



**TWU 250A MEMBERS**  
Transporting, Educating and Protecting  
the residents of San Francisco

**Welcome to the first issue of TWU Trending!**

This newsletter has been created by members for members. Our goal is to inform each other about our work, our triumphs and challenges in our fight for our rights and to commit to our TWU 250A Union Brothers and Sisters to build solidarity as one Union.

**Who are we?**

We are the Health Inspectors walking the beat to inspect restaurants on Clement Street. We are the Operators driving the 19Polk at 12am. We are the Auto Service Workers ensuring the fleet of buses is functioning safely. We are the Transit Fare Inspectors writing a ticket on the street to an angry rider who didn't pay his fare. We are the Curators designing the exhibit on the history of the African Americans history in the Fillmore District in the Main Library. We are the Disease Control Investigators in Marina trying to locate a teenager infected with a STD. We are the Operators on the 14 Mission at 2am opening their door to the world every other corner after the last call. We are the Disease Control Investigators interviewing the humanitarians who are returning from the Ebola affected areas. That is who we all are.

We represent what we call  
"The Core of Public Service".

Our Transit Operators, Transit Fare Inspectors and Auto Service Workers ensure over 700,000 individuals daily are transported to their jobs, activities and their friends and families.

Our Environmental Health Inspectors ensure the thousands of City's food vendors, facilities and other environments are inspected and the environmental safety laws and regulations are enforced.

Our Disease Control Investigators investigate over 82 communicable diseases including foodborne illnesses and identify and manage outbreaks. They inform individuals of possible exposures to diseases and ensure appropriate medical follow up is done.

City Curators creatively select and design exhibitions as a way to visually educate the viewer that are showcased in many public spaces such as the public library, SFO Airport and many of our Finest City Museums.

So the next time someone asks "What has TWU 250A done for me?" You tell them what we do.

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**Contact:**  
[TWUTrending@twusf.org](mailto:TWUTrending@twusf.org)

**Newsletter Contributors:**

- Janine Young
- Jonathan Rubingh
- Terrence Hong
- *EHS Health Inspectors*
- John Baldini
- *Transit Operator*
- Ann Carroll
- *Curator*

**Issue Editor:**  
Anna Branzuela  
*Disease Control Investigator*

**Leadership Advisor**  
Terrence Hall  
*TWU 250A Treasurer*



**Systemwide Operator of the Month**

**Jacquelyn Clemons 3779 Presidio**

Statewide Operator of the Month is selected and chosen based on the criteria of: no Customer Service Complaints, good attendance and no preventable accidents in a year time.

The Operator personifies the best of customer service by having good communication with the public and have great working rapport with co-workers.

**System Operator of the Month Runner-Up**

**Cheelin Chang 0795 Presidio**

**Leadership Message:**

*"Greetings TWU Brothers and Sisters: We are proud to unveil a new line of communication to you, the valued Union membership, the first issue of a New Quarterly Newsletter. The Holiday Season is upon us, with lots of hustle and bustle. Please be safe and don't compromise your livelihood when celebrating."*

**-- Eric Williams, President**

## Transit Dashboard

### A Transit Operator's View

A brief discussion with a newly hired Transit Operator with 1.5 years on the road provided a great perspective to all those who see the job as a simple 'bus driver'. Our operators are at the forefront of what is happening in all aspects of San Francisco. One bus line can run the entire socio-economic landscape of San Francisco. Working class neighborhoods running to communities struggling to maintain businesses to keep streets safe and bustling to the areas with some of the highest priced realty in the country are seen on one single line. Operators face the individuals that are behind the headlines about the change in SF each time they open their doors on their daily route at every hour of the day. They encounter the new faces of technology to the senior collecting recycling to make ends meet.

While most are sleeping or simply in an office, our Members are in the elements greeting the personal stories of everyday people in San Francisco.

