



USW Local 8751 - District 4

Boston School Bus Drivers' Union

25 Colgate Rd. • Roslindale, MA 02131

Telephone (617) 524-7073 Fax (617) 524-1691

www.BostonSchoolBusUnion.org

RETIREMENT WITH DIGNITY – WE MEAN NOW!

Aug 24th Solidarity Rally A Great Success!

Demonstrates Determined & United Rank and File
+ Broad Community / Labor Support!

Escalates Local 8751 Contract Battle and
Launches the City Wide Campaign for
Retirement with Dignity!

What a Solidarity Rally! What a beautiful and powerful sight, a packed standing room only crowd – a rock solid united membership joined by an historic coalition of Labor and Community support determined to build an unstoppable movement to win our retirement justice.

It was a virtual sea of black and gold, Cobra clad T-shirted militants, declaring as one that we have been provoked by decades of injustice and disrespect and that we will not tolerate “second class citizenship” for another day! By the time Bishop Teixeira gave the opening benediction the hall was electric with passionate support for our cause.

Richard Stutman, BTU president, pledged the aid of our teacher sisters and brothers. (We thank him for generously paying for the hall.) Councilors Felix Arroyo, Tito Jackson and Charles Yancey donned union T-shirts, gave moving testimony to our history and declared that our struggle was their struggle. Myles Calvey, leader of IBEW 2222's heroic Verizon strikers, who brought a large contingent of E.Board and rank and file phone workers, gave a moving account of his union and Local 8751's iron-clad relationship dating back 20+ years to their 1989 strike, when 8751 members were arrested defending their picket lines. Today the 45,000 Verizon strikers have brought back the culture of “fightback” to the labor movement. We are thrilled that they “have our back”!
(continued on page 2)

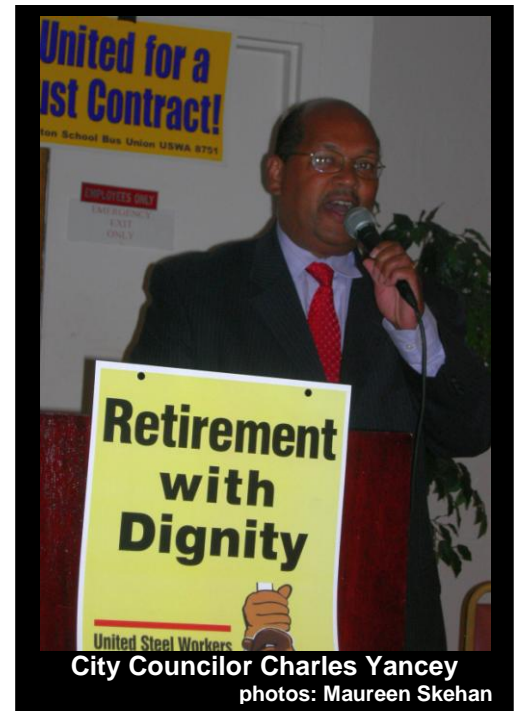
Emergency Membership Meeting

Wednesday, September 7th

6:00 PM

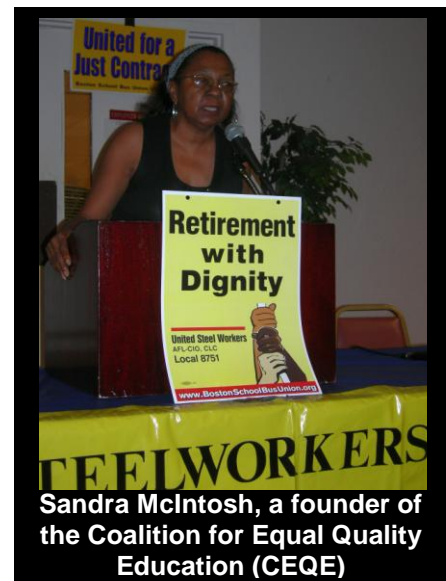
Boston Teachers' Union

(enter off Day Blvd. behind Bayside Expo)



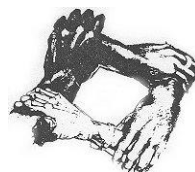
City Councillor Charles Yancey

photos: Maureen Skehan



Sandra McIntosh, a founder of
the Coalition for Equal Quality
Education (CEQE)

Unity! Unidada!



