



## **TWU - Capital Bikeshare Update for October 2020**

Chief Shop Steward: Jason Frantz 202-568-4992  
Vice Chief Shop Steward: Patrice Delva 240-305-8365  
Recording Secretary: Heather Hunter-Nickels

### **TWU NATIONAL BIKESHARE LOCAL 320 ESTABLISHED!**

On September 22<sup>nd</sup>, Local 320 was officially chartered under the Transport Workers Union. The number signifies 32 spokes on a bicycle wheel and was recommended by our very own Patrice! This local joins DC with bikeshare employees in NYC, Jersey City, Boston, Chicago, and the San Francisco Bay Area – over 600 hundred union members total, and growing. Our own local allows us to have greater control over our own resources to further improve working conditions and bring in new members. And yes, more swag.

The next step will be to hold elections for national, regional, and city-specific (“station”) office. To get involved in setting up the election as a member of the National Election Committee, please get in touch with Jason, Patrice or Heather. For more information about about how the local will be run, check out the Local Bylaws at [bikeshare.twu.org](http://bikeshare.twu.org). Finally, please see the letter from the TWU Director of Organizing officially passing the torch to us, the members of Local 320!

### **Wage Scale Bargaining**

Back in April, your DC reps presented to Motivate an acceptable wage scale which would include raises for many employees. Motivate countered with a scale that included wage CUTS for the majority of members. Even though we presented a petition signed by all of you rejecting any scale with cuts, the company has been sticking to their guns for a long time.

However, we do believe we are close to a deal that does not touch the wages of ANY current employee, improves starting rates for new regular employees, and locks in better wage premiums for Leads. Hopefully we can put this issue to bed very soon.

### **Grievance Report for 07-09/20**

- 6 Time & Attendance Corrective Actions dropped or reduced
- 2 terminated employees returned to work within two weeks
- Wage rates adjusted upward for several members who were receiving the incorrect wage
- Secured Lead pay for one instance of a non-Lead being required to train during their shift
- Established that a “Pattern of Behavior Coaching Session” under the Time & Attendance Policy must document specific dates and times of any alleged “pattern”
- Won 5 minutes of additional compensation per shift for each Bikechecker, who now perform work (selecting their daily assignments) at home

