

LOCAL UNION ELECTIONS

This month, all USWA locals across the country will be holding elections for local union officers. The people elected at this time will serve three year terms.

Our local will be holding its election on TUES., APRIL 24, BETWEEN 5:30 A.M. AND 1:30 P.M. AT HUDSON, AND BETWEEN 6:00 A.M. AND 1:30 P.M. AT A.R.A.

(The officers elected last fall were temporary, because we had just formed our local.)

The names of the candidates will be posted on the bulletin boards at both yards. Try to take the opportunity to talk to them and find out their views on the issues.

The next general membership meeting of Local 8751 will be held Wed. April 25, at 7:00 p.m., at the Boston Teachers' Union, Columbia Point.

Come one, come all!



Sisters/Brothers

Here we are on the eve of new elections for union offices. Let's take some space here to reflect on the state of our union, in regard to field work. All the officials in our union can do very little with the union and aware membership, who themselves keep a close watch on the manner in which this work is handed out. In order to acquaint those of us who are unfamiliar with how these things are supposed to go, a little background might help.

Last school year (1977-78), with three strikes and much effort, we were able to put into our contract the right to have field work given out by seniority. We also have managed to have the field work rotated through the seniority list. This and other clauses somewhat beneficial to us was accomplished even though Hudson's negotiating team was not allowed to participate (jail). Hudson's negotiating team and ... managed to get this rotating system accepted by management. These talks took place under much pressure, timewise and otherwise. It was supposed to be written up as a side bar agreement due to it somehow being left out of the contract. However, management is quite aware of the legality involved. The negotiators unanimously agreed that field work be spread around to all the drivers, with seniority only important for the first chance. After that, the work would rotate up and down through all the drivers before returning to the top. This system was not given

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MANY HUDSON, BRUSH HILL AND ARA DRIVERS HAVE GONE TO SAUGUS TO SUPPORT STRIKING SCHOOL BUS DRIVERS AT FIORE BUS COMPANY. THE DRIVERS JOINED THE STEEL WORKERS LAST NOVEMBER. THE ISSUES ARE WAGES, SENIORITY RIGHTS, UNION SHOP AND AN END TO FAVORITISM. THE COMPANY IS DOING ITS BEST TO BREAK THE STRIKE. THEY HAVE HIRED SCABS, SLASHED STRIKERS TIRES AND EVEN TRIED TO RUN OVER SOME OF THE STRIKERS. THE FIGHT IS NEVER EASY. WE SUPPORT OUR BROTHERS AND SISTERS AT FIORE. CARRY ON.



WIN/cpf

WE NEED HELP!!

STRIKE



Health-PAC Bulletin/opf

The Union Bulletin is a newsletter of, by, and for the school bus drivers of local 8751. If you have something you want to say, write an article for the Bulletin. Or a letter. Or draw a cartoon. Or join us. The newsletter commity always welcomes new members.

Tess Ewing Newsletter Committee Pat Morey

Field Work (cont.)

in to easily by Hudson and Brush Hill's management because it was so contrary to the manner in which they had been accustomed to do things. Favoritism was supposed to be eliminated.

Both Hudson and ARA give very little regard for this part of our contract. The beginning of this school year saw ARA constantly violating our contract. Field work was not posted, consequently, there was insufficient notice for us to sign up. Naturally, the old system of favoritism came to be the way at ARA. Meetings with management seemingly overcame much of the abuses with the posting of a seniority list with a moveable marker for rotational purposes. We could now see clearly when our name was coming up. It seemed that progress was being made. At about this time very little field work was to be had at ARA. Hudson got first choice and ARA got what little remained. This situation went on for some time, and we sort of got used to the fact that not much field work was to be had at ARA.

However, even during this period of inaction, for those of us who watched closely, abuses were still being thrown in our faces. Now we are witnessing a resurgence of fieldwork at ARA, and the abuses are even more flagrant. During the week before April vacation, numerous field trips were given out to probably about half of us at ARA. The dispatchers seemed to have conveniently (for them) forgotten that there was a contractual method for handing out the work. Most of this work was known about by ARA for several days in advance. Very little was posted.

Personally, I have refused to do any field work that has not been posted or if the seniority list was not used. Any time you feel that things are not correct let the dispatcher know that you cannot accept the work unless the contract is being followed. When you see someone getting work out of turn—file a grievance. You are entitled to the money if you are passed over on the list. It is not in our best interests to allow favoritism to continue.

Unity has advanced us to the point where we have things a bit better than the \$5.39 per hour the city and the bus companies would like to see us at. There should be sufficient field work for us all. Let us all work together to see that it is distributed fairly. There is much to gain by pulling together. Unity. Struggle. Fraternity. Equality. Peace. Love. Freedom.

Ray Snow.



Youth Alternatives/cpf

Don't let this happen to us!

