



**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](http://www.BostonSchoolBusUnion.org)



May 20, 2011

**As contract expiration deadline looms:  
 Drivers Prepare to Fight for Economic Justice.  
 First Student & its City advisors stall,  
 maneuver, and attack workers' pay & integrity.**

On April 27<sup>th</sup>, Local 8751's members voted at the Union's "Demands Meeting" to place retirement and benefits first at the negotiating table with our super-profitable, transnational employer, First Student. In this period of economic recession, only one thing is certain: The rich are getting richer through monopoly contracts and bailouts, and the workers are getting poorer every day, gouged by rising prices, insurance and housing costs, and the constant threat of layoff. In fact, First Student's parent company, First Group, whose stock trades on England's FTSE exchange of the top 100 profitable corporations, reported a record \$735.581 million (£453.9 million British pounds) in 2010 operating profits. Not a single driver's family reported being better off in 2010, with skyrocketing food, energy, healthcare and housing costs forcing many of us to use our meager retirement savings to survive, and driving all of us deeper into debt.

But, has First Student come to the table in good faith to address this staggering imbalance, from which every dollar and pound of their mega-profits is derived? No. Instead, beginning the day after the Union's Demands meeting, First Student and City "auditors" and advisers launched a city wide attack on drivers' exception time, denying hundreds of hours of actual work performed, which time is shorted and stolen originally by the company's speed-up routes and false flat rates!



**Unity! Unidá!**



**Inité! Unidáde!**

**Membership Meeting /  
 Contract  
 Task Force**  
**Thursday, May 26<sup>th</sup>**  
**6:30 PM**  
**Union office**  
**25 Colgate Road, Roslindale**

**First Student: Negotiate in Good Faith, Now!**

The company's team has been just too busy trying to slash our wages to find a date to sit down until this Thursday, May 26<sup>th</sup>, at which time the Union plans to present them with the members' modest and righteous Economic Proposal. (see reverse side) Come to the Membership Meeting that night to hear first hand about the first day of negotiations, to organize for the fight ahead, and to

**Join the Union's Contract Task Force!**

As in the 2008-2011 Contract, the Local has established a united leadership/membership Task Force, with the involvement of labor and community allies and the International Steelworkers, to aid in our organizing efforts. The Task Force is taking up the responsibilities of communication, distribution (bulletins, news releases, posters, buttons, T shirts, etc.), outreach to labor, community, and elected officials, and research. To succeed, this battle must be fought not only at the negotiating table but in the yards, the greater Boston community, and if necessary, in rallies and on picket lines.

**Volunteer & Get Active Today!**

# USW Local 8751 Economic Proposals

April 27, 2011

## 1. Fringe Benefits –

- a. **Pension** – Priority #1. Provide real, employer contributed Pension to assure economic security at retirement, providing for all employees’ needs, including a vehicle that credits years of service.
- b. **Dental Health Coverage** – Explore every possible improvement, including Cigna PPO, Delta Dental products, company contribution to Flexible Spending Account. (Dental opt-out)
- c. **Life Insurance** - \$60,000 for employees, \$30,000 for a domestic partner as defined by contract, and \$10,000 for each dependent child.
- d. **Sickness and Accident Insurance** – 60% of employee’s average weekly work week, or minimum of \$350 for 13 weeks
- e. **Group Long Term Disability** - 60% of employee’s average weekly work week
- f. **Health Insurance** – Increase to 85% Company paid. 100% for one year during sick leave.
- g. **Supplemental Unemployment Benefits** - \$100, 3 weeks in summer
- h. **Paid School Closing** – All cancellation days, with a minimum of 3
- i. **Paid Personal Days** – 7, at drivers sole discretion
- j. **Court appearances** – increase maximum company paid legal fee to \$3,000
- k. **Attendance Bonus** - \$150 per period, increase to \$200 second year of contract.

|                        |                       |                       |                       |
|------------------------|-----------------------|-----------------------|-----------------------|
| 2. <b>Wages-</b>       | July 2011: 3%         | July 2012: 3%         | July 2013: 3%         |
| <b>Bus Report Rate</b> | <b>\$23.42</b> (+.68) | <b>\$24.12</b> (+.70) | <b>\$24.84</b> (+.72) |
| <b>Charter Rate</b>    | <b>\$14.29</b> (+.42) | <b>\$14.72</b> (+.43) | <b>\$15.16</b> (+.44) |
|                        | July 2014: 3%         | July 2015: 3%         |                       |
| <b>Bus Report Rate</b> | <b>\$25.59</b> (+.75) | <b>\$26.36</b> (+.77) |                       |
| <b>Charter Rate</b>    | <b>\$15.61</b> (+.45) | <b>\$16.08</b> (+.47) |                       |

3. **Minimums** - Article 7, Wages Section 3 and Appendix C(a) – Increase 2 ½ hours to 3 ½ hours for Report period work, with a guaranteed minimum of 35 hours per week

4. **Duration** – Five years