

UPSEU-USW Service Agreement

Union Drivers' Journal

Organizing Crew Transporters for a Better Life On and Off the Job

USW PTI Project, 60 Boulevard of the Allies, Pittsburgh, PA 15222

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Are We Ready for A Serious Challenge?

Can We Add 800 New Members by December?

The USW has met its Commitment to You: The USW entered into the service agreement with your union, UPSEU, to find out if PTI Drivers wanted a higher level of union representation and service, and wanted to add their strength to a movement that fights for all of America's working families every day. To that end, the USW has done more than its part. In 2015, the USW spending on the PTI Project has far exceeded the PTI Driver financial support coming in. We invested that money providing a nationwide staff for PTI drivers (regardless of whether you were a member or not), building the Stewards network of 200 location-based advocates, negotiating a new labor agreement, and have dealt with over 500 workplace issues in the grievance caselog. This is a much different Union than you had one year ago. The money for this comes from the dues of other USW members, who want PTI drivers to join our ranks. But we have to get to the point where PTI drivers pay for the services the union provides. We have seen a substantial increase in membership and thank those who have stepped up. The USW has delivered. Now PTI Drivers need to match that commitment. We have to grow to maintain and sustain these improvements.

Text SignUP
Address: 47486
Message: jointpti
Answer the Prompts

It will take us All: Over the last year we have built an impressive and positive relationship between our USW Staff, Stewards and members. There is no reason why we can't do this

together. If each member decides to go out and recruit our non-member co-workers, this will get done.

1. **Save Money Now:** We have waived the normal \$60 Initiation Fee until December 31st.
2. **Sign up by Phone using your Text Messaging**
 - a. Go to your Text Message App on your phone
 - b. Type in 47486 as the address and the Type JOINPTI in the message. Hit send
 - c. A series of questions will come up that as you answer will provide the next question.
 - d. The system will send you an email or postal mail confirmation (if you don't have email)
3. **Sign up Online.**
 - a. Go to the UPSEU Website <http://local1222.org/> and then click on the "Online Membership Application" button in the lower left hand column.



Questions?: Call 866-203-4960 or Email to: <http://local1222.org/>

Membership Has New Benefits: Because the USW is affiliated with the AFL-CIO (the umbrella organization for most unions in America) our members have access to a great benefit and discount program called Union Privilege. We will be sending you information and an access number shortly. You can look at what Union Privilege can do for you and your family on their website at: <https://www.unionplus.org/>. If you click on the topics under the "UnionPlus" logo you can see all the benefits of this program. This is a member-only program that gives you additional reasons to join.

Reaching Out: To meet this 800 new- member challenge we are reaching out in several ways:

1. **Stewards** have been provided a list of non-members in their locations. They have been asked to contact each non-member either in person or by phone. Keep in mind that your Stewards are volunteers and they are doing this on their own time. If you are a non-member, talk to them about why they are Stewards and what difference they see the USW making at PTI. If you are already a member, help them convince drivers to join, and help them work with drivers to understand the importance of this effort.
2. **Driver to Driver:** We are asking some PTI Stewards and Advocates to recruit other drivers in locations nearby. If you're interested in doing this, please send us an email at 1222@usw.org.
3. **Triggering the Law:** It's been awhile since the union has insisted that PTI enforce the contract where it requires union membership in non- Right to Work states. UPSEU-USW is now triggering Company notification to drivers of that legal and fairness requirement. Each Branch Manager in these states has been given a list of the non-members and is to contact those drivers and offer them an application for membership. Non-members in union-security states will be getting direct letters from UPSEU explaining their legal rights and responsibilities. Members should support this action. Why should one driver get the benefits of the union while you pay for it?



The Big Picture and Longer Term: Getting to a higher membership level and paying for services is important for several reasons. It allows drivers a greater ability to improve conditions within PTI, leverage the Railroads for better pay, help the efforts to raise the minimum wage, and organize other workers in the RR crew hauling industry. Power and influence are built by solidarity and sound finances.

PTI Advocates Making a Difference: Darryl Turner, from the PTI Birmingham location knows the value of the union to his family and co-workers. Darryl initially recruited members from his location and then volunteered to accompany USW Staff Rodney Raines to other locations. Darryl has made a real difference because he can speak to drivers as one of your own. Because of Darryl's positive impact we are looking for more drivers who are willing to recruit at their locations and other locations. If you're interested, call us at 866-203-4960 or email us at 1222@usw.org.

