

We Have Made Real Gains With The Teamsters

The Teamster Difference at Durham

The only way to raise standards and secure guaranteed improvements at Durham School Services is through a union contract. When you form your union with the Teamsters, you negotiate for what is important to you and your coworkers. Overall, union workers earn 28 percent more than their nonunion counterparts and have better benefits and working conditions (statistic from U.S. Department of Labor, Bureau of Labor Statistics).

Here are just some examples of what Teamster school bus drivers, monitors and mechanics have won at their Durham yards across the country.

Pay Raises

One hundred percent of Teamster contracts include guaranteed wage increases for drivers, monitors and mechanics included in the bargaining unit. Many contracts also include language on safety and attendance bonuses, ensuring that these benefits are guaranteed and cannot be taken away by management.

Pay For All Time Worked

Under a Teamster contract, workers' federally mandated right to be paid for all work performed is reinforced and protected. You work hard and you deserve to be paid for all of it. Whether it's routes that run long, the time to fuel the bus, the time to do required paperwork or student referrals, the Teamsters fight to ensure that school bus workers are paid for all of their time.

Paid Time Off

Durham Teamster contracts have negotiated paid holidays, sick days, jury duty and paid time off. Every Teamster contract with Durham School Services includes either paid holidays or paid time off.

Guaranteed Hours

In some Teamster contracts, workers have successfully pushed to increase the number of guaranteed work hours.

Safety

Teamster contracts often include a safety committee to address any safety or health concerns that employees may have. Teamster contracts also include protections for workers who refuse to drive an unsafe vehicle or raise concerns over faulty or broken equipment. The Teamsters have an active school bus safety program. When you become a Teamster, you gain access to an

extensive safety network and resources geared to improving safety.

A Fair Process

Every Teamster contract with Durham includes a grievance procedure to address unjust discipline, contract violations and protect Teamster members in the workplace. This is a fair and efficient process that resolves workers' problems and issues.

Seniority Counts

Every Teamster contract with Durham includes a seniority clause that recognizes years of service. Seniority can be used to create a fair system for assigning work, routes and charter runs.

Favoritism Ends

Teamster contracts set up fair standards that apply equally to all workers. Management can no longer grant special privileges to some workers at the expense of others.

Routes and Charters

Teamster contracts include a fair and mutually agreed upon system for route and charter assignments. Favoritism in route and charter selection ends.

Respect and Back-up

Having shop stewards, representation by local union business agents and member-elected officers, as well as a union contract that includes a grievance procedure, means that all Teamster members have workplace protections against unequal treatment, favoritism and disrespect. A Teamster contract means dignity and respect! With the Teamsters there is always someone in place that has your back.

Voice

Through the process of negotiating the contract, workers gain an effective voice in pay, benefits and working conditions. The Teamsters will also assist interested workers in building relationships with their school board, which is very important to maintaining and improving standards.

Security

Without a union contract you are an at-will worker, meaning you can be fired any time for anything. A Teamster contract protects workers from unfair company action and unfair terminations.

BY THE NUMBERS

4,500

**Number of Teamsters at
National Express Group
– parent company to
Durham, Petermann and
Stock Transportation
(Canada).**

20%

**Percentage of
National Express
workers who are
Teamsters**

40

**The number
of Teamster-
represented yards**

For more information call
our Drive Up Standards
hotline at 866-832-6787



**Drive Up
Standards**

School Bus and Transit Workers United

www.driveupstandards.org
www.teamster.org