

# Here's How We Work Together In Our Union To Make A Real Difference

## We Bargain As Equals To Win Key Improvements

Before we formed our union it was management's way or the highway. But now management is required to negotiate with us.

First, we decide which improvements are most important and put them in writing. Then, we elect workers who meet as equals with management to discuss pay, benefits and other important work issues.

This process—known as “bargaining”—is a powerful tool for us to make gains.

## We Have A Binding Contract To Protect Our Gains

Once we finish bargaining our contract, it is a binding legal document. This means that the company cannot lower pay, health benefits, dispatch procedures, paid leave and the other items in the agreement. We feel a lot more secure knowing our pay, benefits and working conditions are protected by a union contract.

## We Bring Democracy To Our Bus Yards

We, the workers, are the union at our bus yard. We make the decisions about:

- Who serves on our bargaining committee
- Our bargaining priorities
- Whether or not we ratify our contract
- Who serves as our shop steward and union officers

With our union we have won a real voice for all bus workers—drivers, attendants and mechanics.

## We Set Up A Fair Process To Resolve Problems

Our union contract includes a fair process to correct problems that arise at work—called a “grievance” procedure.

Most grievances are resolved in the early steps. If necessary, a neutral third party—called an “arbitrator”—can be brought in to help resolve an issue.

Management can no longer get away with unfair dispatch, pay shortages, unfair bidding and leave denials.

## We Stand Together To Make Needed Changes

Before we joined together in our union, we were individuals acting alone. We wanted to improve working conditions and raise safety concerns—without fear of retribution. We had the same concerns as each other, but no real power. Now that we've won our union, we have the protection and security of knowing that our voices will be heard. We now stand together and we stand strong.

## JOIN US In Building A National Movement Of School Bus Workers Standing Up For Change!

For more information call  
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**Drive Up Standards**  
School Bus and Transit Workers United

Go to [www.driveupstandards.org](http://www.driveupstandards.org) and [www.teamster.org](http://www.teamster.org) to learn about our coworkers—the drivers, aides, attendants, monitors and mechanics—who are uniting with the Teamsters across the country!