Inité! Unidade!

The over 2 hours of solidarity speeches included Sandra McIntosh, the Coalition for Equal Quality Education; Jose Lopez, Teachers Activist Group (TAG); Miya X, youth leader of the Women's Fightback Network; Darrin Howell, MassUniting; Frantz Dry, Fanmi Lavalas; Frank Neisser, BOPM; reps from the Greater Boston Labor Council, Mass AFL-CIO and more. As we witnessed at the 100% shutdown of the summer bid on June 25th, the **rally also demonstrated the truly historic level of unity of our members.** All past division and dissention has been put aside as we fight with **one voice.** We hope this decisive unity continues for years to come. For many of us, a special, moving highlight of the evening was the heartfelt Tribute to our Veteran Senior Drivers. As we look into their proud faces we vow to win Retirement Dignity NOW, not in year 2 or year 3!

WE Need YOU!

Join the City-wide Campaign for Retirement with Dignity for USW 8751!

We must let First Student, the School Dept. and Mayor Menino know we demand our

respect, NOW! The rally was a brilliant kick-off to our campaign, with our friends and allies pledging concrete solidarity in action. However, **we need every member to become a soldier in this historic battle.** We must make our campaign a household word. There will be City Council resolutions and hearings, press and media work, extensive outreach to parents, students, clergy and the entire Boston community. Materials will include literature, stickers, posters, buttons, etc. We rely on you to actively bring this campaign to your students and parents on your bus, and spread it deep within your community. **Victory is in sight!**

Status of the Contract

Contract 2011 takes place in the context of an extremely challenging economic crisis where workers are facing cutbacks, layoffs and wage freezes. Labor has been on the defensive. 41 city unions are without a contract, (continued p 3)



Tribute to drivers 65 to 81 years young

Watch the entire Aug. 24th Community/Labor Solidarity Rally, produced by Boston Teachers' Union activist and award winning documentarian Bob Lamothe.
www.filmourwayfilms.com/film/labor/labormovementchannel.cfm

FILM OUR WAY FILMS
 Documentary Films
 Electronic News Gathering

have faced drastic concessions and have little or no economics on the table. We are proud to join the Verizon strikers and others in becoming a factor to change this bleak picture. We refuse to go back or fight just to stand still. For the sake of our families, **WE DEMAND PROGRESS, AND WITH STRUGGLE WE ARE ADVANCING!**

We have come a long way from last spring when we faced 46 cruel and devastating concessions, which threatened years of union progress and endangered our livelihoods and job security, and a zero % economic package offer. As you know, after the rally the union went into round the clock negotiations. Significant progress was made, resulting in our decision to extend our strike deadline. But there is still a hard fight ahead of us.

As of the last **Company Offer**, given at **3:45 am Aug 25th**, here's where we stand: Nearly all of the concessions have been taken off the table – the few remaining must go.

We are at an economic package valued at 5.2% (this is based on the company's inflated cost outs – for example they factor retiree costs for an immediate 202 people, 101 workers and spouses!).

Year 1* Wages - \$.23/hour; **Dental** 100% DMO, upgrade to PPO with balance of premium from DMO paid by employee; **Retirement Appreciation payment** - \$5000 (Age 67, 30 years service, max. 5 employees; \$155,000 **Company drop in pension.**

Year 2 Wages - \$.23/hour; **Retirement Appreciation payment** increased to 10 drivers max.; **Start a Company Match of 1% to the pension.**

Year 3 Wages - \$.23; **Dental** – PPO balance from DMO paid 65% by the Company; **Life Insurance increased** to \$60,000 employee, \$25,000 spouse, \$10,000 child; **Retirement Appreciation payment** \$50,000(\$5000/employee); **Medigap** (Harvard Pilgrims Medicare Enhance) Insurance 80% paid by Company – eligibility 70 years old, 30 years of service; **Company match of 1.25% to the pension.** (*Benefits are cumulative from year to year)

While this is progress it is not nearly enough!

A special thanks to our dear brother Chuck Turner, who could not attend, but who has stood with us since our founding in the 1970's. He was with us in spirit!! Also, to the best and most dedicated union printer on the planet – We love you Jeff!



City Councilor Felix G. Arroyo with Local 8751 Negotiating Committee

We demand a real Retirement Dignity Package starting NOW! Not 3 years from now.

