless, reckless or improper operation of vehicles.

* Mobile Device shall mean any hand-held mobile telephone, as defined by subdivision one of section twelve hundred twenty-five-c of this article, personal digital assistant (PDA), handheld device with mobile data access, laptop computer, pager, broadband personal communication device, two-way messaging device, electronic game, or portable computing device, *or any other electronic device when used to input, write, send, receive, or read text for present or future communication.*

THE FOLLOWING ACTIONS WILL RESULT IN FOUR-STEP SPECIAL DISCIPLINE

- 4.1 Passing passengers or failure to wait for transferring passengers.
 4.2 Running ahead of schedule five or more minutes.
 4.3 Smoking with passengers on board.
 4.4 E-Z Pass violation 30 mph or over.

THE FOLLOWING ACTIONS WILL RESULT IN FOUR-STEP REGULAR DISCIPLINE

- 4.5 Failure to follow instruction (not insubordination)
 4.6 Failure to make a reasonable attempt to collect the proper fare (including) failure to properly inspect passes and transfers).
 4.7 Leaving bus engine running contrary to rules.
 4.8 EZ Pass violation 20-29 mph.
 4.9 Failure to obey traffic regulations.
 4.10 Eating on the bus, except during layover.
 4.11 Eating or drinking (except water) on the train.
 4.12 Failure to conduct required vehicle inspections or tests.
 4.13 Failure to properly use or care for vehicles and equipment.
 4.14 Operating or displaying personal entertainment equipment except during lunch
 4.15 Refusal to allowing boarding at terminals.

THE FOLLOWING ACTIONS WILL RESULT IN FIVE-STEP DISCIPLINE

- 5.1 Failure to read and observe system notices.
 5.2 Drinking on the bus except during layover (excluding water).
 5.3 Improper station stops (rail).
 5.5 Failure to contact Controller when needed.

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THE FOLLOWING ACTIONS WILL RESULT IN SEVEN-STEP DISCIPLINE

- 7.1 E-Z Pass violations 6-19 mph.
- 7.2 Failure to make required announcements.
- 7.3 Failure to properly display ID badge.
- 7.4 Running ahead of schedule – less than five minutes.
- 7.5 Complaint verified by unobserved check.
- 7.6 Failure to have or use required equipment and supplies.
- 7.7 Failure to display proper destination sign and/or block number.
- 7.8 Failure to submit waybill/defect report.
- 7.9 Improper loop procedure as per notice.
- 7.10 Smoking in no-smoking area.
- 7.11 Unauthorized passenger stop.
- 7.12 Uniform/appearance violation
- 7.13 Unnecessary conversation.
- 7.14 Failure to issue proper transfers.
- 7.15 Displaying non-Metro materials in front windshield area.

Reminder:



Don't forget to watch Jeff's Facebook Live every Thursday at 7:00 PM for weekly updates.



**A Message From
Ron Giza
Financial Secretary/Treasurer**



Well, hello everyone. It seems like I just wrote July's newsletter last week. The summer flew by for me.

As I told you last month that I would give you an update on our yearly Audit. I am happy to say that we got a clean bill of health. It's a credit to all that work in this office, for it is a team effort.

We are looking to come out to the properties soon to start a new C.O.P.E. drive. Here are some of the things we work on in C.O.P.E. As you may or may not know, much of the funding for the NFTA comes from tax payer dollars. We lobby and support politicians that support the hard

workers of the ATU. The connections we make helps more than just working together for a FAIR contract. During the Pandemic, our President had direct contact with State and Local officials to secure COVID shots for all our active ATU members. Our work together helps us with not only our contract but keeping us SAFE also. We have also stepped up our efforts with other Labor Union across the area to support Pro Working-Class Family Politicians. We have come a long way, but have much more to do. If you do not see me on the property, as always you can call me at the office at

825-9217 or my cell 444-4340 any time.

As always, I would like to thank Jeff, Sue, our Executive Board Members and Stewards for their hard work. But most importantly THANKS to YOU, the members, for instilling your faith in me.

**"TOGETHER WE FIGHT" -
"TOGETHER WE WIN"**

These are not just words. This is our "CREED". Hope to see you soon.

"The Labor Movement was the principal force that transformed misery and despair into hope and progress." – Martin Luther King Jr.



