

Solidarity Road

**ATU Local 1700
Winter 2013**

New Contract Rewrites Rules of the Road

Local 1700 Executive Board unanimously recommends members ratify tentative agreement that raises all wages, pays drivers for all time at work, returns all subcontracted work.

By President Bruce Hamilton

On Jan. 11, the ATU Local 1700 Executive Board and Greyhound reached a tentative agreement covering drivers and maintenance workers that breaks new ground in our relationship with the company.

The agreement, if ratified by the members, will pay operators for more and more time on the job that was previously uncompensated. By the fifth year, regular and extraboard drivers will be paid from sign-on to sign-off – a first in the history of Greyhound Lines!

We have achieved wage increases that well exceed the average raises that other

unions have recently negotiated (if their pay went up at all). And other changes in work rules remove much of the unfairness that has plagued our working lives for much too long.

On top of all that, all Greyhound work in the Southwest that had been subcontracted to Americanos and Crucero will be returned to Local 1700 drivers. And our members will be working those runs at full rates – not at discounts the company originally proposed.

The current contract doesn't expire until the end of March. Normally, we wouldn't have begun bargaining so early, but union

members in Texas sparked a rebellion over the company's unfair use of Americanos drivers on Greyhound Express runs. Management agreed to settle the issue after weeks of spirited picketing and a huge demonstration at corporate headquarters in Dallas.

Then the company went a step further: they asked us to negotiate a "global settlement" covering all Greyhound work. The Executive Board readily agreed because such a deal was definitely in the interest of all Local 1700 members. Talks began in August, and over the course of the fall the

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Tentative Agreement Highlights

Effective from April 1, 2013 until March 31, 2018

All wage rates for all categories go up in this agreement. In addition, time at work that is now unpaid (sign-on, sign-off, stops over 30 minutes, layover time) will be phased in until all is paid by the final year of the contract. The best way to evaluate the agreement is to compare today's wages with the total pay as it increases throughout the life of the contract. Inside are two specific examples (a regular run and an extraboard assignment). More are available online.

This agreement brings previously subcontracted work back to Greyhound drivers with no reduction in pay. This work will be phased in over the next several months.

The company will also increase its contributions to the Health and Welfare Trust, from the current \$622 to \$840.23

per participant over the life of the contract. There is added emphasis on wellness, including new incentives to lead healthy lifestyles, and the waiting period for sick leave pay is reduced to zero for employees who take their annual physical.

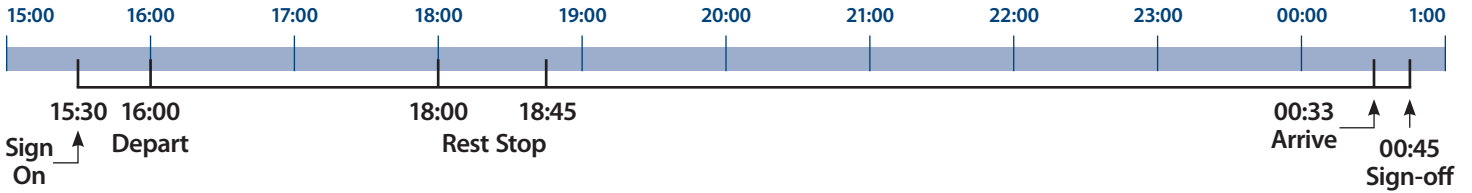
- The agreement establishes a new \$125 per day minimum pay for regular runs.
- The minimum extraboard assignment will be increased to \$80.
- The charter rate and the shuttle rate each go up to 70% of the driving hourly rate.
- The deadhead rate goes up to 100% of the driving rate in the last year of the contract.

- Meal allowance goes up to \$30 per day.
- DHOC assignments will be paid continuously on multiple schedules.
- Extraboard drivers are guaranteed their earned days off.
- Mechanics' uniforms will be rented at all locations and paid 100% by the company.
- Mechanics tools will be insured by the company up to \$25,000.
- Mechanics will be provided work boots.
- Overtime distribution procedures for mechanics will be determined locally.