If it is to Be, It's up to ME

Help Recruit for the 800 New Member Challenge

Health Insurance: PTI will be rolling out the 2016 Health Insurance Options shortly. While the insurance companies providing these benefits will change, the union contract requires PTI to maintain the same benefits as the prior plans and at the same cost to drivers.



Obamacare: The Affordable Care Act, or Obamacare is designed to provide health care coverage for low income Americans. Under the ACA law, you may be eligible for affordable healthcare that is better than what PTI can provide. This is because many of the plans are being subsidized by the government. The Union urges you to explore the potential benefits the ACA insurance exchanges might provide to you and your family. Enrollment for 2016 starts November 1, 2015

and ends January 31, 2016. If you go to <https://localhelp.healthcare.gov/> you will get a list of Obamacare "navigators" who will help you deal with the ACA rules and get you estimates of your potential plan benefits.

Workplace Issues:

- **Caselog;** As of this writing the USW has taken up 502 issues with PTI at the Corporate Human Resources level. We have resolved all but 152 of those and have about 30 of the open cases in some stage of resolution. These are in addition to the huge number of issues that our Stewards and Staff have resolved with Branch Managers and Regional Managers. The new contract sections that were designed to get problems fixed faster are working. New caselog grievances have slowed, the number of calls per day on the Union

Driver Hotline have come down and we do see an increase in resolutions at the Branch level.

- **Branch Interventions:** In a number of locations we have encountered resistance to a stronger union advocacy for driver rights. PTI Management has made good on their commitment in negotiations to go with the union to these locations and set a new tone in the relationship. We have a long way to go, but the initial work has been encouraging.
- **Continuous DriveCam Monitoring:** We had a run of complaints that the company had changed the DriveCam units so they could monitor drivers all the time or when a Branch Manager wanted to. The Company insists that there has been no change in technology or policy. DriveCams will only trigger when their sensors are activated and a manager that tells you they can watch you all day, should be asked to prove it.
- **Railroad Bans on Drivers:** One of the most vexing problems the Union is dealing with is where a Railroad tells PTI it doesn't want a driver on their property anymore. The railroads get this right from a clause in the contract PTI signs at railroad locations. It puts both PTI and the Union in a twilight position because there is no contract between the Union and the Railroads. PTI can try to use its influence to return a driver, but that has only worked in a very few instances. There are also some legal jurisdiction issues as to what government agency has oversight for these problems. We continue to work at restoring employment to a number of drivers who have been banned. However, be aware it's a tough situation for drivers.



Contract Clarification: When we negotiated the 2015 Labor Agreement we carried over the section on speeding that says if a driver is going more than 10mph over the posted speed limit two times, they are terminated. In the 2015 Labor Agreement we added language that gave a probationary employee a “2nd Last Chance” and provided that records would be wiped clean coming out of either a probationary period or the “2nd Last Chance”. When we went to apply the new language, it was in conflict with the old language. To clarify the situation we are making the following amendment/clarification to the 2015 Agreement.

Memorandum of Understanding (MOU)

MEMORANDUM OF AGREEMENT

Professional Transportation, Inc (Company)

September 24, 2015

1. To clarify any potential dispute between the new language contained in Article 3, 2,A “Clean Start” and the PTI DriveCam policy, the parties agree that, a driver’s point total will be removed from his/her record if he/she otherwise completes the probationary period.
2. To clarify any potential dispute between the new language contained in Article 3, 2,A and B “Clean Start” and “Second Last Chance Probationary Period” and the continued language in Article 19, Section 6 “Speeding” the parties agree that where a driver would otherwise be qualified for a Second Last Chance, but whose termination was based on a violation of the Speeding provisions that would justify termination on just those provisions, the Driver will not be granted a Second Last Chance opportunity.
3. A driver denied a 2nd last chance under Paragraph 2 above may be rehired should that driver make such a request, however should that driver incur another speeding violation in the six months subsequent to rehire, they may be subject to immediate termination. Should such a driver not incur a speeding violation in the six months subsequent to rehire, all speeding violations will be cleared from their record for disciplinary purposes.
4. Where a driver incurs a single speeding violation during their probationary period, and the driver does not incur a speeding violation in the six months subsequent to the end of their probationary period, that speeding violation will be cleared from their record for disciplinary purposes.

