

USW Local 8751 - District 4

Boston School Bus Drivers' Union

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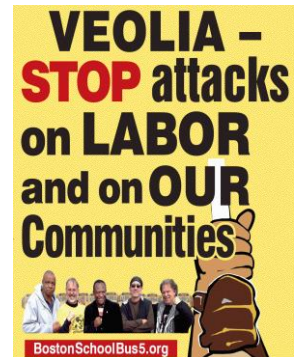
It's Time to *Fight*

STOP Veolia / City UNION BUSTING! NO Concessions – *Forward Ever!*

Defend 35 Years of Union Progress for our Families' WAGES, BENEFITS, RIGHTS & JOB SECURITY

Since **Veolia** - the global, profit-sucking monster - took over in July 2013, they and the **city corporate structure** that brought them in have had **one agenda – Break USW 8751, destroy our union rights and drastically cut wages, hours, benefits and jobs.**

There is no dispute that Veolia and the current BPS administration is the worst labor-hating, school bus driver-disrespecting outfit we have experienced in our 40 years of service to the children of Boston. Our four USW leaders are still fired; Veolia's bogus criminal frame-up of our Grievance Committee Chair continues; there is a mammoth backlog of hundreds of unresolved grievances; and since day one the company continues to unilaterally implement major violations of our contract, like this summer's installation of more Spy technology. Just this past week the Union filed two additional charges (Spy cameras and denial of our rights to freely conduct union business on company property on June 30th), adding to the 18 charges already brought by the Steelworkers against Veolia with the National Labor Relations board. Veolia management tramples the contract daily regarding discipline and working conditions. ***ENOUGH IS ENOUGH!***



NO CONCESSIONS – Forward Ever, Backward Never!

Our union has a proud history of never negotiating concessions and fighting for our rights. We have demonstrated that we are prepared to strike to defend justice. Like the people in Ferguson, MO and right here at Market Basket, we will defend ourselves against injustice. **Our families deserve more, not less, in return for the diligent, hard work we do, safely transporting tens of thousands of students.**

From July 2013 on, Veolia has illegally implemented massive concessions – no time clocks, corrupt check-in resulting in massive chronic payroll problems, failure to convene contract committees, to name only a few. Now they want to institutionalize their corrupt concessions agenda at the negotiating table. In June, Veolia/City negotiators started with an across-the-board repudiation of our contract. In demonstrations, picket lines, and four splendid Solidarity Day actions, you showed the union-busters that you are ready to fight! As a result, some of their onerous concessions were taken off the table.

However, those concessions that remain in the company's proposal would gut this union, endangering both the livelihood and job security of every member. These concessions include:

- **Total elimination of Article 26, Rights to all Past Practice, Privileges and Benefits**
- **Comprehensive Spy technology for routing, cut and sped-up flat rates, denial of legitimate exception time & mass discipline**
- **Termination for all ill or disabled members after 12 months, subject to "company essential functions hearings"**
- **Company wants unilateral right to change health insurance benefits at any time**
- **No agreement to ban layoffs**
- **Elimination of ELC bid language**
- **Total elimination of our decades-crafted charter procedures, including city-wide bidding rights**
- **Total gutting of our absenteeism and tardiness language to ramp up discipline and allow dispatch to send out your run even if you are on the property**
- **Place restrictions on LTD and slash monetary benefits**
- **Wear "Veolia" uniforms and biometric ID badges**
- **Eliminate CDL training for USW member bus monitors; and more**

Veolia / City, in the worst tradition of con men, have "offered" a 2 ½ % wage increase in years 1 & 2 and 1% in year 3 and one day of bereavement leave when your aunt and/or uncle dies. The company also proposes to save money by eliminating Harvard Pilgrim, with total replacement by Blue Cross Blue Shield. It is plain and clear that given the above concession demands, these meager monies disappear like a magician's trick, leaving a *de facto* significant wage cut - or a job loss altogether. **We Demand Real Economic Progress:** More Wages, More Justice for our Retirement, More Company Contribution Towards the Escalating Costs of Health Care.

On Friday, August 1st, Veolia Assistant General Manager Jonathan Stekete called President Louis to his office and told him unofficially that he was preparing to take the job of BPS Director of Transportation, upon Carl Allen's imminent departure. **Such scandalous conflict of interest** – putting Veolia the fox in charge of the City's union-busting management contract with Veolia the corporate hen house – **amounts to a first-ever Company / City attempted coup against the drivers, mechanics, dispatchers and bus monitors.** It is disgraceful for anyone to even consider such a blatant attack on our Unions and the communities we serve. This corruptible plan shows our corporate enemies' intentions and our need to unite and fight this hostile corporate takeover of City government.

LET'S SHOW VEOLIA and the CITY administration that WE ARE PREPARED TO FIGHT!

No Concessions! Economic Progress, Now!

Rehire the Fired Union Leaders! Drop the Frame-Up Charges!

UNITED, Together with Solidarity from Labor and the Community, WE WILL WIN!