Andrzejewski, Thomas
 Augustiniak, Laquita
 Bartlebaugh, Lyle
 Bates, Jeffrey
 Bills, Leroy
 Brown, Dwight
 Carr, Shana
 Carson, Konji
 Chavanne, Paul
 Clark, Jamar
 Cox, James
 Davis, Todd
 Druzvik, Dennis
 Duchmann, Mary
 Ferguson, Bryan
 Gagnier, Randy

Garcia, Bethzaida
 Green, William
 Griffin, Kevin
 Grimm, Randy
 Harper, Carl
 Heirls, David
 Holmes, Janine
 Jackson, Lynette
 James, Kerry
 Jeffords, Kenneth
 Jones, Reuben
 Joseph, Anthony
 Kanalley, James
 Lamarca, Frank
 Mancinelli, Alyssa
 Maple, Raymond

Mencia, Rafael
 Mercado, Michael
 Miller, Angelo
 Mitchell, Jeanvia
 Mullen, Donald
 Parise, Michael
 Pilgram, Loukiska
 Qneis, Tawfiq
 Rath, Gregory
 Reeves, Riel
 Reid, David
 Rivera, Miguel
 Rivera, Gabriel
 Rolling, Anthony
 Rose, John
 Sattelberg, Jo A

Sibiga, Michael
 Sikes, Shawn
 Silvernail, Alannah
 Snell, Kenneth
 Spivey, Timothy
 Taylor, Tracy
 Tucker Paige, Lisa
 Valley, John
 Vassallo, Thomas
 Weber, Brian
 Wilcox, Jeffrey
 Witkowski, Jason
 Zee, Lance

**Don't wait...
vaccinate**



Wegmans
pharmacy

Stop into our **flu clinic**
for your flu shot:

Dates & Times:

September 27th from 12:00-2:00 pm, Babcock
 September 28th from 12:00-2:00 pm, Frontier
 September 29th from 12:00-2:00 pm, South Park (East)
 September 30th from 12:00-2:00 pm, Cold Spring
 October 1st from 12:00-2:00 pm, MTC



The flu shot is available for a \$0 copay on most plans
 Be sure to bring your insurance card.

Metro Anniversaries

Bartlebaugh, Lyle	2	Jones, Tamica	18	Santana, Wilfredo	17
Billingslea, Antionette	7	Kennedy, Alzo	15	Schaefer, Michael	8
Booze, Shantrice	2	King-Lee, Laquashia	6	Scheuneman, Richard	10
Boykin, Charles	7	Kovacs, John	4	Scott Jr, Henry	9
Branka, Steven	4	Lowtheri, Edward	4	Scott, Gerard	8
Carr, Shana	7	Lumpkins, Demetrius	13	Seiler, James	29
Cason, Markell	4	Mancinelli, James	8	Shadwick, Jeremiah	21
Chambers, Stephen	7	Mannes, James	4	Shingledecker, Paul	13
Coleman, Willie	14	Maple, Kevin	7	Singleton, Brandon	4
Coleman, Brian	18	Maxwell Jr, Wilber	2	Smith, Michael	2
Crosby, Courtney	10	Mills, Thomas	6	Snyder, Edward	4
Depczynski, Robert	16	Millspaugh, Jarod	4	Soto, Nicholas	10
Deperto, Darrick	16	Mule, Frank	11	Spence, Donald	28
Farrell, Shaun	14	Murphy Jr, Lamont	4	Sterner, Michael	8
Galarza, Juan	15	Neal, Marquis	5	Tanner, Dara	7
Garcia, Peggy	10	Nichols, Larry	7	Thomas, Theodore	8
Gawelo, James	4	Nobile, Shawn	8	Tirado, Michael	13
Gerviss, Philip	4	Norman, Larry	7	Townsend, Kevin	4
Giddens, Cotona	14	Pawlowski, Kevin	6	Vacanti, Michael	5
Green, Demetrius	9	Payne, Kenneth	2	Wilkes, Toni	13
Hanley, Barbara	8	Penelton, Lamont	20	Williams, Deborah	18
Harge Iii, Fred	14	Peterson, Keith	4	Williams, Valdaz	7
Helm, Terrance	7	Preston, Latia	5	Wise, Javon	2
Hogan, Melissa	8	Pufal, Joseph	10	Woodruff, Alithia	7
Hoisington, Anthony	8	Puryear, Shelley	20	Yash, David	10
Hyman, Moses	5	Reid, Sheila	7	Young, Mekhi	2

August Retirements

David Foster • Cold Spring Station
Kenneth Johnson • Cold Spring Station

Deceased Members

Richard Peters — 7/23/2021
Alice Wierzbowski — 8/24/2021