



Driver News

UE Railcrew Drivers Union News

September 2021

Getting ready for bargaining with Hallcon in 2022 begins now!

Some drivers will remember the last round of bargaining with Hallcon in 2018. We made some progress in the contract, but we have a long way to go. Since then, we have learned much about where improvements need to be made in bargaining. Collectively, drivers know that the Company is not paying us enough. Other bosses start off \$1.00, \$2 or \$3 higher. And we haul precious human cargo and we weather many dangers in the yards and on the road.

Last Round

In many cities around the country, drivers filled out our surveys which the Union bargaining committee turned into contract proposals.

We had just won the election of drivers hoping to get out of their company dominated union, the local 707. Drivers overwhelmingly voted to get onboard with UE and begin organizing for power in their locality. Now we have drivers in 16 states that we will need to unite to fight for the fair contract we all deserve.

You might ask, how do we know what sections of the contract we wanted to change?

If you have had a workplace issue that could not get resolved through the grievance procedure or the contract was silent, let your Contract Action Committee member in your area know. CAC members will be selected from every area. It's of utmost importance that you write down the problem on the upcoming survey this Fall. Your bargaining committee may not know if you don't tell them. This is how you can play an important role in the fight for a good contract.

Stewards have an especially important job of capturing where the contract needs to be improved. However, the issues should be filtering up from the workers themselves. You are the Union Bargaining Team's most important asset. We will begin capturing all of these issues later this year to prepare for bargaining.

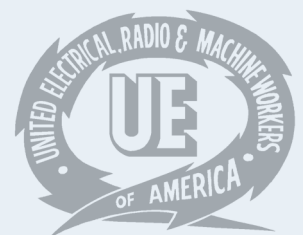
Short timeline

You should ask yourself, "do I want pennies or do I want dollars from your next contract." It is not too early to begin talking about the next round. The contract expires September 1, 2022 and we need to be ready to fight for the raises, benefit improvements and on the job protections all drivers in this industry deserve. We deserve more and we need to get ready for a fight to get what we deserve.



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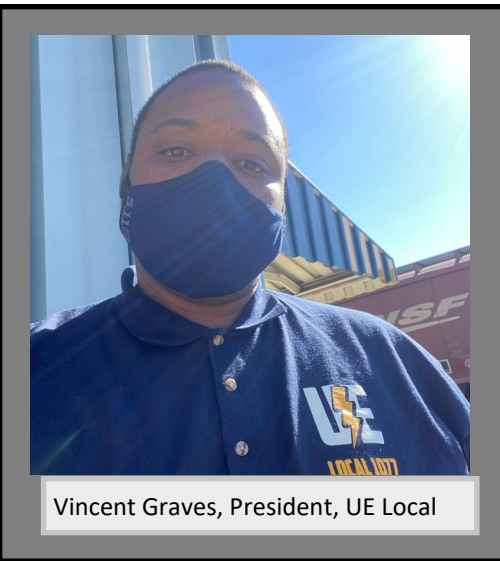


UE Local 1077 President's Report

Fighting the good fight

By Vincent Graves, President of UE Local 1018 in Fresno CA

As drivers we often find ourselves balancing the requirements of the job and trying to sustain our never ending fight with management over what is fair to workers. Our Executive Boards are constantly trying to build power for workers to ensure that drivers are treated fairly. One of our most recent struggles with management has been their attempts at getting our stewards to tell on fellow Union Members and turning our members against the union. We work hard at trying to stop this by reminding union members that Unity is our strongest and most effective force with which to achieve justice in the workplace.



Vincent Graves, President, UE Local

We spend a lot of time complying with management's idea of progress and production which for some workers fosters competitive values such as "be better than the next guy/gal,you are the most important individual, get the best trips ... etc." Managers spend a lot of time thinking of ways to divide our power as workers. They offer benefits which encourages competition and disregard for our fellow union members. Managers often have contempt for the Union because we refuse to surrender our power to them. We MUST find out way back to the union values that have been forged amidst much struggle. Items like collective success for workers, strong families, fairness in the workplace and a living wage. We must not backslide on having a strong voice in our workplace. We must continue to strive for justice for workers, for being good at our craft which also means having pride in good work. We should not forget what binds us as a union is caring about our fellow workers, making sure that we stand up for our fellow union member and most importantly remember that we are connected to working class people all over the world

through our work and our struggle with the Boss. Values such as these not only bring us together as a force, but bring about stability for our families, the advancement of our children which in turn bring about a healthy community.

