

AFFILIATED WITH THE  
INTERNATIONAL BROTHERHOOD OF TEAMSTERS  
LOCAL UNION NO. 683

*Salesdrivers, Helpers and Dairy Employees*

*San Diego and Vicinity, California*

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May 28, 2023

## The ongoing Transdev / Teamsters Local 683 Labor Dispute

After 11 days of Bus disruption, Transdev finally decided it was time to fulfill their Contract with MTS, the public they agreed to provide service to, and the Employees they should have been treating fairly.

On Wednesday May 24, 2023, at 5:19pm Transdev sent an email to the Union asking to meet on Friday May 26, 2023, and try to reach a settlement. The Union agreed to meet with Transdev. A subsequent email was sent by Transdev on Thursday May 25, 2023, at 11:05 am confirming the meeting time of 11:00 am.

The Meeting was conducted by ZOOM. Juan Lopez from Transdev Main St. and for the first time Derrick Breun from Chicago representing Transdev. On the Union side was the negotiating team for Teamsters Local 683 and Federal Mediator.

There was slight movement from the Company, but the company did not address the main issue for the labor dispute, the splits/scheduling. Negotiations did last for over six (6) hours, within those six (6) hours roughly one (1) hour was spent in discussion of the issues with Transdev. The rest of the time was waiting for Transdev to present proposals that would address the #1 issue of the labor dispute, the splits/scheduling.

The first proposal was emailed by Derrick Breun at 3:03 pm, titled Final Offer. The header of the proposal read as follows: THE FOLLOWING IS A CONDITIONAL, PACKAGE PROPOSAL, AND THE COMPANY IS NOT PROPOSING ANYTHING INDIVIDUALLY. THIS CONDITIONAL PACKAGE PROPOSAL INCLUDES ALL SIGNED TENTATIVE AGREEMENTS.

First item addressed, bathrooms/break areas. Transdev would agree all splits would begin and end at the South Bay Yard. All meal breaks will take place at a Transit Center with bathrooms and shelters effective September. In the Union's opinion this is not movement, in past negotiations Transdev stated it was already being done this way. Furthermore, an employer providing suitable bathrooms and break areas are required by law. There is a pending OSHA claim regarding bathrooms and break areas.

Second item addressed in Transdev's proposal, reducing the total of splits 5% but not addressing the duration of the splits. Transdev offered a 30-minute premium pay (half time rate of pay) if Bus Driver's scheduled day exceeded 12.5 hours. Nothing changed with the duration of split/ unpaid time.

The rest of the issues addressed in the proposal were Pension, Inverse (forced day off work), Polo Shirts and Wages. Pension language was agreed too before the labor dispute then Transdev claimed they didn't agree. This is one of the Unfair Labor Practice's filed with the NLRB. The Inverse proposal maybe the only issue Transdev made real movement on. Polo Shirts were agreed to in the last contract only if MTS agreed to allow. When Transdev was asked 3 years ago if MTS approved Transdev Bus Drivers' ability to wear Polo's during the summer, the answer was no. The odd thing about that is all MTS drivers wear Polo's. Wages were unchanged for the Last, Best and Final reject by the Drivers in April.

The Union sent a counter at 4:23pm making another attempt at addressing the #1 issue of splits/scheduling. At 5:05pm Transdev sent a counter, same header stating conditional, package proposal... Stating there will be no splits greater than 4 hours. To be clear, when you have an hour unpaid meal period and a 4-hour split it is the same maximum of unpaid time as before negotiations. Approximately 6:00 pm the Union asked for another date to negotiate. The mediator's earliest availability was Wednesday, May 31<sup>st</sup>. Union stated it needed more discussion to attempt resolving the issue of splits/scheduling, knowing that a contract would never be accepted without one. Transdev declined to meet on Wednesday, May 31<sup>st</sup> for further talks. Within 30 minutes of negotiations being over one of Transdev's attorneys called Local 683's attorney to see if there were any other agencies that could mediate and help resolve the labor dispute.

The Company continues to expect their employees to be on the job for up to thirteen (13) hours a day and only be paid for as little as eight (8) hours. Teamsters Local 683 has made at least a half dozen different proposals to try and fix the issue of the splits only to have Transdev say" NO" repeatedly. Transdev continues to ignore the concerns of its employees that provide a service to the public and profit to Transdev.

Teamsters Local 683 has always been willing to meet and to try and reach an agreement.

Fraternally,

A handwritten signature in black ink, appearing to read "Lee Fletcher". The signature is stylized with a large initial "L" and a cursive "F".

Lee Fletcher  
Secretary – Treasurer  
Teamsters Local 683

LF/ka