

General Chairman's Report

June 2022

- **Uniforms:** Brother and Sisters we really need to wear our uniforms properly. It is embarrassing to our craft the way some of our members are coming to work dressed improperly. The Carrier will be out riding trains checking for uniform compliance. There are plenty of our members complaining to your officers about our craft being embarrassed about the way our members are dressed. We need to dress properly at all times and abide by the TRO-12 regarding uniforms. We cannot wear sneakers while on duty, we cannot wear baseball hats, or rags under our hats. We must wear a company issue shirt at all times, and not wear the fleece without the company issued shirt underneath. We have to wear our company issued hats unless a member has a Reasonable Accommodation, or a member is 6ft tall or more working on double decker equipment. We must play our part and represent our craft properly. The Carrier will begin re-instructing members on the Uniform Policy, and subsequently discipline for repeat violations of the Uniform Policy.
- **Working Trains.** Our members must collect revenue on all trains. Conductors must instruct all crewmembers to work to meet when collecting revenue. Conductors should also take charge of their respective trains and make sure crewmembers are doing as instructed. We cannot have crewmembers hitting the platform out of the same door. Part of our job description is to collect revenue. The union does not control the assignments, and the lack of collecting revenue gives the Carrier the opportunity to change assignments, because it would be obvious a Ticket Collector would not be needed. We need to protect and preserve our assignments.
- **Mentor to Mentor Training.** The union, along with the Training Department and the Safety Department will be out on the property observing the mentors training their students. This action is to ensure the students on OJT are being trained properly. Remember as a mentor we need the students to be trained properly on all facets of the railroad. Our members that are assigned students are rewarded with the additional compensation added to the assignment. Members do not get students because of their seniority. If the students are trained properly, we can lessen some of the issues we are having, like the ones discussed above.
- **OJT Students.** Please make sure you reach out to your mentor as soon as you know what assignment you're assigned to. You must sign the register. You must be on time. You must adhere to what the mentor is instructing you to do. Members should reach out to the mentor if they are going to be late or have any issues prior to signing up for the assignment. You must wear your uniform properly and be prepared for duty. Members that do not show up for their assignments and still put in time cards for compensation for duty will be removed from service if caught. This is considered falsifying company documents, stealing, and official misconduct. This type of action could lead to dismissal from all services.

- Cell Phone. We reached an agreement with the Carrier on cell phone violation discipline. The discipline will be based on the actual violation. The blanket 60 days out of service for any type of cell phone violation has been removed. This doesn't mean our members should not adhere to the cell phone policy, we still must follow the policy as prescribed.
- Medical (Retirees). When we negotiated the medical benefits for retirees in our last contract, the retiree had to be 60 years of age and had to have 30 years of NJ Transit service to qualify for the medical benefits for themselves, spouse and eligible children. An amendment to the agreement was signed to include 30 years of any railroad service. Our members that have prior railroad service, before the last signed agreement, are now grandfathered in. Any time from prior railroad service will count towards their 30 years of actual service.
- Hoboken Medical Facility. The Hoboken Medical Facility will be up and running when the construction is complete at Hudson Pl. The time frame for this is 3 months from now. The Carrier has recently contracted Hackensack Meridian for off-site medical facilities. We made a request to the Carrier to reach out to Hackensack Meridian to obtain more options for our members on the Hoboken Division.
- NY Rest Facility. The Carrier has obtained a building which will be a new Rest Facility for crews that need rest per the HOS regulation. The work should be complete by the end of the summer. This obviously will replace the Hotel currently being used. For complete details, reach out to Rashonda Brown Local Chairwoman LCA-B and Board Member.
- Attendance. We have an opportunity to address the attendance policy probationary period. We've made some requests to the Carrier which they are not entirely against. This will be revisited at the end of the summer. We need all of your help regarding this. We need members to show up to work as much as possible. Of course, this does not include any PTO time available. NJ Transit is cracking down on attendance as most of us know. I would like to be able to reduce the probationary period, and we have their ear on this, but I really need everyone's assistance on this matter. Please help us, help you.