IN JANUARY OF 1977, SCHOOL BUS DRIVERS WERE ON STRIKE IN NORFOLK, VA AGAINST ARA SERVICES. AT THAT TIME DRIVERS WERE BEING TOLD IN ORDER TO KEEP THEIR JOBS THEY MUST SWEEP THE BUS, CHECK THE BATTERY, OIL, GAS AND TIRES TWICE A DAY. IN ADDITION THEY HAD PAPER WORK TO COMPLETE AND WERE RESPONSIBLE FOR WASHING THE BUS FOR \$2.80 AN HOUR.

NO WONDER THEY WENT ON STRIKE, EVEN THE SCABS REFUSED TO WORK UNDER SUCH CONDITIONS. A TOTAL OF 45 WALKED OFF THE JOB IN SUPPORT OF THE STRIKERS. IN THE END THE STRIKERS LOST.

IN 1980 (NEXT YEAR) OUR CONTRACT IS UP. WE MUST BE READY FOR WHOEVER GETS THE SCHOOL CONTRACT, HUDSON, ARA, HILL ET. AL. FOR THOSE WHO SAY "IT CAN'T HAPPEN HERE" BETTER LOOK AROUND, THEY ARE ALREADY TRYING.

COMPANY CRACKDOWN AT ARA

UE News/cpf

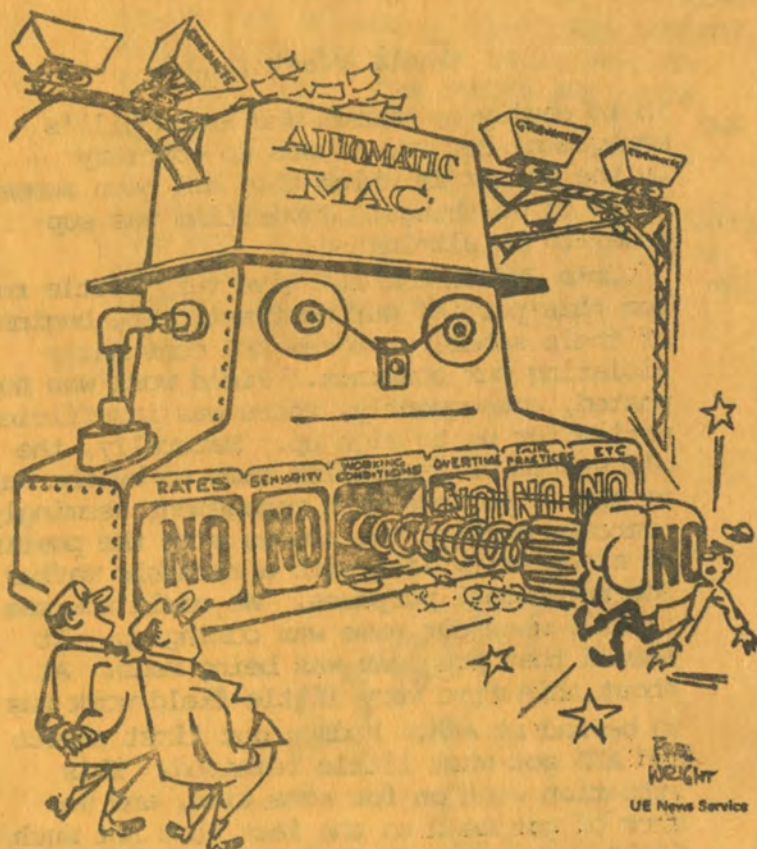
In recent months ARA has escalated its attacks on the union to the point where we now have a very dangerous situation. Things started looking bad when Cassie Quinlan was fired for "tapping" another bus. To fire a driver for a minor incident is an indication that the company is getting tough and our job security is shakey. This was followed almost immediately by warnings given to Steve Kirschbaum and Jacques Devereux for conducting union business on company property. Steve was talking with other drivers about Cassie's case and Jacques was distributing leaflets about a meeting concerning her firing. Both Steve and Jacques are stewards and have the right to do their jobs as stewards.

Company "spies" on the road

Just last week Jacques was given another warning for being one block off his route and was told any deviation from the route would result in a warning. Also if anyone stops between their last stop and coming back to the yard for any reason even if he/she makes it back within their timethey will be given a warning. The company is sending management personel on the road with cameras to "spot" people. Two other drivers were recently suspended for accidents. For those of us who have been driving school buses around here for years, this seems like a pretty strict policy designed to do two things--trip us up individually and weaken the union as a whole.

No Freedom of Speech at ARA

The company has since put out one of their many memoranda citing the section of the contract which prohibits conducting union business on company property and interpreting it in the strictest sense to the point where they say they have the right to prohibit a meeting between a driver and a steward if they think it is disruptive. It is true there is a section of the contract which prohibits union business on company property but it is also true that the United States Constitution guarantees the freedom of speech. The company is pushing this section of the contract to an absurd degree. Why? Because they want to debilitate the union as much as possible. How can our union be strong if we can't even talk among ourselves at work about what is going on? How can the union do its job if it is not allowed to notify its members when the company pulls another sleazy move?



