

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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June 5, 2023

Re: Transdev South Bay Strike

On June 4, 2023, Teamsters Local 683 held a contract ratification vote 281 Transdev Bus Operators were in attendance. The contract offer was rejected by 95%! Most of the contract offer rejected on Sunday was not different from Transdev's April 27th offer. At 10:19AM today Transdev emailed a summary of their position as of 6/5/23. Transdev stated it was disappointed to learn Teamsters Local 683 voted down Transdev's offer. This should not have been a surprise as the negotiating committee told Transdev this offer would not be accepted by the Drivers.

Six months ago, when negotiations began, the negotiations committee made up of South Bay Bus Drivers made it very clear what the important issues were. Furthermore, Transdev's letter states proposals that the committee agreed to, Wages, Bathrooms/Break Areas, Meal Breaks, Pension language and Health and Welfare (Medical Benefits...). The number one concern is splits/schedules as it affects retention of employees, which affects inverse or forced work on days off, another major area of concern to the Drivers. Transdev refers to meaningful wins in this letter. What Transdev has agreed to is 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 negotiation sessions Transdev has stated that this is already their practice. Furthermore, an employer providing suitable bathrooms and break areas is required by law. There is a pending CalOSHA claim regarding bathrooms and break areas. Transdev's proposed reducing the total number of routes within a schedule that contains splits from 25% to 20%. Transdev currently schedules around 18% of work that contain splits. Therefore, Transdev is not offering the members anything different. The splits are unpaid time that employees are not compensated for.

A meaningful reduction of unpaid time in the middle of a Driver's shift was never taken seriously by Transdev. Transdev offered a 30-minute premium pay (\$12.50 for 3 hours of unpaid time and 1-hour unpaid meal break) if Bus Driver's scheduled day exceeded 12.5 hours. The Company continues to expect their employees to be away from their families for thirteen (13) hours a day and only be paid for as little as 8.5 hours. Transdev continues to ignore the concerns of its employees that provide a service to the public and profit to Transdev.

The Union's committee has proposed reducing this split time or compensation is needed, all have been rejected by Transdev. Pension language was agreed to before the labor dispute then Transdev claimed they didn't agree. This is the basis of one of the Unfair Labor Practice's filed with the NLRB. The Union's committee made a proposal to seek other Health and Welfare plans that were

equal or greater in coverage that would be less expensive to the Bus Driver. Transdev would only agree if they could have a significant portion of the savings.

Teamsters Local 683 negotiating committee is willing to continue talks to solve these issues. Regardless of MTS obtaining another contractor like Transdev or making South Bay part of MTS these issues will continue to cause labor disputes unless addressed in a meaningful way. Transdev's letter states they remain willing to meet, however their May 31st offer remains unchanged. Teamsters Local 683 Bus Drivers remain united and committed to improving their working conditions and willing to negotiate a fair labor agreement for the Transdev employees.

In Solidarity,



Lee Fletcher
Secretary – Treasurer
Teamsters Local 683