

Local 1181-1061

Amalgamated Transit Union A.F.L.-C.I.O.

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EPP UPDATE
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To our members:

The New York City Department of Education (DOE) recently released a third amended Request for Bids (RFB) for work presently performed by certain school bus companies with contracts that are due to expire this coming June. The new RFB contract terms include employee protection provisions (EPPs) that will once again provide displaced school bus drivers and escorts with job, wage, and benefits protections.

Your voice has been heard by Mayor de Blasio. As you know, five years ago, Mayor Bloomberg awarded contracts without EPPs. Now that those contracts are expiring, Mayor de Blasio is replacing them with contracts including EPPs. While the first version of the RFB was a very positive step, we demanded changes because there were areas in which it fell short of Local 1181 members' needs. After the City released an amended RFB that addressed some of our issues, we demanded further changes to provisions that remained unacceptable. With each draft we have come closer to achieving Local 1181 members' needs.

After Mayor Bloomberg awarded contracts without EPPs effective in 2013, thousands of bus drivers and escorts lost their jobs. The quality of school bus service declined greatly as new school bus companies hired drivers and escorts who were new to the industry at much lower wages and with fewer or no benefits. These workers had no protection if they were laid off.

Now things are changing for the better. The RFB includes the following protections:

- Job protections. Experienced school bus drivers and escorts who are displaced will once again have the right to pick vacant positions before school bus companies can hire newcomers. Drivers and escorts employed by companies whose contracts expire this coming June and who are not eligible for placement on the Master Seniority Lists because their employers' DOE contracts do not include EPPs will be eligible for placement on new lists called "Experienced School Bus Worker Lists" ("ESBW Lists"). The ESBW Lists are like the Master Seniority Lists. School bus companies that win contracts through the RFB must hire workers from the ESBW Lists before hiring from any other source. Eligible employees will pick from the ESBW Lists in order of their DOE certification dates.

- Wage protections. Experienced school bus drivers and escorts who are displaced will once again have the right to maintain their rate of pay when they are hired by successful bidders from the ESBW Lists. In fact, drivers and escorts who are hired from the ESBW Lists must be paid at least their highest documented rate of pay with a school bus company performing DOE work since June 30, 2010. Even better, drivers and escorts who are hired from the ESBW Lists must be paid at least based upon the highest wage scale pursuant to which the worker was covered since June 30, 2010. That is, the wage rate and wage increases to which the worker would have become entitled based on seniority are both protected.

- Benefits protections. Experienced school bus drivers and escorts who participate in the Local 1181 Pension Plan when they are displaced will once again have the right to continue to participate in the Local 1181 Pension Plan when they are hired by successful bidders from the ESBW Lists, even if the worker is no longer represented by Local 1181. Successful bidders must also pay at least an amount fixed by the DOE for medical benefits for all drivers and escorts hired from the ESBW Lists. The amounts successful bidders must pay for medical benefits is based on the monthly contribution amount recently required by the Local 1181 collective bargaining agreement for members covered by the Division 1181 Welfare Fund.

Winning these protections is an accomplishment of which we can all be proud because it would not have been possible without our Union and the unity, persistence, and determination of the members. We vowed 5 years ago that we would not rest until EPPs were restored. Many people doubted our resolve or said it was impossible. We have shown that workers can fight City Hall and the employers, and win.

We want to thank you for your unity and support in this struggle. The EPPs must still be defended against attacks from our enemies. However, if we continue to fight as one, we can continue to succeed.

We will keep you updated of all developments. If you have any questions, contact your Union representative.

In Solidarity,



Michael Cordillo, President / Business Agent
And the Executive Board
ATU Local 1181-1061