I often recommend to fellow UE members that we have to take the personal out of any conflict we may have at work. We must not allow management's notion of production to compel you to be in competition or develop and hold vendettas against your co-worker. UNITY is the key force that has made unions strong and will continue to make our Union strong. Develop an interdependence with other UE members and hold your brother and sister up regardless of any differences you may have. If a brother or sister becomes lost along the way, have enough vision and compassion to help him or her find their way back. I am calling on all UE Sisters and Brothers to ensure that we start thinking of each other as union brethren and that we are part of a worldwide labor movement. Encourage people

to get involved. People who "sit on the bench" should be considered helpful allies but when their number is called, it's time to get up off the bench and put your individual power into the collective force of our union. Who are we ? ... UE !!

WE ARE THE UNION



We Make a Difference

Local 1177 Presidents Report

Getting ready for next year.

By Larry Hopkins, President of UE Local 1177 in Chicago IL

Hello sisters and brothers, my name is Larry Hopkins. I currently drive the shuttle shift out of the Corwith yard in Chicago Illinois. I have been the President of UE Local 1177 for 5 years now and served as a steward since around 2014. As President of UE Local 1177, we have 4 regions that span Minnesota, Wisconsin, Missouri, Illinois and Indiana. The largest grouping of drivers, about 400, are right in the greater Chicago area.

As I have participated in my Union more and more each year, I have been asked to take on greater responsibilities. For example, I now hold the seat of the UE Western Region Vice President, which is a part of the executive board for our region. We deal with matters in between the various locals from California to Ohio, Texas to Minnesota. Our Western Region also brings local leaders together once a year in smaller settings for educational events and workshops. I encourage all members to get involved.

Recently, we successfully convinced the Company to extend the Chicago minimum wage to drivers in the suburbs and surrounding towns of Chicago. Of concern as of this Summer, the condition of Hallcon's vans has deteriorated. Did you know that you have the contractual right to refuse to drive faulty equipment?

It is true in Article 14 SECTION 6: SAFE VEHICLES states that: "No Employee shall be disciplined for refusing to drive an unsafe vehicle nor shall any employees be required to drive a vehicle that has not been determined to be safe." Now of course, this should only be done after you have learned about all of your rights on the job. Make sure you report unsafe conditions with vehicles in your safety inspection sheet every time you get in that vehicle. Your life depends on it and that of your crew.

Many drivers have reported to me that the maintenance cannot keep up or the work is not getting done. For anyone in the Union, we know that we need to keep the pressure on until the work is done. These vans are our workplace and we deserve the right to safe and healthy workplaces.

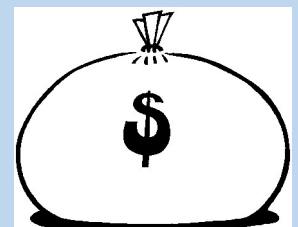


Larry Hopkins, President of UE Local 1177

Halcon CBA Raises in effect

The Union Contract raises will be coming to your paycheck, likely as you read this. The raises, which are different in different parts of the country begin on the first day of the first pay period following August 23rd, 2021.

All-Union Hallcon drivers throughout the nation got their new wage increase, which is guaranteed under the Union contract. Please check your union contract and your pay rate to make sure you have the correct wage increase. If you have any issues or questions regarding the raises, make sure to contact your Shop Steward in your area.



Have a questions about the UE? Visit UE on the web:

www.ueunion.org

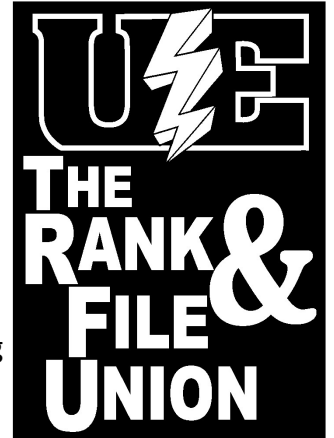
UE Local 716 President Report

By Sam Foti President of UE Local 716 in Crestline OH

For many years, I was a driver out of the Crestline Ohio location. Our hub here remains busy and not a lot of problems have come up.

