



Drive Up Standards

NEWSLETTER

Connecting School Bus & Transit Workers From Coast to Coast

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ONE Message Voice

Tucson Teamsters Win Contract After 42 Days on Strike

The courage, strength, determination and solidarity of 530 Sun Tran/TransDev Teamsters in Tucson, Ariz., can only be described as extraordinary. For 42 days, Local 104 members' historic and inspirational strike against the city of Tucson's public transit system contractor made national news as bus workers endured Arizona's searing summer heat to win a fair contract that guaranteed fair wages and respect.

From August 2 to September 16, Sun Tran/TransDev took to the picket line to protest years of low wages and wages and put pressure on the company to protect the safety of drivers in the wake of ongoing assaults from passengers. In less than two years, more than 22 drivers were violently injured while on the job, including a recent stabbing.

"Going on strike is never an easy decision, but we came together and decided enough was enough," said Amy Friauf, a driver and chief steward for the unit. "Our faith never wavered. We stayed united to win back respect."

Throughout the 42 days spent on the picket line, Friauf and her fellow Sun Tran drivers stayed united as thousands of Teamster brothers and sisters from across the country showed their support.

Sun Tran/TransDev unsuccessfully attempted to break the strike by recruiting scab labor. The total cost per scab came to

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TEAMSTER SCHOOL BUS WORKERS MAKE HISTORY AGAIN!

Teamster Members Ratify First Student National Master Agreement on October 29

After months of negotiations and a month-long ballotting process, the Teamsters have ratified the second national agreement with the largest private provider of school bus transportation in North America, First Student, Inc. Nearly nine out of ten members voted

to approve the agreement, which improves working conditions and on-the-job protections for more than 20,000 Teamsters who work at First Student nationwide.



The national contract will among other things:

- Improve job security;
- Maintain local bargaining power ("Best of Both Worlds" clause);
- Promote and uphold safety standards;
- Ensure fairness;
- Provide proper pay oversight; and
- Strengthen return to work protections;

"The entire committee worked together to achieve a strong package at First Student that upholds and improves the current provisions in the current national contract, and allows for more economic gains at the local level," said TNSFNCC co-chair Rick Middleton.

In addition to securing better workplace conditions for thousands of school bus workers, the agreement will serve as a framework for the 96 local unions across the country that represent First Student drivers to negotiate economic gains and additional improvements.

"This national agreement is the result of the hard work and dedication of our local unions and Teamsters at First Student, and is a testament to the Union's strong commitment to organizing workers who deserve fairness on the job," said Teamsters General President Jim Hoffa, Chairman of the Teamsters First Student National Negotiating Committee (TFSNCC). "By banding together as Teamsters, these workers have secured a strong contract that builds upon the first historic agreement with stronger protections on the job."

The Teamsters "Drive Up Standards" newsletter is by and for school bus drivers, monitors and mechanics. This newsletter is published quarterly in print and online at www.driveupstandards.org.

One Message, One Voice *continued from page 1*



more than triple what even the highest-paid Teamster driver on strike would make for performing the exact same work.

“The outpouring of support from the Tucson community and thousands of Teamsters across the country was

on display throughout,” said Local 104 Business Agent Kevin (K.T.) Thomas. “The public outcry from the community continued to grow until Sun Tran had no choice but to come to the table with a good agreement.”

“We adopted the practice of ‘one message, one voice’ to stay on message and I think that helped us be successful. And thanks to the solidarity and strong voice of workers and the support from thousands of Teamsters across the country, morale never wavered,” said Local 104 Secretary-Treasurer Andy Marshall.

In the end, the workers won a tentative agreement with day-one raises and 100 percent of the monthly health and welfare premiums.

SILICON NEWS: Another Contract Win for Teamster Tech Drivers!



Recently, tech shuttle drivers at Local 853 in San Leandro, Calif., overwhelmingly approved a union proposal for a first contract that includes industry-leading wages and benefits. The drivers are employed by contractor Compass Transportation/Transdev and transport workers at seven big Silicon Valley companies, including two of the computer world’s biggest names: Apple and Google.

