



USW Local 8751 - District 4

Boston School Bus Drivers' Union

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NOW IS THE TIME FOR CONTRACT JUSTICE, PENSION AND RETIREMENT DIGNITY AND RESPECT!

Local 8751 members in Solidarity with the Community Can Win!

No Contract! No Bid!

The Boston School Bus drivers have served this city for decades, providing safe, on time professional transportation to the students. We have made millions for the greedy transportation corporations like First Student. For far too long we have been denied economic justice and equal treatment regarding pensions, retirement and benefits like dental and life insurance. A Boston School Bus driver can work 37 years, yet the day she/he retires they lose every single benefit – health, dental, eye and even life insurance. No other Boston school worker is treated with such callous disregard. WE demand equal treatment now! The Company contributes a shameful pittance (\$300 per member) to the bus drivers' pension – this amount of money would sentence our hard working drivers to a retirement of destitute poverty. This contract we are determined to correct this gross and cruel injustice. We have placed on the negotiating table the following retirement justice package:



- Retired employees shall remain eligible for benefits including Life, Health, Dental, Vision, etc.
- 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 Ins. – 100% for one year during sick leave; at retirement the Medicare Enhance medigap insurance for retiree and spouse and domestic partner

We are also demanding modest gains to wages, a real dental plan, life insurance on par with other First Student employees, and a few other modest benefit improvements. First Student and their city co-conspirators instead have offered a measly .5% in year one, 1.5% year 2, and 1.5% year 3. They continue to demand unacceptable and onerous concessions and takeaways from our hard-fought rights on the job. They demand a cut of 4 hours/day to city-wide emergency buses, which will slash all drivers' pay in a domino effect, and leave the children and drivers without emergency back-up for a third of the school day. Their insulting proposal contains the boss's dreams of making flat rate changes even harder to get; letting them stall out their investigations prior to discipline; allowing them to discipline after only 5 absences, keep disciplinary records in your file longer, and suspend and terminate you for accidents without benefit of the Accident Review Committee. The boss also wants to kill the members' holiday party, deny holiday pay and supplemental unemployment benefits if you're absent, let the company decide issues of union dues scheduling, and make it easier for their corporate lawyers to sue the local and international union.

After review of the routes posted Aug 22, 2011, the Union has declared the upcoming bid "tainted". The routes contain across the board drastic cuts in hours, and trips configured with outrageously insufficient times, which would endanger the safety of the students and drivers, and result in systematic lateness. The School Department obviously failed to learn the lesson from their computerized Versatrans catastrophe last year. We say NO!

Stand with your sisters and brothers in unity to fight for contract justice and safety for the children!

All out for the Aug 24, 2011 Solidarity Rally at 6:00 PM at the BTU

and Solidarity in Action Day on the picketline at the Freeport Yard at 5:00 am Thurs Aug 25 and 26th!

Unity! Unidá!



Inité! Unidáde!