" See how well our automatic grievance machinery works! "

Union Busting History

In fact if we look at ARA's history this comes as no surprise. They led a very successful union busting campaign against school bus drivers in Norfolk, Virginia who had their wages cut from over \$5 an hour to \$2.90 an hour. It looks like ARA is out to take over the management of the busing operations in this city and one way to do it is to prove to the city that they can get the work done for less money than anyone else. This explains their constantly cutting our time back. Of course, both ARA and the city would be happiest with no union at all. But what about us? We had better start looking around and noticing how the rug is slowly being pulled out from under us. It's time we gave the company resistance in their attempts to limit our union and our rights.

A concerned driver.

SUPPORT THE NEWPORT NEWS STRIKE !

Picket lines have been up at the nation's largest shipyard since Jan. 31. And the strikers are holding firm!

The 15,500 members of USWA Local 8888 at the Newport News (Virginia) Shipbuilding and Drydock Co. voted to strike because the company has refused to bargain with them for a union contract.

The workers voted in the Steelworkers union over a year ago. Since then, the company (which is owned by Tenneco Corp.) has just stalled and refused to meet with them.

When the workers went on strike, Tenneco issued .38 revolvers to management personnel, and beefed up their plant security.

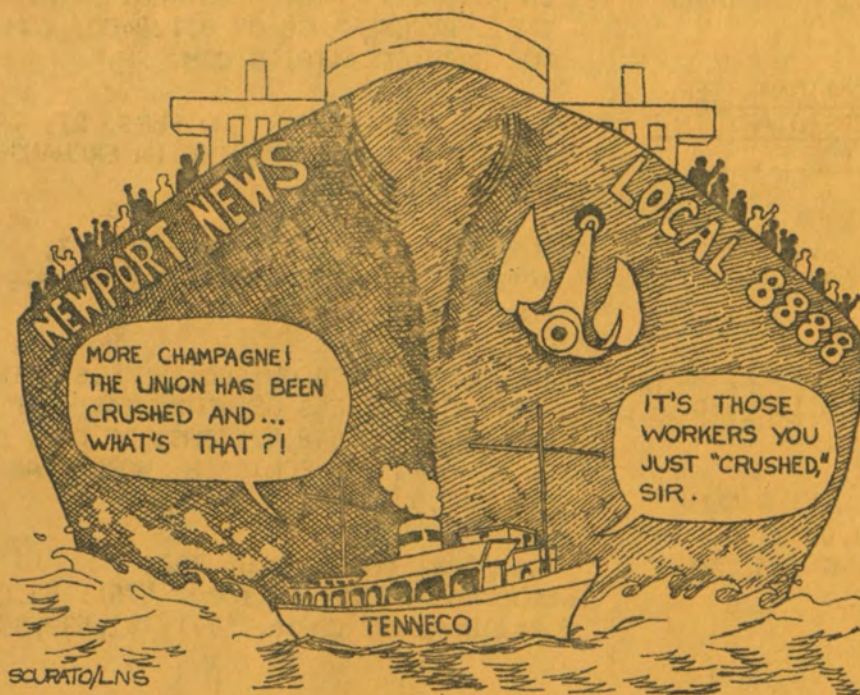
The company also coordinated its strikebreaking tactics with state and local police, who brought in tear gas, attack dogs and a tank to break up the picket line. Virginia, a so-called "right to work" state, has laws that severely restrict the rights of workers to picket.

But the workers have not been intimidated, and almost all are still staying out!

This is a very important strike for the USWA-- and not only because of the large number of workers involved. Equally important is the fact that this strike is taking place in the South, where unions have had a hard time getting a foothold. Most Southern states have anti-union "Right to work" laws, which outlaw union shops and restrict union activities.

If the Steelworkers win this strike, it will give a big boost to workers who are trying to unionize other plants all through the South. If they lose, the union movement throughout the area will suffer a real setback. The company knows this-- why else would they fight so hard to crush the union?

Not only the Steelworkers but also the whole labor movement has a lot riding on this strike. Many other unions have given their support to the strike in one way or



another. Over 5,000 people participated in a rally in Newport News on March 2. Rank and file members of the USWA and 20 or so other International unions came from as far as Oklahoma and Canada to show their support.

We too wish to express our support for our fellow Steelworkers in this important strike!

A.R.A. SERVICES, INC.

...under what kind of company you work for? Below is a financial report on ARA, taken from Moody's Industrial Manual.