The proposal is the result of nearly five months of negotiations with the company and contains the entire economic package from Local 853’s excellent agreement for Facebook drivers at Loop Transportation. Highlights of the contract include, among other things:

- Hourly pay increases over the three-year contract;
- Shift differential pay;
- A six-hour minimum for drivers who do not work split shifts; and
- Employer contributions to a defined pension plan.

“The overwhelming vote is an indication of the significance of the changes made by this contract, most of which are going to be life-changing for the people that drive these buses, and for their families,” said Rome Aloise, International Vice President and principal officer of Teamsters Local 853.

The Teamsters Union is part of a growing movement of labor, faith and community-based organizations and workers challenging income inequality in Silicon Valley through an innovative partnership called Silicon Valley Rising.

Life in the Retired Lane

by Gary Briscoe,
Local 695



The first day of school has come and gone. While tens of thousands of U.S. school bus workers returned to their normal school year routines, I remained at home. There would be no

4:00 a.m. alarm going off, no rushing to get showered and dressed, and no burning my tongue on that first gulp of boiling-hot coffee—and, sadly, no big yellow school bus full of bright-eyed, smiling students. For the first time in years, I would not take part in the annual excitement. Such is life in the retired lane.

As fortunate as I felt beginning my new life as a retired school bus driver, I couldn’t help but feel saddened to not have a route that morning. Of all the joys of being a school bus driver, the first day of school has always been a personal favorite, and I missed seeing the little one’s shiny, scrubbed-up faces as they stepped aboard for their first-ever school bus ride—frightened but eager to begin a new milestone in their young lives. Did I miss it? You bet I did!

I missed my co-workers, too. Together, as Teamsters, we had worked together to organize with the local and bargain a strong local agreement for our First Student yard. Under our new Teamster contract, we were no longer “hired at will” employees. We were now protected.

After experiencing the union difference at work, I decided to take on a more active role and become a steward. As the yard’s elected union representative, I relished the opportunity to help my fellow school bus workers. (Note to reader: If you do not know who your steward is, I urge you to find out and get to know them; they might make the difference in a workplace dispute.)

I am lucky to have ended my career as a Teamster. It has also been a learning experience. After years driving buses with no union, the Teamsters Union has taught me the importance of solidarity in the workplace. By working under a strong union contract and working collectively as a unit, workers truly do have the power to make change.

Will I miss being a First Student school bus driver and Teamster steward? Of course I will! But I will wear my “retired Teamster” hat with pride and remember the difference we made at First Student thanks to the Drive Up Standards campaign.

ORGANIZING ROUNDUP



110 STA School Bus Drivers Choose Local 445

Drivers who transport schoolchildren for Student Transportation of America (STA) in Middletown, N.Y., overcame a hard-fought campaign against management this summer to join Local 445 in Rock Tavern, N.Y.

"Despite rampant intimidation and dirty tricks by STA management, Middletown drivers refused to give in to the threats and won Teamster representation," said Hector Cruz, a driver with STA in Middletown. "The lack of respect from management must stop. As Teamsters, we will gain a contract to ensure that we have fairness, safety and respect throughout our workplace."

"We stayed united in the face of tough opposition from STA management," echoed Sue Maxwell, a driver with STA in Middletown and one of the leaders of the organizing committee. "We needed our concerns addressed, and to put an end to favoritism and protect seniority."

The Teamsters Union is proud to welcome these workers into the Teamster family. The strength and unity they have displayed throughout their organizing campaign to gain respect in their workplace shows they will be strong union members with the ability to secure a strong contract.

Drivers at Massachusetts's North River Collaborative Choose Local 653

Drivers and monitors with Massachusetts's North River Collaborative recently voted to join Local 653 in South Easton, Mass. The 74 workers transport students with special needs and are based in Abington and Rockland, Mass.

"We decided to organize because we need job security, seniority and the backing of a union, and that's why we contacted Teamsters Local 653," said Jim Swanton, an eight-year driver for North River Collaborative. "It's been a pleasure working with the Teamsters and we're ecstatic about joining the union."

The workers' election at North River Collaborative was conducted through card-check and certified by the Massachusetts Department of Labor Relations. North River Collaborative is an educational organization formed in 1976 to serve as an extension of school districts and provides student transport.

