



# SUBWAY-SURFACE SUPERVISORS ASSOCIATION

350 STATE STREET

BROOKLYN, N.Y. 11217

(718) 858-2113

FAX: (718) 858-2982

**Michael Carrube**  
President

Dear Brothers & Sisters,

As you are aware by now, the Transit Authority has unilaterally implemented a new policy which in fact denies our members the four-hour bonus when you work on your RDO – if you haven't worked at least **(3) three** days in the same week that you work the RDO.

Let me point out that the long-standing practice has been that this rule **ONLY** applies if you are out sick for more than two days. The **RULE NEVER INCLUDED VACATION TIME, AVA, OR OTO TIME.**

**The main question is what brought on this change in Policy.**

Let me be clear, it was nothing that this Union did. It was TWU Local 100 who signed a letter in May 2023 (see letter below) for their members and were not transparent when they sent out their MOU for ratification, because they left out the letter the TWU Local 100 President Richie Davis signed.

TWU Local 100 President on September 9, 2023, put out a flyer to his members (see flyer below) admitting he signed a letter but states he did not agree to any changes.

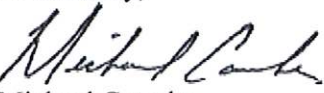


I have a problem with this flyer because the statement TWU President Davis is making is nonsense, he again is not being truthful with his members and in doing so he is dragging our union and other unions into his mess.

WHY WOULD ANY PRESIDENT HAVE TO SIGN A SIDE AGREEMENT ON SOMETHING THAT IS ALREADY IN THEIR CONTRACT, AND THAT HAS BEEN A LONG-STANDING PAST PRACTICE? It raises some questions in my mind which I will address at the meeting when it happens.

This is our fight now, along with other Unions. We have now demanded a meeting with Labor Relations Heads to address this matter. Also, our union will be filing a grievance regarding this matter and if needed, legal action against the Transit Authority.

In Solidarity,

  
Michael Carrube  
President

**John Deliso**  
Executive Vice-President

**William Torres**  
Financial Treasurer

**Thomas Tocco**  
Recording Secretary

**CONTRACT  
INTERPRETATION GRIEVANCE**



**Subway Surface  
Supervisors Association**  
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Grievance Number: \_\_\_\_\_ Date Submitted: 09/12/2023

Union: SSSA Union Representative: KEITH BLAIR

Aggrieved Employee: MICHAEL CARRUBE <sup>ET-AL\*</sup> Title: PRESIDENT Pass#: 136908

Employee's Mailing Address: 350 STATE ST BROOKLYN, NY 11217

Employee Signature: *Michael Carrube* for Michael Carrube Telephone No. 718-828-2113

**Cite Contract Section No., Written Rule or Resolution of the Authority violated.**

SSSA CBA 94-98 ARTICLE II SEC. 2.7 (a) & (e)

Statement of Facts, include date(s) of occurrence (User additional sheets if required.)

As per the SSSA CBA Article II, Sec. 2.7 (a), which states in part, "An employee who is required to work on a day which is regularly scheduled for him/her as a day off shall be allowed time and one-half...". The only exception to this is in the CBA Article II, Sec. 2.7 (e). It has been a long standing practice, for over 30 years, that the 3 working days rule has only extended to sick days off. An e-mail, from Allaa Abdelrahman Deputy Chief, Labor Relations dated Aug. 24th 2023, states the TA's intention to expand this practice to all types of leave, in violation of the CBA and the long standing practice.

Remedy Sought: Cease and desist from instituting this practice, which violates the SSSA CBA. Pay any affected employees denied time and one-half, as per Sec 2.7 (a) of the CBA.

**ABOVE SECTION MUST BE COMPLETED BY THE EMPLOYEE OR THE UNION REPRESENTATIVE  
GRIEVANCE MUST BE FILED WITHIN 5 DAYS OF OCCURRENCE**