Run 5734/C: Schedule 3248

New York City to Pittsburgh, PA

3:30 p.m. sign-on to 12:45 a.m. sign-off



Sign-on: 30 minutes (including pre-trip)
 Drive Time: 7 hours, 15 minutes
 Sign-off: 15 minutes (including post-trip)
 Stops over 30 minutes: PHL 6 to 6:45 p.m.

PAY TODAY

• 7.25 hours of driving @ \$23.84 =\$172.84
Total\$172.84

BEGINNING APRIL 1, 2013

(top driving rate increases to \$24)
 • 7.25 hours of driving @ \$24 = \$174.00
Total pay.....\$174.00

BEGINNING OCT. 1, 2013

(MNDR increases to \$5 and add sign-on)
 • 30 minutes of sign-on (MNDR)
 @ \$5 =\$2.50
 • 7.25 hours of driving @ \$24 = \$174.00
Total pay.....\$176.50

BEGINNING APRIL 1, 2014

(top driving rate increases to \$24.25)
 • 30 minutes of sign-on (MNDR)
 @ \$5 =\$2.50
 • 7.25 hours of driving @ \$24.25 =\$175.81
Total pay.....\$178.31

BEGINNING OCT. 1, 2014

(MNDR increases to \$7.50 and add sign-off)
 • 30 minutes of sign-on (MNDR)
 @ \$7.50 = \$3.75
 • 7.25 hours of driving @ \$24.25 =\$175.81
 • 15 minutes of sign-off (MNDR)
 @ \$7.50 = \$1.87
Total pay.....\$181.44

BEGINNING APRIL 1, 2015

(top driving rate increases to \$24.50)
 • 30 minutes of sign-on (MNDR)
 @ \$7.50 =\$3.75
 • 7.25 hours of driving @ \$24.50 =\$177.63
 • 15 minutes of sign-off (MNDR)
 @ \$7.50 = \$1.87
Total pay.....\$183.26

BEGINNING OCT. 1, 2015

(MNDR increases to \$9 and add stops greater than 30 minutes)
 • 30 minutes of sign-on (MNDR)
 @ \$9 =\$4.50
 • 7.25 hours of driving @ \$24.50 =\$177.63
 • 45 minutes of spread time (MNDR)
 @ \$9 =\$6.75
 • 15 minutes of sign-off (MNDR)
 @ \$9 =\$2.25
Total pay.....\$191.13

BEGINNING APRIL 1, 2016

(top driving rate increases to \$24.75)
 • 30 minutes of sign-on (MNDR)
 @ \$9 =\$4.50
 • 7.25 hours of driving @ \$24.75 =\$179.44
 • 45 minutes of spread time (MNDR)
 @ \$9 =\$6.75
 • 15 minutes of sign-off (MNDR)
 @ \$9 =\$2.25
Total pay.....\$192.94

BEGINNING OCT. 1, 2016

(MNDR increases to \$9.25 and add spread time)
 • 30 minutes of sign-on (MNDR)
 @ \$9.25 =\$4.63
 • 7.25 hours of driving @ \$24.75 =\$179.44
 • 45 minutes of spread time (MNDR)
 @ \$9.25 =\$6.94
 • 15 minutes of sign-off (MNDR)
 @ \$9.25 =\$2.31
Total pay.....\$193.32

BEGINNING APRIL 1, 2017

(top driving rate increases to \$25)
 • 30 minutes of sign-on (MNDR)
 @ \$9.25 =\$4.63
 • 7.25 hours of driving @ \$25 = \$181.25
 • 45 minutes of spread time (MNDR)
 @ \$9.25 =\$6.94
 • 15 minutes of sign-off (MNDR)
 @ \$9.25 =\$2.31
Total pay..... \$195.13