"We're proud to welcome these united workers to the Teamsters," said Bill Trask, Vice President and business agent with Local 653. "Through the leadership of Dave Laughton at Joint Council 10, Local 25 President Sean O'Brien, organizer Roger Travers, and the Local 653 Executive Board, it was a full team effort to help the drivers and monitors with their successful organizing effort."

Michigan School Bus Workers Join Local 283

School bus workers with First Student in Carleton, Mich., have voted overwhelmingly, 25-2, in favor of representation by Local 283 in Wyandotte, Mich. The group of 35 drivers and monitors reached out to the Teamsters Union seeking a strong voice to address their workplace concerns.

"My co-workers and I have really worked hard to come to this point and we're going to continue to work hard so we can secure a strong contract. I look forward to better working conditions and being treated with respect on the job," said Lana Baas, a First Student school bus driver.

"We came together and decided to join the Teamsters because it was time for a change. We needed union representation to tackle the longstanding issues and concerns we have been vocalizing to management for years," said Denise Andring, a First Student school bus driver.

"The committee in Carleton is very strong. These workers really showed a united front throughout their entire organizing campaign," said Marian Novak, an organizer for Joint Council 43. "Throughout the campaign the workers stood united, demanding respect and consideration from management."

ORGANIZING ROUNDUP CONTINUED

The drivers and monitors will be covered by the Teamsters' national master agreement with First Student. Economics and individual gains at the Carleton First Student location will be negotiated by Local 283.

127 Disney Drivers Join Local 952

First Transit drivers who transport tourists and employees to and from Disneyland amusement parks in Anaheim, Calif., are now Teamsters. As the newest members of Local 952 in Orange, Calif., they will now have the power to gain re-

spect, fair wages and better working conditions at the company.

"The workers stood strong and united during their campaign to win Teamster representation," said Terry Goldman, a First Transit driver at Disney who helped in the organizing by educating his co-workers on the value of Teamsters representation.

"I worked under a union contract for 20 years at another transit company, serving as a shop steward and helping in the negotiation process," Goldman said. "I explained the benefits of collective

bargaining from my own experience to let people know how important it was to have the backing of a strong union."

Betty Webber, a First Transit driver who also helped lead organizing efforts, has already begun sending out bargaining surveys to the more than 100 workers who will benefit from the protection of a Teamster contract.

"We're making sure everyone's voice is heard," Webber said. "The real strength of any union is the right to engage in collective bargaining. First Transit drivers at Disney now have that right."



KNOW
your
CONTRACT

As we mobilize to organize more union members in the industry, it is important to stay engaged and learn the current issues facing bus workers. The transit industry is quickly changing and that means companies must be held accountable more than ever before. By following these five tips, Teamster bus workers will ensure management does not violate the protections you and your co-workers worked so hard to secure at the bargaining table:

- **Put everything in writing:**

Management may try to explain that there is no need for such formality, but including things in e-mail offers a paper trail that can clear up miscommunication or clarify questions that may arise. If you get trapped having a "friendly" chat with management, send a follow-up email just to recap what you have discussed.

- **Seek out representation when you need it:**

Have a shop steward or business agent with you when you schedule meetings with management. This way, there can be no misunderstanding in what was said by either party and management cannot intimidate or harass you.

- **Take the steps to right wrongs:**

If meetings with management don't get an issue resolved, follow the steps in your contract to resolve the conflict. This process may start with filing a grievance. In many cases, simply taking the action to file a grievance can get the company's attention because they know you are serious.

- **Keep communication open:**

Despite having a contract, management may still try to pit workers against each other; the best defense against this anti-union technique is to stay unified through communication.