- Retired employees shall remain eligible for benefits, including Life, Health, Dental and Vision
- Pension – The company shall match, dollar for dollar, contributions up to 3%; 50% on the next 2%
- Retirement Appreciation Payment for years of Service; after 25 years of service and 67 years of age, a sum of money per years of service in a onetime payment at the time of retirement
- Health Insurance –at retirement the Medicare Enhance medigap insurance for retiree and spouse or domestic partner

Also, we want a modest wage increase; upgrade to Dental PPO now with a Dental Opt-Out provision; Life Insurance increase after 10 months; Paid Personal Days at drivers' sole discretion; and no concessions.

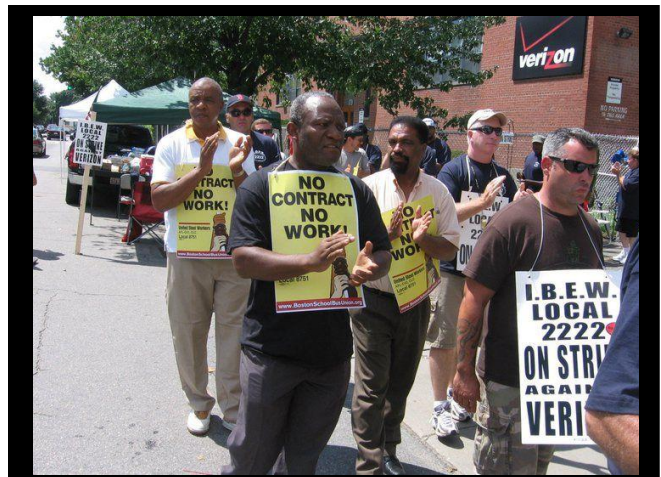
A word to our brothers and sisters who are not yet senior: The biggest beneficiaries of the retirement / Pension struggle is YOU. Company matches to the pension, which represent the greatest sum of money, will grow your retirement savings as the years go by. Our honored older drivers are in reality fighting for your future; their time for multiple years of Company matches has passed. This is why other elements of the retirement dignity package are so important – Appreciation payment, eligibility for continued benefits and Medigap. **Let's fight together for our collective future!**

**Tainted, Fraudulent Bid Represents
A Stealth Pay Cut and
Danger For Student Transportation!
We Say No!**

The School Dept. and First Student have once again created a Versatrans (computer software) / Flat Rate-slashing catastrophe for the students and drivers. Drivers bid on routes with drastic cuts in time from last year. As we said in the **Class Action Grievance filed on Aug 24th**, “The routes posted for bid were systematically flawed, containing massive errors in both Flat Rates and safe, on time routing - insufficient times to safely and timely complete the work, insufficient time in between stops, too many stops and too many students, insufficient time to complete in yard duties and arrive at either the first stop or the school 5 minutes prior to the DBR time.” The bid was NO Good and the company and city know it!

At the round the clock negotiations, the company and BPS transportation Director Hughes agreed to immediately **add 15 minutes prior to each report period**. That’s 2 ½ hours per week added to the time you bid on the wall. Also, they agreed to expedite the process of correcting every route. As our grievance demands, the company must, “Correct all route problems and flat rates immediately; Rebid the work based on accurate true times for Flat rates and safely route runs; All drivers must be guaranteed a minimum of the corrected flat rate of their current route on the day prior to the Rebid. Drivers to be made whole for all losses. The Company must advise the Transportation Unit to cease and desist from the use of Versatrans, which created this crisis.”

If you have not signed the grievance yet, see a steward today. **Help us restore all stolen hours by putting in Route Problem forms and Flat Rate Change forms immediately! They think that because we are busy waging our battle for our contract and retirement justice, they can get away with grand theft. Prove them wrong!**



Local 8751’s Negotiating Committee joins striking electrical workers at a Verizon garage in Dorchester. Aug. 8, 2010 photo: Steve Kirschbaum



Myles Calvey, leader of IBEW 2222



City Councillor Tito Jackson



Bishop Teixeira



“Solidarity Forever!”

Left to Right: Darrin Howell, MassUniting.org; Miya X, Sista Ciphers; Jose Lopez, Teacher Action Group (TAG), Frank Neisser, Bail Out the People Movement; Frantz Dry, Fanmi Lavalas - Boston