BEGINNING OCT. 1, 2017

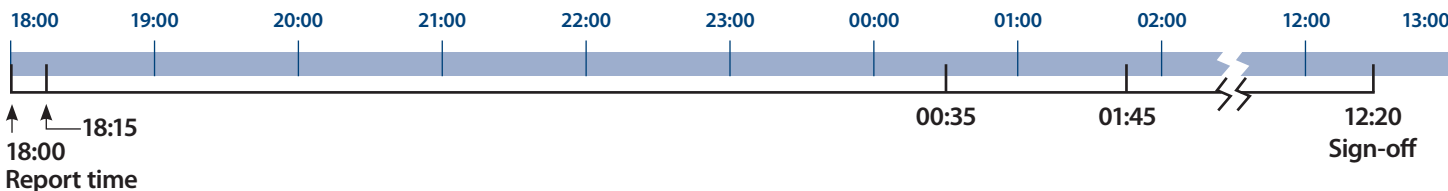
(MNDR increases to \$9.75)
 • 30 minutes of sign-on (MNDR)
 @ \$9.75 =\$4.88
 • 7.25 hours of driving @ \$25 = \$181.25
 • 45 minutes of spread time (MNDR)
 @ \$9.75 =\$7.31
 • 15 minutes of sign-off (MNDR)
 @ \$9.75 =\$2.44
Total pay.....\$195.88

These two examples show how wages will increase as compensation for currently unpaid time at work is phased in over the life of the contact. More examples are available online. Using these changes, you can calculate how other assignments will be paid in the future. Totals may not add up because of rounding.

Extraboard DHOC Assignment

Los Angeles to Grand Junction, CO

6:00 p.m. report time to 12:20 p.m. sign-off



PAY TODAY

- 15 minutes of protection
@ \$23.84 (50%) =\$2.98
- 6.33 hours of DHOC
@ \$23.84 (50%) =\$75.45
- 9.583 hours of DHOC
@ \$23.84 (50%) =\$114.23
- Total Pay.....\$192.66**

BEGINNING APRIL 1, 2013

(top driving rate increases to \$24)

- 15 minutes of protection
@ \$24 (50%) =\$3
- 6.33 hours of DHOC
@ \$24 (50%) =\$75.96
- 9.583 hours of DHOC @ \$24 (50%) =...\$115
- Total Pay.....\$193.96**

BEGINNING OCT. 1, 2013

(add pay between DHOC assignments)

- 15 minutes of protection
@ \$24 (50%) =\$3
- 6.33 hours of DHOC
@ \$24.00*.5*6.33=\$75.96
- 1.167 hours between schedules
@ \$24 (50%) =\$14
- 9.583 hours of DHOC @ \$24 (50%) =...\$115
- Total Pay.....\$207.96**

BEGINNING APRIL 1, 2014

(top driving rate increases to \$24.25)

- 15 minutes of protection
@ \$24.25 (50%) =\$3.03
- 6.33 hours of DHOC
@ \$24.25 (50%) =\$76.75
- 1.167 hours between schedules
@ \$24.25 (50%) =\$14.15
- 9.583 hours of DHOC
@ \$24.25 (50%) =\$116.19
- Total Pay.....\$210.12**

BEGINNING OCT. 1, 2014

(MNDR increases to \$7.50 and add sign-off)

- 15 minutes of protection
@ \$24.25 (50%) =\$3.03
- 6.33 hours of DHOC
@ \$24.25 (50%) =\$76.75
- 1.167 hours between schedules
@ \$24.25 (50%) =\$14.15
- 9.583 hours of DHOC
@ \$24.25 (50%) =\$116.19
- Total Pay.....\$210.12**

BEGINNING APRIL 1, 2015

(top driving rate increases to \$24.50)

- 15 minutes of protection
@ \$24.50 (50%) =\$3.06
- 6.33 hours of DHOC
@ \$24.50 (50%) =\$77.54
- 1.167 hours between schedules
@ \$24.50 (50%) =\$14.30
- 9.583 hours of DHOC
@ \$24.50 (50%) =\$117.39
- Total Pay.....\$212.29**

BEGINNING OCT. 1, 2015

(MNDR increases to \$9 and add stops greater than 30 minutes)

