



December 2023

Monthly Union Meetings are held:

Norfolk, second Thursday at
10 AM and 8 PM

Hampton, third Wednesday at
10 AM and 7 PM

UNION OFFICERS :

President:

John Reid

Vice President:

Vanessa Wadsworth

Secretary-Treasurer:

Cheri Jordan

Southside Shop Steward:

William Claud

Southside Shop Steward:

Crystal Pittman

Northside Shop Steward:

Lisa Lawrence

Northside Shop Steward:

Michael Gilliam

Light Rail Shop Steward:

Marlo Maxwell

NEWSLETTER of ATU Local #1177



Over a year ago the 129 paratransit operators and fuelers from HRT's sub-contractor VIA voted overwhelmingly to join Local 1177.

Since that time, VIA has been appealing decisions and delaying implementation of our representation. Until recently.

ATU International Vice President, Stanley Smalls, emailed President Reid that: We are pleased to announce that ATU is moving forward with negotiations with VIA/HireArt. Your employer has informed ATU that they will adhere to the latest NLRB ruling, which certified your victory from August 24, 2022.

Mandatory Overtime has been a problem since 2015. In our previous contract, we finally got the Company to agree, in writing, that we will not have to work on our first day off. But they would not make any concessions for the drivers who work 4 days on and 3 days off. They would have to work on two of their off days.

On the current board, the Company is experimenting with only working 4 & 3 drivers on their first off day, but they would not agree to it in writing. This is definitely something we will address in our upcoming contract negotiation in early 2024.

Together we fight

Together we win,

John W Reid

Mental Health Matters

"You should sit in meditation for 20 minutes a day, unless you're too busy. Then you should sit for an hour."

In any event, you should practice Mindfulness; that is, stepping back, taking a deep breath and observing the situation from the outside. Ask yourself if you are being professional. Are you escalating or easing the situation?

These are the questions the supervisor is going to ask himself when he investigates the situation. He won't care what the other driver, or passenger, or co-worker did. The supervisor is trying to determine if you acted in the most professional manner.

Some situations you can't win. The other person is just trying to get a reaction out of you. In cases like this, just ignore them. But if you know that you're right don't argue, just save the event on your camera and request assistance from the dispatcher.

Other situations are manageable, with the right help. Relationships at home, personal finances, or other family problems can sometimes carry over and be a distraction at work. But as a Union Member you have access to the experience and resources of the local's Executive Board. And if they can't resolve your problem, they can refer you to the Employee Assistance Program.

Today's world can seem overwhelming. You should consult your friends at church, educate yourself with reputable blogs or podcasts, or join a volunteer organization.

Lastly, if you are feeling exhausted from Mandatory Overtime, contact your Union Rep and, they can get you excused from Mandatory Overtime for a week.

Don't spend your entire day off waiting to get your DOT physical. Now you can make an appointment at [Concentra.com](https://concentra.com).

Read and familiarize yourself with the new rule book. There are twenty level-4 violations. These are automatic termination.

Solidarity

WHEN WORKERS UNITE



Without unity

We cannot stand, only

Fall. Leaving us weak

And disorganized, fragile

And unable to

Play a formidable hand.

-- Zekeva Kelly



ATU Increases Funeral Benefit Contribution

This is a funeral reimbursement that is presented to members of ATU Local 1177 in good standing.

The International Union contributes \$2,000 and the Local Union adds \$1,000 for a total of \$3,000.



Retirees Luncheon returns

The quarterly Retiree Luncheons have returned. They will be held on April 13, August 10, and December 14 at noon, the Norfolk Union Hall.



Old F.A.R.T.S. informal luncheon

John D'ambrosio formed a group called Former Agents of Rapid Transit Systems.

They meet for an informal luncheon on the first Monday of each month at a different south-side restaurant.

Follow John or Mary Giles on Facebook for information on the next get-together.



NEW RETIREES

Michael Gilliam

Jennifer Knight,

Angelia Harris,

Kirk Davis.

Rose Nesbitt

George Lindsey

Jefferson Barrow

CONGRATULATIONS!

HRT's Tide Light Operators were presented with the Champions of Hospitality 2023 award for Best Front-Line Employees by VisitNorfolk Virginia. They said, "Operators of The Tide play an integral and important part of the region's hospitality industry. proud to see their efforts honored today." Light Rail Operators Marlo Maxwell, Brian Smith and Corey Johnson accepted the award.



Volunteers Needed: I am planning to expand the monthly Newsletter but I need your help. I need writers, researchers, and photographers from each division. If you are interested in volunteering, just email ATU1177@outlook.com.

This NEWSLETTER is an important benefit of ATU Local 1177 membership. It is intended to inform union members of discussions and clarifications that Union Leadership have with Management, as well as negotiation progress updates, and other upcoming events.

DO NOT SHARE THIS NEWSLETTER, but encourage active and retired union members to subscribe for their own copy.

If you would like to receive the 1177 Email Newsletter or if you have any questions or suggestions, just email ATU1177@outlook.com

When the Going Gets Tough The Tough Get Creative.

Work Saturdays, Huh? How UPS Drivers Resisted by Complying

October 27, 2021 / Alexandra Bradbury <https://www.labornotes.org/>

UPS is trying to force delivery drivers to work on their day off. But these drivers in Columbus, Ohio, caught the company off guard when they all showed up as ordered.

Like letter carriers at the Postal Service, UPS drivers are also facing forced overtime—and the problem is only going to get worse as the holidays get closer.

In Columbus, Ohio, a little collective action “did a lot of good for morale,” said delivery driver and Teamsters Local 413 steward Nick Perry.

The issue: UPS is ordering drivers in the top tier, called “regular package car drivers,” to work on Saturdays.

There’s already a second tier, “hybrid drivers,” who work every Saturday (and earn lower wages). But the union contract limits hybrids to 25 percent of the workforce, so UPS can’t hire any more of them.

Rather than pay all the benefits costs of hiring more regular drivers, the company is willing to pay the premium to force its existing regular drivers in on their day off so it can run more routes on the weekends.

In Local 413, a stronghold of shop floor power, many of these drivers have been just saying no—shrugging off the warning letter they receive for refusing to come in. The truth is, to get the extra work done, management only has to succeed in bullying a few each week.

Nonetheless, the company cracked down on resistance by escalating the level of discipline it was handing out for refusals, even attempting to terminate drivers.

So the drivers escalated their resistance—by abruptly complying.

WHEN I SAY JUMP...

“A bunch of us decided one Saturday, what would happen if we all did show up?” Perry said. “Because they don’t have the [package] volume for us. They’re doing it to show, ‘When I say jump, you say how high.’”

So on Saturday, September 18, suddenly 25 regular drivers showed up as ordered, instead of the usual half-dozen.

Beforehand they met up with the hybrids for donuts in the parking lot. “They were all super pumped to see us,” Perry said. “They realized, ‘Oh wow, these guys have our back.’”

The serious fun started when they all went inside and caught the eye of the hapless Saturday supervisor. Perry and his co-workers laughed it up watching the panic their action provoked: “This supervisor was freaking out, not knowing what to do. He’s on the phone with our boss—he’s like, ‘Yeah, there’s a lot of them.’”

The upshot was that the regular drivers got their guaranteed eight hours—and an uncharacteristically relaxed workday, since there weren’t that many packages to deliver. The hybrids got to slip out early on a Saturday for once. And the union got data to bolster its case that there wasn’t enough work to justify the forced overtime.