

Union Drivers' Journal

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

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Update for PTI Union Drivers

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- **Awaiting the Judge:** The Federal lawsuit over our winning Wage Raise Arbitration is now awaiting the Judge's decision. The union and company attorney's participated in a standard review of mediation services. There was no reason to mediate and further delay getting the case before the Judge. The company has not indicated any change in their refusal to adhere to the Arbitrators decision and the Union has always been open to discussions if the company has an offer of resolution. Timing of the decision is unknown. However there are no more actions due from either the company or the union so it's all about when the Judge gets to our case. He is aware that this dispute is impacting ongoing contract negotiations.
- **Non-Economic Bargaining:** The union and company continue to negotiate non-economic issues. We have resolved all but 13 of 103 Union proposals and 4 of 19 Company proposals. Among the more difficult remaining issues are: the ability of Branch Manager II's at small locations to supplement hours by driving; converting from mileage pay to the industry standard hourly pay without a loss of pay; trying to define minor accidents and policy infractions that do not warrant discipline; a long list of contract violations that occurred primarily in the Medical Transport Division in Indiana; information on where the Company has changed wages and installed stipend programs without notification or negotiations with the union; along with a number of other issues that are in various stages of resolution. Any resolution prior to contract ratification by the membership is considered a "tentative agreement" and not final.
- **Membership Actions:** In the next few weeks the Union will brief drivers on a number of location-based actions designed to raise the visibility of our fight for a fair contract. This is where drivers can have a very real impact on these negotiations. Drivers have been asking for a way to directly help get a fair contract and this is it.
- **Four Driver Contracts Being Renegotiated:** Over the next few months four major rail crew hauling contracts are expiring and are or will be in negotiations. The PTI/UPSEU contract is now being negotiated. So is the United Electrical Workers/Renzenberger-Hallcon contract. On October 1, the SMART/ Renzenberger-Hallcon contract reopens. At the end of November the USW/ Renzenberger-Hallcon contract reopens. This means that over 60% of the rail crew hauling driver labor agreements are being negotiated at the same time. We are working with the UE and SMART to maximize driver power and influence in this unprecedented bargaining environment. Working together is what the labor movement is all about and each driver is key to that solidarity and singleness of purpose.

- **USW Kentucky Driver Contracts:** The USW has two PTI contracts at three locations in Kentucky. One of those contracts was recently ratified with a number of non-economic improvements and a wage “reopener” in a year. The other is now being reopened for negotiations.
- **CEO’s Cop Out on Joint Meeting:** The four unions that are working in coalition with each other on rail crew hauling driver contracts invited the heads of the three major industry companies to sit down and discuss labor issues in an effort to form a coordinated bargaining “council” that would standardize wages, benefits and working conditions. This is done in a number of industries and can take workers issues out of competition when these companies bid for work from the Railroads. Our legal teams provided both the justification and legal framework for that meeting. Each company declined to participate, citing bogus legal reasons, and insist on individual bargaining. This was not unexpected since they do use driver wages and working conditions to win bids. We will now move to Plan B.
- **Solidarity is Up to All of US:** As you can see, the union movement is focusing on rail crew hauling drivers and organizing our power on your behalf. To make this effective, every driver needs to put their shoulders to the wheel and do their part. One piece of this is for drivers who have not joined the Union to do so. You want to win, you need to help carry the cost of this massive effort. *A membership form is attached to this email.* The second is to fully participate in the actions you will be asked to support. Members should talk to their coworkers until you convince them to do the right thing. The company judges how far to push us by how strong they think we are.