- 15 minutes of protection
@ \$24.50 (50%) =\$3.06
- 6.33 hours of DHOC
@ \$24.50 (50%) =\$77.54
- 1.167 hours between schedules
@ \$24.50 (50%) =\$14.30
- 9.583 hours of DHOC
@ \$24.50 (50%) =\$117.39
- Total Pay.....\$212.29**

BEGINNING APRIL 1, 2016

(top driving rate increases to \$24.75)

- 15 minutes of protection
@ \$24.75 (50%) =\$3.09
- 6.33 hours of DHOC
@ \$24.75 (50%) =\$78.33

- 1.167 hours between schedules
@ \$24.75 (50%) =\$14.44
- 9.583 hours of DHOC
@ \$24.75 (50%) =\$118.59
- Total Pay.....\$214.45**

BEGINNING OCT. 1, 2016

(MNDR increases to \$9.25 and add new spread time)

- 15 minutes of protection
@ \$24.75 (50%) =\$3.09
- 6.33 hours of DHOC
@ \$24.75 (50%) =\$78.33
- 1.167 hours between schedules
@ \$24.75 (50%) =\$14.44
- 9.583 hours of DHOC
@ \$24.75 (50%) =\$118.59
- Total Pay.....\$214.45**

BEGINNING APRIL 1, 2017

(top driving rate increases to \$25)

- 15 minutes of protection
@ \$25 (50%) =\$3.13
- 6.33 hours of DHOC
@ \$25 (50%) =\$79.13
- 1.167 hours between schedules
@ \$25 (50%) =\$14.59
- 9.583 hours of DHOC
@ \$25 (50%) =\$119.79
- Total Pay.....\$216.64**

BEGINNING OCT. 1, 2017

(MNDR increases to \$9.75)

- 15 minutes of protection
@ \$25 (50%) =\$3.13
- 6.33 hours of DHOC
@ \$25 (50%) =\$79.13
- 1.167 hours between schedules
@ \$25 (50%) =\$14.59
- 9.583 hours of DHOC
@ \$25 (50%) =\$119.79
- Total Pay.....\$216.64**



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Bruce...

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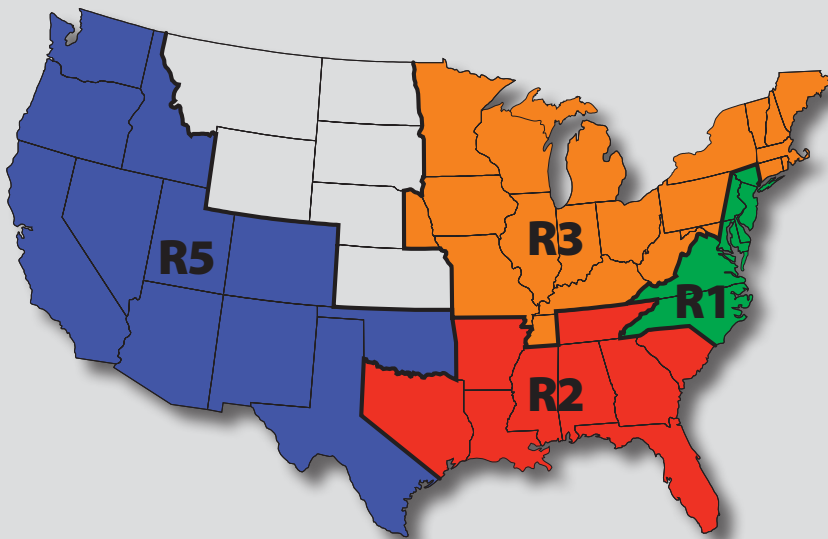
company came around to our point of view on being paid for all work time, the return of the work in the Southwest, and extended wellness initiatives.

The Executive Board couldn't have negotiated this historic deal without the solid support of deeply committed shop stewards and a united rank and file. This 5-year contract, if members ratify it, will give Local 1700 the resources and time to continue organizing our collective strength, build lasting relations with community allies, and hold our elected officials accountable.

Be sure to read the "fine print" in the contract ratification package mailed to all members, and then I urge you to vote yes on this agreement. Our future is in your hands!

The ATU 1700 Nation

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