

RIGHT TO WORK IS WRONG – LET’S OUTLAW IT

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA



A Republican-controlled Congress has taken aim at workers’ rights in 2017, including the ability to collectively bargain. But now a group of law-makers have said “Enough!”

Sen. Elizabeth Warren (D-Mass.) and Rep. Brad Sherman (D-Calif.) are the lead sponsors of legislation introduced in late September that

would outlaw right-to-work (RTW) laws in the U.S. It is a fitting push back on efforts to curtail the ability of workers in this country to organize and stand united against their employers.

As of now, 28 states have passed RTW laws. While supporters claim that the law promotes job growth, history shows otherwise. The policy is a ruse that only

causes a race to the bottom for wages.

RTW states have a higher poverty rate than states with union rights. In fact, nine of the 10 highest poverty states are RTW. That, in part, is attributable to lower salaries and benefits. Those with no rights at work make almost \$1,500 a year less. They are also less likely to receive employer-based health insurance or retirement benefits.

That’s why it makes sense for elected officials to push back on these lousy laws. They strip unions of the ability to collect dues from all workers who benefit from union-negotiated contracts. Unions are forced to use their time and money to provide benefits to free riders who won’t pay their fair share.

Canada is now fighting to have language barring RTW laws placed in an updated version of NAFTA. That’s a good thing. Lawmakers must take a fresh look at these measures.



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Teamsters Passenger Transportation News

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James P. Hoffa, General President | Ken Hall, General Secretary-Treasurer | Rick Middleton, Division Director



Western Region Teamsters Stand Up for Higher Standards in Transit

Wages and Benefits Improved

In the last few months, Teamsters throughout California and Arizona have been engaged in a flurry of bargaining activity around better wages, benefits and working conditions for workers in the passenger transportation industry.

In May, Local 853 members at First Transit in Redwood City, Calif., negotiated and ratified a contract covering dispatchers and supervisors. The contract is the first of its kind in the Teamsters Union and it includes, among other provisions, holiday premium pay, two types of annual wage increases, and a 15-percent reduction in health and welfare costs for the workers.

“We all feel like we’re working together, management is on the same page as us, and I think that there’s more of a respect overall between management and the employees,” said Lisa Abarr, a Local 853 member who served on the negotiating committee. “That’s nice, because now it is a pleasant work environment. Everyone is happy with the contract, it was almost unanimous.”

In Tucson, Ariz., members with Local 104 ratified a three-year contract in July with SunTran. The contract, which was ratified by a 90-percent margin, is the most lucrative agreement the SunTran workers have had to date, and it includes significant improvements to wages and benefits.

“There were a lot of things that were crafted out of cooperation and out of working together with a common goal of getting something done,” said Karla Schumann, Local 104 Secretary-Treasurer. “I’m not going to say they were easy negotiations, but at the end of the day, all the players got together and made it happen.”

Local 848 Pushes Back Against Transdev

In addition to hard-fought victories, Western Region Teamsters are also standing strong where employers play hardball. Local 848 members working as drivers for Transdev and the Antelope Valley Transit Authority (AVTA) have

A NEW ERA FOR DRIVING UP STANDARDS

More than 10 years ago, the Teamsters began a massive push to organize the thousands of workers that perform the important task of transporting people safely and securely. If what we've done in the past is indicative of what we can accomplish in the future, then the future is looking very bright. That is why I am thankful to General President Hoffa and proud to announce the creation of the newest Teamster division – Passenger Transportation.



The Teamsters Passenger Transportation Division represents the more than 50,000 workers in this industry that have signed union cards, fought for and gained recognition by their employers, and went on to negotiate and ratify industry-leading contracts—most of whom were doing so for the very first time. It is the logical next step for what has been one of the most successful Teamster organizing campaigns in recent memory.

The creation of a new division will help to direct the resources we need to continue the fight to raise safety standards, combat wage theft, push for better pay and benefits, protect job security and give workers a voice on the job. It will pave the way to ensuring a job in passenger transportation is a pathway to middle-class prosperity.

Winning this fight won't be easy. We are going up against large multinational corporations every step of the way. But as we've proven in the past, we will be successful. Our grit, passion and commitment to improving the lives of every member will give us the energy we need to win.



Back-to-Back Victories at Durham School Services

Coordinated Bargaining Pays Off

The Teamsters have scored two major successes with Durham School Services, the second-largest provider of school transportation in North America.

After a nine-month organizing campaign, 37 drivers and monitors at Durham School Services in Metropolis, Ill. voted overwhelmingly to join Local 50 on August 24, despite immense pressure from the company. Safety was a top concern for the group ahead of the election, and workers made their voices heard at multiple school board meetings to raise concerns about the company's safety and maintenance standards.

On August 30, Local 170 members at Durham School Services in Worcester, Mass., approved an agreement with the company after nine months of negotiations and the threat of a strike. The agreement was ratified by more than a 90-percent margin, and it contains significant improvements in wages, health care and retirement, while also protecting members against unfair disciplinary action based on new technology that Durham uses.

The Teamsters are coming together to coordinate their bargaining efforts in order to drive Durham to meet industry standards when it comes to safety and respect for workers. Local unions across the country are committed to improving relations with the company as they continue to increase members and strengthen local agreements, despite the company's various attempts to undermine the union.

Western Region Teamsters

continued from page 1

been fighting for a better contract their agreement expired in December 2016. They've conducted strikes to protest Unfair Labor Practices (ULPs) by the company and pushed for better pay and working conditions. Local 848 hasn't ruled out more action in the future if the company continues to refuse the union's demands. Things could get much worse for TransDev: Local 848 has filed paperwork with California's Public Employment Relation Board to remove TransDev as AVTA's operator.

Although the fight for better wages and benefits in the passenger transportation industry is far from easy, the successful organizing by Teamsters proves that when membership is informed, engaged and mobilized, the sky is the limit.



NEGOTIATIONS OPEN FOR ILLINOIS CENTRAL SCHOOL BUS

EMPLOYER IS FIFTH-LARGEST BUS SERVICE PROVIDER

Negotiations for the Greater Chicagoland Cooperative Agreement, which covers all Teamster members working for Illinois Central School Bus, began in August. Members were encouraged to submit contract proposals throughout the spring and summer. Over 40 percent of Illinois Central employees are covered by the agreement as members of Locals 777, 525, 179, 50 and 26.

The contract negotiations are beginning at a time when the Teamsters are dramatically building density

across the passenger transportation industry in the state of Illinois: In June more than 80 percent of First Student school bus drivers and aides with Local 777 voted to approve new contracts in Glen Ellyn, Elk Grove Village and Villa Park, Ill.

Illinois Central School Bus is the fifth-largest provider of school transportation in the country, and is one of the fastest-growing providers of school bus services in the United States. The Greater Chicagoland Cooperative Agreement was first ratified in December 2012.



Teamsters Military Assistance Program Partners with FirstGroup America *Military Veterans Train for Civilian Jobs*

The Teamsters Military Assistance Program (TMAP) has proudly announced that it is working with FirstGroup America and the U.S. military to create job opportunities for veterans and their spouses. FirstGroup America is the largest passenger transportation company

in the nation, providing school and community transportation at over 700 locations across North America.

Under this new partnership, the Teamsters will be working directly with military partners to implement an outreach and recruitment plan geared toward the family

members of veterans. Military spouses and dependents will now have the opportunity to work in good union jobs in their communities at Teamster-represented FirstGroup America locations. To learn more about the program, visit <https://teamster.org/tmap>.