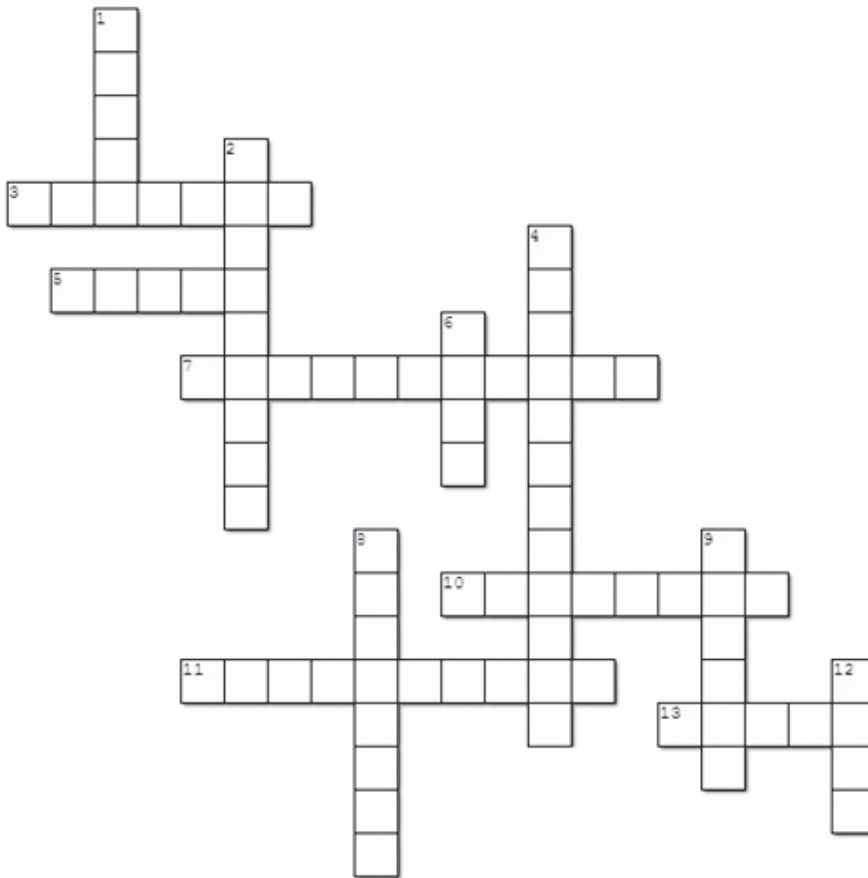
- **Become an active member:**

By becoming a more active member and volunteering on nearby organizing campaigns and bargaining committees, workers ensure a more successful movement. Remember – the larger the share of the transit industry we represent, the more power we have to negotiate better contracts.



*A Message from the
Drive Up Standards
School Bus Committee*

Teamster Puzzler | Play and Learn!



Across

3. Coworker that also serves as your union representative:
5. Teamster mascot that dates back to the union's first mode of transportation:
7. Transportation for people with special needs:
10. Buses and other vehicles that transport people to and from the airport:
11. Office worker who helps to coordinate routes each day:
13. Teamster General President's last name:

Down

1. Ordered list of stops a bus should make:
2. What to file if the company has violated the contract:
4. Largest school bus company in the United States:
6. Another word for the worksite for bus workers:
8. Regulation on number of passengers that a bus can legally carry:
9. Traditional color of school buses: 12. Money a person pays to ride in a bus:

Coming to a city near you...2016 Regional Bus Meetings

2016 marks the 10th anniversary of the internationally-coordinated school bus and transit organizing campaign at the Teamsters. What better way to celebrate how far we've come than to bring together local unions from across the country to four regional bus meetings.

The meetings will be open to local union officials, stewards and rank and file members alike and will offer opportunities to learn more about the industry, get involved with ongoing campaigns and get to know fellow bus members from other yards in the region.

Stay tuned for more details and be in touch with your local union if you are interested in attending.

2016 Regional Bus Meetings

Western Regional Bus Meeting
February 5-7, 2016 – Los Angeles, CA

Southern Regional Bus Meeting
February 26-28, 2016 – Jacksonville, FL

Central Regional Bus Meeting
March 11-13, 2016 – Chicago, IL

Eastern Regional Bus Meeting
April 8-10, 2016 – Hartford, CT



How do we keep our union growing strong? By building political power, one member at a time, at every Teamster local union across North America.

Interested in joining DRIVE?
Talk to your local union.

Have a question or story idea? Email us at driveupstandards1@gmail.com



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