In the past calendar year, 30 drivers from Willard Ohio joined our Local by getting a majority of non-union drivers to sign cards. Then just in August of this year, 6 drivers in Brewster Ohio joined us. Small strides can add up over time and we want to continue to build our local union.

In terms of building, I write today to ask that you consider becoming an executive board member or steward. The executive board members meet once a month by phone for an hour or so. But they make important decisions on grievances and other conditions affecting drivers. Stewards tactically and strategically work to enforce the terms of our contract. Please join in. You can call me directly if you want to get involved.



UE Local 977 Presidents Report

By Nandell Baines President of UE Local 977 in Houston TX

A grievance victory earlier this year, UE 977 President Nandell Baines was unjustly suspended and issued two disciplines from Hallcon for alleged "unprofessional" conduct in seeking clarification on her road trip details. The Houston-area stewards conducted a thorough investigation into the matter and the local elected to take Nandell's grievances to arbitration after the company initially denied them. Shortly thereafter, the local reached an agreement to have Nandell made completely whole, with Hallcon removing the disciplines and providing full back pay for time lost during the unwarranted suspension.



UE Local 977 Financial Secretary Carlette Alford (Left) & 977 Local President Nandell Baines (Right) doing Union business.

"Without the rights we have from our union contract, I would have been unfairly disciplined and lost wages I need to pay my bills. Because of our union, my ability to represent my co-workers is protected."



Steward's Corner:

Congratulations to UE 977 member Stephanie Wheeler, who was recently elected Louisiana Chief Steward by her co-workers! Stephanie first became active in the union when her local successfully fought for her job reinstatement after she was unjustly terminated in 2020. "I am very honored to be a union representative. I really owe my job to this union, and I want to do whatever I can to help the other drivers create more fairness and safety on the road. We work hard and deserve better. There is lots of work to do, but I am happy to have a voice and power through our union!"

UE Local 1077 Assistant Chief Steward Report

District 3 covers, Los Angeles, Long Beach, City of Industry, Glendale and East L.A.

At Hallcon you work in a union shop where you benefit from representation, higher wages and employment benefits and therefore all workers should support these hard fought Union gains. Federal Labor law supports this position.

UE Local 1077 is always looking for more Shop Stewards as we want to maximize our influence in the workplace. Stewards are a hard working, extremely aware, highly tactical fighting force. In addition they serve the membership by identifying issues and areas where change would be beneficial. Stewards are a wealth of information when it comes to the union contract. (Collective Bargaining Agreements). Familiarizing yourself with the articles in the union book benefit drivers, helps avoid disciplines and help the Union win grievances. As a union driver you have the right to invoke the Weingarten rights. One of the most important rights is you have the right to have a union representative (or Steward) in the meeting with management when you suspect that you going to be disciplined. All it takes is a suspicion of being disciplined that invokes your right to demand your Weingarten rights. It's also important to remember that when you are being disciplined you are entitled to two hours of pay just for them to call you into the office for that discipline. They cannot call you on your day off either. You make sure to let managers know that you know that!

Our union contract is valid until September 1st 2022. We have a "no strike clause" in our contract so we cannot strike during the term of the contract. We should be preparing for a nationwide strike and or sick out to get a better contract. Once the contract expires a strike would make a significant difference in contract negotiations! We have an inordinate amount of power over this company. Without drivers the trains cannot move unless we drive the crew to respective sites. Hallcon would have to engage in desperate and expensive measures to get rail crews to their destination if we engaged in a temporary withholding of our work? Would Uber and Lyft know how to get to certain areas? I don't think so! Ask yourself thisdo you want to make significant gains out of the next contract or do you want to muddle through and leave our fate to chance? Now is the time !! We should all band together, become aware, participate in contract studies and join contract support committees to fight for higher wages to coincide with other industries which are currently making more money than Hallcon drivers! Our jobs are full of industrial dangers. We are around heavy industrial equipment and we often drive across tracks with obscured views of what is coming down the track. We often deal with hostile drivers and adverse road conditions. In addition we endure the loud noise from the industry which may prove detrimental to our hearing long term. We are provided minimal safety equipment if any! In addition our vehicles are constantly breaking down!

