



**USW Local 8751 - District 4**  
**Boston School Bus Drivers' Union**  
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**UNION BULLETIN AND CONTRACT UPDATE 12/12/11**

*ALL LOCAL 8751 MEMBERS SHOULD ATTEND and VOTE!*

# **Contract Ratification Meeting**

**Thursday, Dec. 15, 2011, 6:30pm**

**Boston Teachers Union Hall, Dorchester, Ma**

On Dec. 7<sup>th</sup> the 2011 Local 8751 Contract Negotiating Committee and International Union reached a tentative agreement on the contract, subject to ratification by you the membership. It is you, the members, who will make the ultimate decision to accept or reject the Company's final offer. After a hard fought battle in which the leadership, a united Negotiation Committee and 100% rock solid active rank & file struggled for "Retirement with Dignity" and economic justice and respect, we are bringing to you an offer that represents historic advances and improvements, including a first ever comprehensive retirement package, as well as significant improvements in benefits, such as Dental, Life Insurance, etc. The following are Highlights (complete copies of the offer will be given to every member and posted to our website prior to the vote):

**Highlights of the Dec. 7<sup>th</sup> Company Offer –**

**ALL IMPROVEMENTS IN YEAR ONE ARE CARRIED THROUGH YEARS 2 AND 3.**

*(ECONOMICS ARE "FRONT LOADED" TO PROVIDE MAXIMUM, IMMEDIATE BENEFIT.)*

*Contract retroactive to 7/1/11*

**Effective July 1, 2011**

- Nearly all concessions taken off the table – 40 years of Union progress restored
- Wages – Bus Rate - \$22.74 per hour, Charter Rate \$13.87 per hour
- Retired employees shall remain eligible for benefits including Life, Health, Dental, Vision (67 yrs./30 yrs service)
- Pension (401K) – The company contributes \$155k plus match 1.25%
- Retirement Appreciation Payment \$5,000 per employee, cap of 10 (67 yrs/30 yrs service)
- Finally a real Dental Plan – 100% DMO – PPO Company will pay 65% of the balance of upgrade
- Medagap Insurance – "Harvard Pilgrim Medicare Enhance" – 80% paid by company (\$279.02 per mo.)- 67 yrs./30 yrs. Service.

**Effective year 2, July 1, 2012**

- Wages - Bus Rate - \$22.97 per hour, Charter Rate \$14.01 per hour
- 2.25% Company match to Pension (401K)
- Life Insurance- \$60,000 employee, \$25,000 spouse, \$10,000 child

**Effective year 3, July 1, 2013**

- Wages - Bus Rate - \$23.20 per hour, Charter Rate \$14.15 per hour

***Unity! Unidá!***



***Unité! Unidade!***

## Long Term Disability Issues

For over a year the union has been fighting with First Student and its Sickness and Accident/Long Term Disability administrator, Hartford Insurance, over a multitude of issues concerning our drivers rights to full and fair payment of benefits, as well as respectful and sensitive treatment of our members at their time of need. After months of difficult and comprehensive grievance discussions with First Student Boston and Corporate, the parties have reached a tentative Memorandum of Understanding, subject to your ratification, which will represent a significant advance for those needing Long Term Disability, as well as an important financial benefit improvement for every member. The complete MOU is posted in the yards and on the union's website.

- Benefit payments will now be calculated based on your W-2 to ensure capturing all income from charters, e-time, overtime, etc. This will correct a past pattern of payments failing to include all driver income.
- All benefit payments will be now, effective December 1st, be based on 60% of your income. The company will now pay for the boost to 60% for all employees. Those driver deductions will no longer be made, representing a weekly savings for the drivers who are currently paying for the increase and increased coverage for all!
- Those members currently on LTD will have their payments increased to reflect the new calculation method and percentage.

### REMEMBER THE FIRST STUDENT/CITY MASSIVE CONCESSIONS ATTACK

On June 1, 2011, **the company proposed 7 pages of devastating concessions**, including: Across the board Job/Driver Elimination, 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. Increase probation period for benefits from 60/30 days to 180 days. Discipline for more than 3 absences and for all accidents without ARC. Eliminate pay for Holidays if you're absent the day before or after. Eliminate procedures to protect driver rights regarding incident reports, flat rate changes and route problems. Eliminate hiring preference for monitors and the Holiday party. Anti driver disciplinary practices re: Drug testing, GPS surveillance, etc. These and more were withdrawn based on our fight back!

### A WORD ON BPS ROUTING CHAOS AND FRAUDULENT VERSATRANS ATTACK AND THE RE-BID

A major issue for us this year has been the massive chaos created by fraudulent, ever changing routing. Since the start of our negotiations, until the very last session on Dec. 7<sup>th</sup>, the leadership and Committee have demanded that the BPS Transportation Unit routers respect our seniority and the integrity of our bids, while assuring consistency and stability in student transportation. The Versatrans fiasco was a disaster! BPS must be made to provide accurate, on time, safe routes that are flat rated accurately and eliminate the constant, wholesale changing of our bid-upon routes. During negotiations we had access to the most senior BPS Transportation representative, Kim Rice, who was acting as advisor to First Student. At the Dec. 7<sup>th</sup> session, she acknowledged the magnitude of this year's route issues, and she stated that BPS recognizes the validity of the driver concerns and in the future will work with the union to correct all problems, including restoring the city's participation in the contractually mandated Route Review Committee. Last Saturdays re-bid added over 3,300 hours to our runs! The union leadership and membership had to fight, day by day, route by route, yard by yard, to win these hours.

**Of course bus drivers deserve and need much more economic justice and union rights, and we are determined to fight in the future to win that progress.** However given the extremely hard economic climate of cut backs, concessions, layoffs and union busting, we can be proud of the progress made due to your Union Fight Back! **To reject this offer and go on strike would be a most unwise decision.** As we reported in past Contract Bulletins, the 2011 Negotiation Committee was determined to bring for your ratification the best possible offer. We believe that we have honored that commitment. Congratulations on all of our collective efforts! Our efforts to tirelessly fight for our rights, whether by shutting down the June 25 bogus bid, the splendid, exemplary August 24<sup>th</sup> Solidarity Rally or the daily battle for safe and valid routes, demonstrated again that **united militant rank and file action plus solidarity with labor and the community equals victory!**

**See you at the Membership Meeting & the 2011 Holiday Party at "Generations"!**