- **Economic Slowdown:** The latest job numbers show what most of us have been seeing firsthand. The economy is slowing down. Drivers in many locations tell us they haven’t seen this few a number of trips before. To address this situation PTI has eliminated as much overtime as it can and for some reason has continued to hire in some locations. Basically there are too many drivers and too few trips. The Union has been working at some locations to analyze trip volume and hiring numbers to be able to make the case for a hiring pause and schedule changes. In some cases we feel allowing excess drivers to collect unemployment compensation would be the better answer so all drivers would have some money coming in. Discuss your situation with your Steward and let us know if you have some options at your location that will ease the situation. We’ll take them up with PTI.



Odds and Ends:

- **Email Addresses:** send your name, branch and email to 1222@usw.org to get on the distribution list for this Journal
- **Union Cards:** It generally takes 3 months from when you sign up for membership and you will get your union card. Be patient, but if you don't see it in three months, call or email us.
- **Stewards:** We now have 200 Stewards in place across the PTI system. If you don't have a Steward at your location, would like to be a Steward or feel there



should be more Stewards, send us an email at 1222@usw.org. To get an idea of what a Steward's job is, view the videos on YouTube at: <https://www.youtube.com/playlist?list=PL6PfvhexQRH0yP2Udtr6ShsoyJ2s8JIQ0>

Staff Changes: Jimmie Link, who was one of the first USW Rank and File Project Staff to come on board the PTI Project, has rotated back to his plant. Jimmy presented the December 2014 arbitration case that brought a driver back to work and was a staunch advocate for drivers in the mid-south.

West: Jim Gourley (Ph. 541-206-9544) - Colorado, Idaho, Kansas, Montana, North Dakota, Nevada, Oklahoma, Oregon, South Dakota, Utah, Washington, Wyoming

South: Rodney Raines (Ph. 865-322-1097) - Alabama, Florida, Georgia, North Carolina, South Carolina, Tennessee, Mississippi - *(Note: Rodney will be rotating out at the end of October. Call the Hotline (866) 203-4960, and we will connect you with the new USW rep for your location)*

East: Joe Sterling (Ph. 330-309-7804) - Delaware, Kentucky, Maryland, Michigan, New Jersey, New York, Ohio, Pennsylvania, Virginia, West Virginia, Massachusetts

Midwest: Rich Zimmerman (Ph. 219-746-2160) - Minnesota, Missouri, Wisconsin, Illinois, Iowa, Indiana

Southwest: Jack Cavanaugh (Ph. 615 831 6731) - Arkansas, Louisiana, Texas

Your World is Different Now

On November 23, 2014 something changed for PTI Drivers. That's the date that the USW entered into a servicing agreement with your union, UPSEU. You have seen that change happen. Staff now cover the entire country on your behalf. Over 500 cases have been pursued at the corporate level with many more resolved locally. Over 200 Stewards have been recruited to give you a voice where you work. A new contract, with an unprecedented number of pro-driver protections has been negotiated. Newsletters, information and surveys have filled a need to communicate. All this for \$6.92 per pay in union dues. For those who were waiting to see if the USW would make a difference, your question has been answered. Like a car purchase, you've done the road test, felt the performance, and can afford the deal. Become a member. Get stronger through solidarity. It's time and we think you know it.

Three Ways to Join

Text - Online - Paper

1. **Sign up by Phone using your Text Messaging**
 - a. Go to your Text Message App on your phone
 - b. Type in 47486 and then Type JOINPTI in the message. Hit send
 - c. A series of questions will come up that as you answer will provide the next question.
 - d. The system will send you an email or postal mail confirmation (if you don't have email)
2. To Sign Up Online click: <http://local1222.org/>
3. To Get Download a Paper Membership Application:
 - a. <http://local1222.org/APPLICATION%20FOR%20MEMBERSHIPRev.pdf>
 - b. **Send Membership Applications (Original with Signature) to USW PTI Project, 9th Floor, 60 Boulevard of the Allies, Pittsburgh, PA 15222**

800 New Members By December 2015

Together - We Can Do It

America Works Best When We Say "UNION YES"

Share this Journal with Your Co-Workers