In my opinion these are a few of many things we need to bring to negotiations! We should make it a habit to participate in monthly meetings whether on phone calls or in person because you the drivers need to be aware of what is going on with the union. At UE we, the drivers are the Union!! The better we communicate with each other the better our next contract will be. Having a better contract should mean having better wages, better benefits and more power to decide for ourselves what is good for us.



Lorraine Elliott your Alternate Chief Steward reporting for District 3 in Southern California.

PTI Workers Organize & Fight for Fairness

Things are finally moving forward in PTI, but the fight for a fair and strong contract continues. After one year of delays by PTI and their false appeal to the Labor Board, workers have finally won their right to collectively bargain over their wages, benefits, and working conditions.

Let's recap: the Union Pacific (UP) changed contractors from Hallcon to PTI in March of 2020 for drivers in Central and Northern California, Sparks & Winnemucca Nevada. Drivers remained part of UE Local 1077 as they have been since 2014. The Union saw PTI's actions by not recognizing our union as a violation of the law, so we decided to run an election May of 2020. The drivers won the NLRB election with a majority supporting the Union. PTI launched a vicious anti-union campaign to try to intimidate and misinform drivers. Instead of honoring the election results, the employer decided to spend cash and waste resources challenging the election results by appealing the ruling to Washington DC.

PTI drivers did not back down, drivers continued to organize and unite their co-workers around core workplace issues. While drivers waited on the NLRB final decision they organized their co-workers to prepare the contract campaign. They elected a Bargaining Committee & built a Contract Support Committee in every UP PTI yard in California and Nevada. The conducted contract surveys and distributed monthly leaflets keeping drivers up to date.

In June of 2021 the NLRB officially recognized UE as the PTI drivers union in the area. Armed with the legal right to negotiate with their employer for better wages and benefits and improve the working conditions PTI drivers continue to move forward.

What are the next steps?

UE and PTI met on August 4th & 11th and then again September 2, 2021. Bargaining Committee (BC) members will



PTI Bargaining Committee members Lela Jankowski and Ed Stepheson talk with workers at a Roseville yard meeting after bargaining with the PTI bosses. Workers are now paying attention and getting involved with the fight for a fair contract.

be in touch with the Contract Support Committee (CSC) members in your yard to inform them of progress in bargaining. The BC and the CSC will ask for you to participate in some activities to let PTI know that we are united in our demands for a fair contract. "We will need as many drivers engaged and involved as possible", said Lela Jankowski, PTI driver in Dunsmuir CA and Bargaining Committee member. "Together, we can secure more rights for all drivers", she added. Stressing the importance of contract language in addition to raises, Bargaining Committee member Ed Stephenson said "when we get it in writing, then we can hold the company to fair rules. All drivers deserve fair rules. After all, we make this company run every day".

Notice of UE Local 1177 Elections

This is a UE Local 1177 notice of nominations and elections for President, Vice President, Financial Secretary, Recording Secretary, four (4) Chief Stewards: a Chief Steward in District 1: Chicago, District 2: Galesburg, Southern IL, and St Louis MO, District 3: Central and Southern Indiana and District 4: Wisconsin, Minnesota area, and four (4) members elected at large. Each At Large Member shall be elected in their District. Trustees and Sergeant-at-Arms, Bargaining/Grievance Committee at Large and Delegates to the Regional and National Convention. Only drivers in Minnesota, Wisconsin, Illinois, Missouri and Indiana can participate in this election.

To be eligible to run for any office, nominate others and or vote, members in UE Local 1177 must have signed a membership card and or paid dues by September 11, 2021. Please call (312) 574-0733 to request a membership card and pay your dues.

To nominate a person for office, please join the UE Local 1177 Membership phone call at 12:00 noon Central Time, Saturday 11th, 2021 at (312) 210-9823. If you wish to have a paper ballot mailed to your home after nominations, you must write to UE Local 1177 Recording Secretary, 37 South Ashland Avenue, Chicago, IL 60607 or call (312) 574-0733 to request for a paper ballot. Your request must be made no later than 5:00 pm Central, Wednesday September 25th, 2021.

The Election Process will be explained in detail at the October 2, 2021 Membership Meeting Conference Call (312) 210-9823 at 12:00 noon CST. The Electronic Election Balloting for members will take place via the Election Runner Website via text message to you on Saturday October 2nd, 2021 beginning at 1:00 pm.

Notice of the election results will be provided to all members at the November 13th Membership Meeting at 12:00 noon Central at (312) 210-9823.

