

June 14, 2011

Stand United to Say; No Concessions! Contract Justice Now!

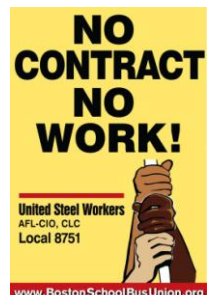
The Company and their co-conspirators from the City have declared war on the membership of Local 8751 and our families. They have proposed the destruction of nearly 40 years of our contract progress which will cause irreparable harm to every member. **First Student has refused to bring one dime of economic progress to the table.** In violation of the law, they have failed to bring any economic proposals at all. This constitutes most serious bad faith bargaining. **We won't tolerate it!**

On June 1, 2011, the company proposed 7 pages of concessions, including:

- **Across the board Job/Driver Elimination** – “delete” language guaranteeing no reduction of forces; add language to refuse drivers’ rights to leaves, and terminate members on sick, emergency, license, and childcare leaves; eliminate 13 month clean slate regarding personnel files
- **Eliminate City wide and mid day stand by positions**
- **Eliminate Union leave** – meant to destroy the union’s ability to serve the members
- **Discrimination against new hires** – increase probation and waiting period for benefits from 60/30 days to 180 days
- **Discipline** for more than 3 absences
- **Discipline** for all accidents without ARC
- **Eliminate pay** for Holidays and Supplemental Unemployment Benefits if you’re absent the day before or after.
- **Eliminate the Holiday Party**
- **Gut Driver Protections** for Incident Reports, Route Problems, and Flat Rate Change procedures
- **Eliminate Absolute Preference in Hiring and Training Rights for Bus Monitors**
- **Eliminate Rights of former 7D drivers** on long term leave to upgrade and return.
- **More oppressive Drug & Alcohol testing procedures.**
- **Force Standby’s to report earlier with no compensation.**
- **Eliminate Bid and Seniority Rights** by pushing the October bid to December and changing
- Charter work bid rights.
- **Use more GPS and Versatran routing to**

**All Out for
 Contract Justice!
 Demonstrate!
 Sat., June 25th
 6:00 AM
 Freeport Yard**

When we say, “No Contract No Work”,
 that means the summer, too.



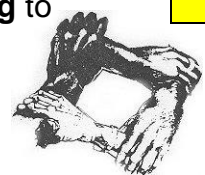
- **discipline, speed-up, and cut pay.**
- And the most *Cowardly, Cynical* proposal of all: **The company demands the right to fire you by mail.**

The company thinks these vicious attacks on our jobs and rights will force us to surrender our righteous demands for Pension and Retiree Justice, better Health and Dental care, modest increases in Life Insurance for our families, Sickness and Accident and Long Term Disability, and better wages to meet the skyrocketing cost of living. First Students stockholders and their advisors think their threats will protect their record profits and rainy day slush funds from the workers who make this city run. But as our history and unity show.

**“When the Boss says Cut Back,
 We Say Fight Back!”**

Membership Meeting – Contract Task Force
Thurs., June 23rd
6:00 PM – Union office
 25 Colgate Road, Roslindale

Unity! Unidá!



Inité! Unidáde!