

# **UE** Local 1077 Contract Updates

## **Report from the Bargaining Table**

By Marcy Stoeven

The Union Negotiating Committee has completed four days of negotiations with Renzenberger so far. We have made some good progress with the non-economic issues, items such as work schedule or how drivers are disciplined. This is a warm up for the economic issues that we will present to the company in August.

So far the Union and Company have agreed to improved protections for drivers. A few of the points are:

- 10 day notification of changed yard work schedules
- The right to arbitration
- Weekly Union notification of suspensions and terminations
- Drive cam restrictions
- Leave of absence for union activities
- Health and safety protections for drivers
- Safety training for drivers of propane vehicles
- Tire changing requiring only a reasonable effort
- Employees shall be paid a minimum of 1 hour for drug testing and a minimum of 2 hours for safety meetings
- Senior employees will be laid off last
- Yard shifts awarded to senior yard drivers.

We are still negotiating on important items that include:

- Fair overtime rules and a process that works for drivers, including limits to mandatory stay-over for yard drivers
- Breaks and meal periods that are fair and paid
- Progressive discipline—no stacking of different infractions
- and more!

We will return to bargaining August 5, where we will continue discussing language issues still on the table as well as talking about economic issues. In addition to wages, this includes items such as bereavement leave, PTO, On Time Bonuses, Holidays and more.

**July 2014**

## **July 1 Raises secured for all employees!**

Last year, the company promised to increase the pay of all drivers \$.75/hour, and we held them to that promise at the negotiating table.

Yes, the state minimum wage law meant the company had to increase the rate for those at the lowest end of the pay scale, but they promised to give this same increase to all drivers, even those making above the minimum.

There has been some concern amongst drivers that the 75¢ raise is something we had already secured, but this is actually an important example of holding Renzenberger accountable for the promises they made. This is a warm up for the economic issues ahead of us and an important milestone in our negotiations. We are sticking to our guns on some of the bigger issues, like *further* pay raises for all.

Everyone should look for their raises on their July 18 paycheck, since that is the check covering wages earned in the month of July.

## **1077 Negotiating Committee**



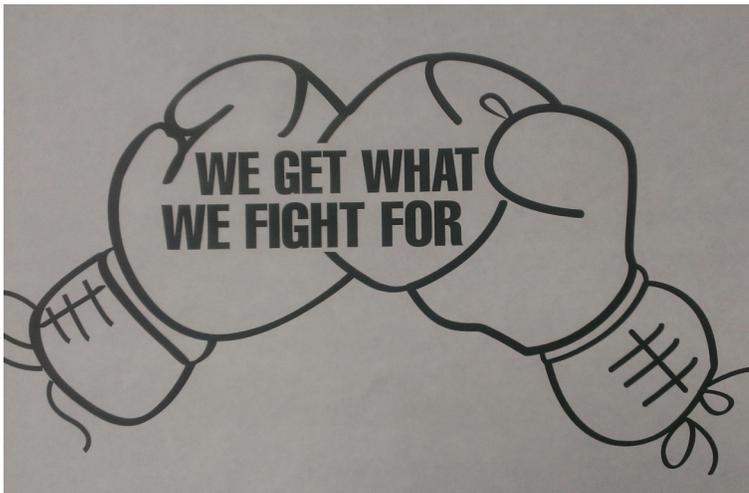
John Anguiano (LA), Ron Russell (Needles), Connie Montoya (West Colton), Marcy Stoeven (Roseville), Kandyce Johnson (Stockton), Ricardo Rodriguez (Barstow), & Frank Osby (LA). (Pete Fields, pictured, is no longer on the committee.)

## UE Local 1177 sends a message of Solidarity

Drivers for Renzenberger in the Illinois and Indiana area are represented by UE Local 1177. The drivers are aware that folks in California are in contract negotiations. Illinois and Indiana folks just went through a tough negotiation fight last summer and fall.

Phil Dederá, President of Local 1177, is a road driver out of Aurora, Illinois. He knows first hand how difficult the fight to make improvements is. He wants California drivers to know “that Midwest drivers will stand in solidarity for the contract fight.

“Throughout our first contract campaign, our slogan was ‘You get what you fight for.’ We want you to put up a good fight. We have your back—let us know how we can support your efforts. We are in this together.” Phil said.



### Negotiation Schedule

The Union and the Company will be meeting for contract negotiations on the following dates:

- Aug. 5, 6, & 7: Los Angeles
- Aug. 19 & 20: Roseville

Contact us if you live or work near one of the negotiation locations to learn more about observing a negotiation session.

## Sticker Action, Aug. 5!



The fight for fair wages begins with the Union submitting its economic proposals to the Company and asking drivers to stand up and fight for those proposals.

The Union committee is crafting a driver wage and benefit agenda based on member feedback from Negotiation Surveys. It’s one we hope all will fight for.

The Union Committee is asking all drivers to “Sticker up!” on August 5. Wear it proud and let all of the rail crews know we are in a contract fight. You’ll receive stickers at the end of this month from your Contract Support Committee contact (probably the person who gave you this).

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