The skills required are not simply safe driving safely. Strong customer service skills are a must which include ability to de-escalate a situation in a moment's notice, maintain respect for others when riders may not behave respectfully and experience in dealing with all types of personalities and the basic ability to be patient and kind during the most stressful times. A quote from this new operator continues to highlight the core qualities of our great membership *"I feel gratitude for the people who ride my bus and many simply make my day because of the stories they bring on my bus every single day. I have learned to be more patient, to be more respectful and to simply be more open-minded"*.

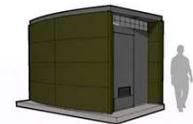
We also have 90 dedicated Auto Service Workers who service over the 1000+ fleet of vehicles. Stationed at Green, Woods, Kirkland and Flynn divisions they perform a vast array of services including fueling, oil and vehicle fluids changes and steam cleaning engines.

There are 57 Transit Fare Inspectors who are riding the lines helping to secure fares and ensuring everyone paying their fares. They issue tickets to non-payers.

### Operator Convenience Stations

After years of TWU leadership work to secure Operator Convenience Stations, a task force was convened in 2013. We are happy to announce that there has been ground breaking on these stations in 3 locations. We hope to have all 3 completed by beginning of 2015. Locations include 3<sup>rd</sup> and Hudson, 25<sup>th</sup> St. and Potrero and 48<sup>th</sup> Ave and Ortega.

{Picture from SFMTA site}



### Cable Car Conductor Training Pay Premium

Thanks to the Cable Car Division for ringing the bell to the lack of Cable Car conductor compensation for training. By bringing this issue to leadership, TWU was able to secure appropriate Line Trainee Pay Premium as the Grip Person has been receiving.

Leadership thanks members who bring important issues to the forefront so we can address them and resolve. Kudos to Cable Car Division!

## Public Health View

Public Health TWU 250A members have been facing many new challenges. While they continue to protect the public every day, they work hard to receive fair and equitable treatment and ensure their rights are exercised and maintained.

### Some updates:

#### Environmental Health Services (EHS)

Your Union Brothers and Sisters Food Safety Health Inspectors SFDPH are currently being presented with unreasonable demands at the meet and confer table. The City, is refusing to listen to logical and common-sense alternatives to inspecting temporary events on the weekend. The new unilateral demands from the City are uncompromising. The demands do not provide equal distribution of workload among inspectors, fair and equal access to city resources, and the necessary partnerships between industry and food safety inspectors. The Union will continue to fight for workers' rights and safe work conditions for all members.

#### Communicable Disease Control Unit

Your Disease Control Investigators family has decrease by over 75% over the last 10 years. In 1995 we had over 40 Disease Control Investigators (DCI) including Senior and Principal Disease Control Investigators. This year, in the most serious times in disease control history, we only have 8 DCIs. There are no senior or principal investigators meaning that the current DCI are supervised by many managers who have no experience in front

line disease control field investigation. In addition, there has been no promotional opportunities in the investigation series for 7 years..

Management has contracted out the work to non-union jobs or reclassified the work to lower non-professional city positions. This has been an on-going fight and membership hopes to leverage the public support and the importance of staffing these units with trained and certified DCI Union represented city positions

The preparedness activities in the department's Ebola response highlights the need for a fully staffed Disease Control Investigator Program with each unit staffed fully by well-trained and experienced staff.

Our "Call to Action" will be to ask elected officials and policy decision makers to begin the process of ensure funding and administering examinations for these positions. As we know staffing levels of positions is a management right, it is the right of the public to know that disease control units are staffed by city positions represented by Unions to ensure training, safety, employment rights and equal pay are maintained.

Membership with the Leadership will take on this challenge to ensure that the health and safety of the public is placed as the forefront in hiring and maintaining essential Union positions.

### Updates

The Disease Control Investigators (DCI) are on the front lines ensuring that those individual who are returning from the Ebola affected areas are provided the best guidance and information. Individuals returning are required to be monitored by the local health departments. Our investigators are skilled at eliciting information as well as building rapport with individuals to ensure compliance to monitoring requirements for returning travelers. The DCIs are well prepared and trained to begin case investigation if it is necessary.