Notice of UE Local 1477 Elections

UE Local 1477 invites you to participate in the nominations and election for the Officers, Delegates, and Trustees. To vote and to run for office, a driver must be in good standing, you must have signed a membership card and or paid dues by July of 2021. Please call (312) 574-0733 to request a card. You must do so September 12, 2021.

President, Vice President and Recording Secretary, Financial Secretary, Chief Steward Colorado, Chief Steward New Mexico, At Large Colorado Executive Board, At Large New Mexico Executive Board, Delegates the Western Regional Council: 1 each from Colorado & New Mexico, Delegates to National Convention 1 each from Colorado & New Mexico, Three Trustees & one Sergeant-At-Arms.

To nominate yourself or another person, please call this number (312) 574-0733 by September 12th, 2021, at 11:00 am MST in order for your nomination to be considered. To nominate or second by phone, you must call (312) 574-0733 and leave your first and last name and a current phone number and which office you are nominating yourself for.

The Union will hold the election electronically through the website called Election Buddy. If you wish to have a paper ballot mailed to your home after nominations, you must write to UE Local 1477 c/o J Burger, 37 South Ashland Ave, Chicago IL 60607. Your request for a paper ballot must be received by September 15, 2021.

In Memoriam

Larry Damron died in his sleep August 23, 2021. Larry served as a Trustee for UE Local 1477 and a steward in the La Junta Yard. "He was a generous man who would



help a coworker out of a bind without prompting" remembers Christine Stamp, a local driver in La Junta and fellow Union Executive Board member.

Larry began working for Renzenberger in 2007 and was an early supporter of

building the Union at the job. He will be missed by all who knew him. Long Live his Memory!

Gone too soon

Sal, missing your professionalism, you were a great addition to our Mira Loma Team, California Family. We Will miss your funny-stories about your family-You were always early to relieve me of my driver duties... you were always happy and enjoyed working with crews you made a-lot of good friends not only drivers but The 85 & 86 crews and the hauler all miss you~



RIP Brother....

Sal, it's just not the same without you. Peace be onto your family. RIP. We will miss the joy you shared with us. Your Co-workers and Union Brothers

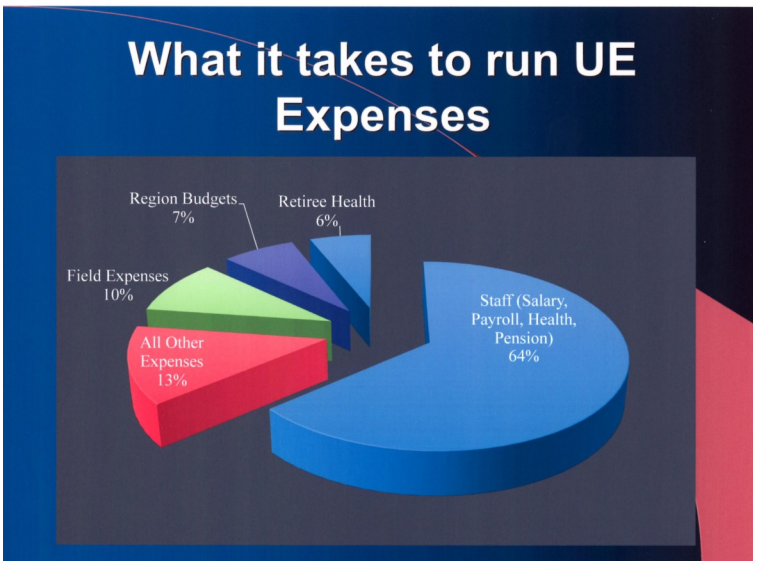
Become a member today, go to this link and sign a membership card today

We encourage all of you reading this newsletter to become a member today if you have not already joined. It is easy to join, go online to this address and sign a card today: <https://railcrew.ueunion.org/join/>

Why should I join the Union, why pay dues?

Working people formed Unions to collectively stand up for their rights on the job as well as to fight and win better wages, benefits and protections. It takes organization to get that stuff done. Take a deep look into contract bargaining and you will see that a lot of money is spent hosting a bargaining committee from each local to represent drivers' views when sitting across from the bosses at Hallcon. Leaflets and signs, and stickers and banners all cost money. If we are going to make substantial gains in the contract, drivers need to have organization-their union-kept strong.