HISTORY: INCORPORATED IN DELAWARE FEB. 17, 1959 AS DAVIDSON AUTOMATIC MERCHANDISING CO., INC. NAME CHANGED TO AUTOMATIC RETAILERS OF AMERICA, INC. DEC. 30, 1959. PRESENT NAME ADOPTED MAR. 6, 1969.

SINCE 1959 CO. HAS GROWN INTERNALLY AND BY ACQUISITION OF LOCAL FOOD AND REFRESHMENT SERVICE COMPANIES, INCLUDING IN 1961 SLATER SYSTEM, INC. FOR \$14,550,000 CASH AND NOTES.

IN 1967 ACQUIRED 44% INTEREST IN VERSAFOOD SERVICES, LTD., (NOW VS SERVICES, LTD.) AND INCREASED INTEREST TO 55% IN 1969, AND 56% IN 1975. IN NOV. 1967 ACQUIRED FRY CONSULTANTS, INC. (SOLD IN FEB. 1974).

IN 1967 ACQUIRED SIGMA MARKETING SYSTEMS, AND OTHER MERCHANDISING FIRMS IN SUBSEQUENT YEARS.

IN 1968 ACQUIRED DISTRICT NEWS CO. INC. AND OTHER PUBLICATION DISTRIBUTION COMPANIES ANNUALLY TO 1971.

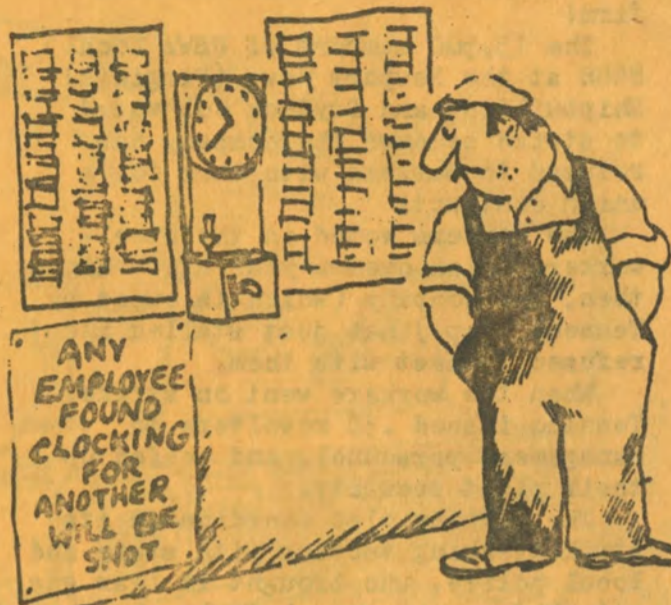
IN 1970 ACQUIRED GROUND SERVICES, INC., DASOL CORP. (SOLD IN FEB. 1974), SOCIAL RESEARCH, INC. (SOLD IN FEB. 1974), ASSOCIATED BUILDING SERVICES.

IN AUG. 1972 EDUCATIONAL & RECREATIONAL SERVICES, INC. MERGED INTO A CO. SUBSIDIARY THRU EXCHANGE OF 0.388 CO. COM. SHS. FOR EACH EDUCATIONAL SH. HELD.

IN SEPT. 1972 ACQUIRED EUROVEND, N.V. FOOD AND REFRESHMENT VENDING CONCERN OPERATING IN WESTERN EUROPE.

DURING FISCAL YEAR ENDED SEPT. 29, 1972, ACQUIRED 9 COMPANIES IN EXCHANGE FOR 134,580 COM. SHS.

IN SEPT. 1973 ACQUIRED NATIONAL LIVING CENTERS, INC. THRU AN EXCHANGE OF 0.0854 CO. COM. SHS. FOR EACH NATIONAL LIVING COM. SH.



Worker's Power/cpf

DURING FISCAL YEAR ENDED SEPT. 28, 1973, ACQUIRED 10 COMPANIES IN EXCHANGE FOR 217,815 COM. SHS.

IN AUG. 1974, CO. ACQUIRED GERIATRICS, INC., BY EXCHANGE OF 0.129 CO. COM. SH. FOR EACH GERIATRICS COM. SH.

DURING FISCAL YEAR END SEPT. 27, 1974 ACQUIRED FOUR COMPANIES IN EXCHANGE FOR 156,636 COM. SHS.

DURING FISCAL YEAR ENDED OCT. 3, 1975 ACQUIRED TWO COMPANIES IN EXCHANGE FOR 47,826 COM. SHS.

IN JULY 1977, ACQUIRED THE U.S. RENTAL SERVICE BUSINESS OF WORK WEAR CORP. IN EXCHANGE FOR 548,428 SHS. OF COM. STOCK. (0.17 COM. SH. FOR EACH WORK WEAR COM. SH.)

Two final facts about ARA:
Number of employees (Dec. '76): 68,000.
Total Revenue (Sept. '77): \$1,539,933,000.