### Curators' Corner

Perhaps you've been on SF streets and in public spaces where you saw sculptures, banners and many other works of public arts maintained by the SF Arts Commission. Perhaps you've gone to a City Museum, SFO Museum and SF Public Library where you've seen thoughtful and sublime exhibitions from around the City and the world.

All of these treasures are brought by the your Union Brother and Sister City Curators who enthusiastically and creatively selects and design exhibits as a way to visually educate the viewer (YOU) to the diverse riches SF and the world have to offer.

City Curators are proud Union members and are proud to educate the residents and visitors of SF.

## A Message from the Women's Committee

Your donations are helping to make a difference in the lives of many in our community. During the holiday season, we will donate to a noteworthy cause as we do every year. We will keep you informed on the particulars. Some of our past donations are as follows:

CA Pacific Children Hospital Make a Wish	\$1,500.00
University of CA Children's Hospital Make a Wish	\$1,000.00
Homeless Prenatal – Assisting	\$500.00
Making Strides Against Breast Cancer	\$1,700.00

**+Like TWU Local 250-A Women's Committee on Facebook. Better yet, come and join us.**

The Women's Committee meets once a month. Our next Women's Committee meeting will be held on Monday, December 15, 2014. Look out for postings regarding meeting times and date. All are welcome to come out and join a movement that's making a difference in the community and in the workplace. We hope that we may look forward to your continued support.



### Prevention, Screening and Early Detection

Information for yourself and for all the women in your life. Prevention, screening and early detection is the key to staying healthy.

Check the American Cancer Society website for more information. [www.cancer.org](http://www.cancer.org)  
The American Cancer Society recommends the following screenings:

Mammograms – every year starting at age 40. Or perhaps earlier, depending on a woman's risk factors.  
A breast exam by a healthcare professional should be performed once a year beginning at the age of 40, and during regular health exams for women in their 20s or 30s. At least every three years.  
Checking one's own breasts is also an option for women, starting in their 20s. But whether or not you do this regularly, being aware of breast changes is important.

#### An African American Women Guide

<http://www.cancer.org/healthy/toolsandcalculators/videos/taking-charge-of-breast-cancer>

#### Women's Health

<http://www.cancer.org/healthy/findcancerearly/womenshealth/index>

## TWU 250A COMMUNITY AND POLITICAL ENGAGEMENT PROGRAM

We are happy to announce that TWU has activated our Community and Political Engagement Program. Our Union will be actively involved in local, state and federal campaigns to support candidates and ballot measures that have an impact on our mission. Members are encouraged to participate in Union sponsored community events.

Not able to come out to volunteer in person?

Start your engagement within your own network of family and friends. Get them registered to vote. Engage them in discussion about elections and the measures that are affecting them. 2016 will be a very important presidential election and we want our members and their networks ready to vote together as one powerful voting block. TWU 250A is starting now.

Our visibility at local community events is important to show our core belief that Unions make the world, locally and globally, better.

Social media such as Facebook and Twitter are powerful tools in getting the word about the Union and our messages. Find interesting articles and information relevant to our message? In box us and we'll post and share with other members and other Unions.

Like us on Facebook (Transport Union 250A) and follow us @TWU250A on Twitter.



**"Do not pay attention to what others do or fail to do.  
Pay attention to what you do or fail to do."**

*-- M. Nepo*



Calling out to all writers, photographers and creative folks.

Submissions on ideas for articles and topics requested.

\*Not all submissions will be published or used.