Help support your co-workers and your rights on the job, join the Union today.



UE Local Executive Board contacts:

UE Local 155 New Jersey

Steward Mike Paige, (267) 777-0709 paige1002@comcast.net

UE Local 716 Ohio

Crestline CSX President, Sam Foti, 567-241-8929 sam_foti@yahoo.com

Crestline CSX Steward Glayden Sharp 567-241-1389 glaydensharp350@gmail.com

UE Local 977 Texas, Louisiana, Kansas, Oklahoma, Tennessee

President: Nandell Baines 281.706.2778 nandellbaines@gmail.com

Financial Secretary: Carlette Alford 713-373-2977 carlette113@gmail.com

Vice President: Shondreka Matamoros 337 447 3070 shondrekamatamoros@yahoo.com

Recording Secretary: Pam Vancleave 409 229 6095 pamvancleave3@gmail.com

E-Board Member At-large Abron Johnson 346-900-7866 abronjonson6106@gmail.com

Chief Steward Louisiana: Stephanie Wheeler wheelerstephanie744@gmail.com 337-288-8744

Chief Steward Oklahoma: Kelly Bohanan kellybohanan@gmail.com 405-274-6708

UE Local 1077 California & Nevada, Hallcon and PTI

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Recording Secretary Tasha San Nicolas 209-405-4790 tashasannicolas17@gmail.com

D1 Chief Steward Missy Gollaher 916-613-5991gollaherm@yahoo.com

D3 Chief Steward Tawana Edwards 213-915-7064 e.tawana@yahoo.com

D4 Chief Steward Diana Martinez 909-831-5368 diana3kidz@gmail.com

D3 Assistant Chief Lorraine Elliott 951-663-5776 lorraine.ell120@yahoo.com

UE Local 1177 Illinois, Indiana, Missouri, Wisconsin & Minnesota

President Larry Hopkins 773.675.7933 larry_hoppy@yahoo.com

Vice President Dewon Mitchum 773.750.2266 dewon91246@yahoo.com

Recording Secretary Malcolm Asare 773.550.7830 maxtiphook@yahoo.com

Financial Secretary Robert Bridgeforth 773.912.6742 dfbridgeforth@yahoo.com

Chicago Area Chief Steward District 1 Brian Hudson 630.991.3838 brianh_165@hotmail.com

Wisconsin & Minnesota Chief Steward District 4 Brandon Dorn 219-221-9351 bdorn6698@gmail.com

Exec Board District 1 Cedric Whelchel 773-979-2399 whelchel401@gmail.com

Exec Board District 2 Jason Royse 309.297.1596 jasonroyse23@gmail.com

UE Local 1477 Colorado & New Mexico

President Mark Mulican 719-469-3168 jalacw@gmail.com

Financial Secretary Christine Stamp 719-469-9686 clstamp@gmail.com

Colorado Chief Steward Gary Totemwognse 719-320-5367 gtote@hotmail.com

New Mexico Chief Steward Jessica VanEman 505-681-7118 cheesyjes10@gmail.com

New Mexico At Large Exec Board NM Ray Silva 575.313.9737 firetamer71@hotmail.com

UE Local all need stewards

We need a steward in every yard. What is a steward you ask? A Union Steward is a number of things, first, they stay in touch with fellow drivers in their yard/road board. They help share news of the Union, welcome new drivers to the Company and show them how to keep their job and be successful.

A Union steward is also a defender of members rights. That means the Union Steward is a representative of the Union as a whole and can enforce the contract in a local area. For example, if a driver is written up, the steward can assist them.

If local managers are not following the contract, the steward along with the drivers can go and demand the Local Manager correct a problem.

Stewards can also be organizers. Recently, we have heard reportage of van shortages every where, most likely Hallcon and PTI are not getting new vehicles because of what is happening in the broader economy. Stewards can organize co-workers to demand safety problems be fixed. The steward can grieve really bad problems with vans.

We need you help to enforce the contract in your area, please become a steward today.

Contact an executive board members from your local.

You will need to collect signatures of your co-workers, at least 8 on a petition. An executive board member can help get one to you.

Then you need to read the Steward Pledge and sign it. Also an Executive Board member can get it to you.

Finally, you agree to be trained. The Union will provide training materials and talk through how to be a successful steward in your area.