**Submission deadline:  
January 5, 2015**

**Contact us at:  
TWUtrending@twusf.org**

## The TWU 250A #Family Life

### Holiday Tips:

With the holidays comes the pressure to spend, spend, spend, and spend: holiday jingles about buying new cars; Black Friday; Cyber Monday; Super Sales; End of Year Sales. Then January comes and many of us are faced with a mountain of bills triggering anxiety, heartburn, regret, and resolutions promising that next year will be different. But the truth is that some will repeat the “overspending” cycle year after year after year dreaming of different results (which is the definition of “insanity”). However, for the few brave members that are ready to kick “overspending” to the curb and remain financially fit through the holidays and into 2015, here are a few suggestions to keep you on track:

### Budget

Rachel Cruze of Smart Money Smart Kids, gives these simple tips on her website [www.rachelcruze.com](http://www.rachelcruze.com):

- ❖ Set a dollar amount and stick to it
- ❖ Prioritize who you are giving to
- ❖ Avoid the malls and shop online
- ❖ If gift shopping, consolidate your time and shop for everyone 1 day
- ❖ Keep the holidays in perspective – it’s not about the gifts

### Create a Tradition that Focuses on Relationship

Want to try something radical? Why not turn the focus from gift-giving to one of these activities that celebrates love, family, friendship, and contentment:

- ❖ Organize a potluck
- ❖ Organize a gift exchange with a gift limit between \$5 - \$20
- ❖ Bake cookies and/or cakes for gifts instead

### Volunteer for a Non-Profit Organization

Consider making a difference in someone’s life by volunteering as a family and invite some friends along. During the holidays, many organizations are looking for volunteers to help with serving meals; bagging and/or delivering groceries; collecting, sorting, and distributing socks, blankets, coats, shoes to families in need. According to Greater Good Science Center, people of all ages who volunteered are happier and experience better physical health and less depression. (Greater Good Science Center, The Activism Cure).



### Visit a Senior at a Local Nursing Home

The holidays may be a lonely time for those seniors with little or no families living in the San Francisco Bay Area. According to Bryan James, an epidemiologist at the Rush Alzheimer’s Disease Center in Chicago, studies show that seniors with more frequent social activity had less cognitive decline, disabilities, and live longer (Greater Good Science Center, How Social Connections Keep Seniors Healthy). In addition to keeping seniors healthy, people who give to others give healthier, happier lives to themselves (Greater Good Science Center, The Activism Cure).

Now is the time to discuss with your family and friends a new approach to the holidays that may bring good cheer and financial health to all. Happy Holidays!



## Holiday Safety Tips and Holiday Events in the Community



### To help you stay safe this week, here are some tips for consuming Thanksgiving leftovers from the USDA

- Refrigerate leftovers within two hours to prevent bacteria from growing on the food.
- Store leftovers in shallow pans or containers to decrease cooling time. This prevents the food from spending too much time at unsafe temperatures (between 40 °F to 140 °F).
- Do not store stuffing inside a leftover turkey. Remove the stuffing from the turkey, and refrigerate the stuffing and the meat separately.
- Avoid consuming leftovers that have been left in the refrigerator for longer than 3 or 4 days (next Tuesday to be exact). Use the freezer to store leftovers for longer periods of time.
- Keep leftovers in a cooler with ice or frozen gel packs if the food is traveling home with a guest who lives more than two hours away.

## In Memoriam

Phillip Owens: November 2014  
Jimmy Chiu: October 12, 2014  
Donald R. Robinson: October 9, 2014  
Herbert Goodspeed: October 5, 2014  
Thomas Bynum: October 4, 2014

**Dec 6 Saturday**  
Family Portrait Day @ Joseph Lee Rec Center  
3rd and Oakdale (enter on Oakdale)  
**11am - 4pm**  
Families take home free portrait and on CD  
Reserve time required 415-824-0386  
The event is hosted by First Exposures, a youth photography-based mentoring program making a difference in the lives of underserved Bay Area youth.  
Mentees, supported by their adult mentors, will be the photographers at this event.

**Dec 18 Thursday**  
Winter Wonderland @ Bayview Opera House  
**5:00pm to 9:00pm**  
Ice skating, Santa Land, holiday market and more!  
**SEEKING TWU 250A MEMBERS TO VOLUNTEER AT THIS EVENT!**  
Contact us at [TWUCommunity@twusf.org](mailto:TWUCommunity@twusf.org)

