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minutes for drivers web sight

2 messages

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Anne please publish on the Drivers web sight.

Here are the long minutes from the Bargaining Committee Meeting held November 1. Highlighted in are red key points of interest for an easier scan through if interested in reading the conversation around these key points.

THE BIG TAKEAWAYS ARE

1. **We need a counter proposal!** It's the County ball. They have not acknowledged or discussed numbers. They need to get back to the table!
2. **We will not consider any contract that doesn't have a 40 hour guarantee!**

Please talk to any of us if you have questions!

Mike Burts, Scott J, Niels, Terry M, Dave R, Libby

• 0:00 - 0:36

This is just, uh, an officer's, Well, this is the negotiating team meeting here. Okay. Uh, so I'll call this meeting in order, uh, at 3 22. Uh, the date is Tuesday, November 1st, uh, Michael in attendance, uh, **Michael Burts**, uh, **Local 1751 Union President**, uh, **Niels Hagen**, **financial secretary**, Uh, **Libby Liebendorfer** for, uh, our **secretary**.

• 0:38 - 0:39

And **Scott Jorgensen**.

• 0:44 - 1:10

Um, Sergeant in arms. Sergeant in arms. Huh? <laugh>. Uh, so this meeting is really to talk about, uh, so in attendance here, it's just the committee, uh, the negotiating committee. We are missing Dave Ross. Uh, hopefully he should be here. And then Terrence Moore, our vice president.

• 1:13 - 1:51

Um, so we're just gonna cover some different topics today. Uh, really as in **going into this last negotiations with the county to be able to get back to the table after the wage study**. Uh, we have been down long enough, so, uh, let's hope we can, you know, get back to the table here real soon. Uh, so I did talk with, uh, **Chris Lubbers**, uh, yesterday, which was, uh, **Monday, October 31st**.

• 1:53 - 2:16

Uh, he did come out and tell me that he, uh, had sent an **email, to Stephanie and Toby about his plans and what he wants to go forward in the negotiations**. Uh, but that was really about it, is all he said didn't give me an exact date or anything of when we were gonna get back to the table.

• 2:19 - 2:58

Uh, so, uh, I am concerned a little bit cuz I feel that the, I don't know if the, he has been on vacation for the last week, so hopefully he's just catching up and, you know. Um, but the wage study has been done already. Uh, that was the, um, that was the result of all county employees getting a \$4 pay raise, especially all drivers of so stage, uh, with retro back to July 2nd. So, uh, it is done, it was confirmed by, uh, Chris, our director that, uh, the weight study is done.

• 2:59 - 3:28

So there's no excuse. I see no excuse why we shouldn't be getting back to the table. Uh, so we can finish up the rest of these negotiations. Um, uh, as to that, uh, that is not, So with that \$4 pay raise that the county did give us, uh, that is not, uh, what we are exactly proposing, uh, we're very thankful that we got that.

• 3:29 - 4:06

Uh, but uh, we are not proposing, um, that still puts us shy of what we want, especially for our starting wage. Um, so, uh, **when we approach and go back to the table, if the county does accept our proposal, which hopefully they do, that will raise the starting pay to \$29.50. It's currently \$27.39, so that should be a \$2 and 11 cent more raise for the starting wage.**

• 4:07 - 4:40

And then, that still gives, every employee, you know, one year, two year, three year, depending on what they're making. Uh, first year, 31, 50 second year 33 50. And then three years, three years or more. Can you stop that real quick? Sorry for the intrusion. Uh, so yeah, so after third year, that would be 33 50. Uh, **all of this pay would be retro back to July 1st.**

• 4:41 - 4:50

So, uh, so we are all hoping for, uh, this is another for drivers that have been here.

• 4:51 - 5:25

Uh, you know, especially for three years or more. Uh, this can be another significant, uh, good pay raise, uh, with retro pay back to July 1st. So that could be a good chunk of money, uh, hopefully before the holidays. That would be great. Um, so, uh, on that matter, uh, I do want to address a few things and uh, let some know. Uh, so I have had blow back from senior drivers, uh, about our pay scale with a top out of three years.

• 5:27 - 5:45

Uh, there is certain, uh, senior drivers that feel they should not be topped out. Uh, yeah. So, um, I don't know why they feel that way, because you can't just continue to get a raise every single year. Uh, we should have a top out, but.

• 5:45 - 5:50

They do, they do get a raise every single year. They're not actually topped out. They're still.

• 5:50 - 6:21

Getting exactly right. But so with our pay scale, they'd be topped out so they wouldn't get a 2% raise from the county every year, which I don't feel that people at the very top that's been here for 20 years, 15 years continue to get a raise every two years. Cuz in every other Dr or every year, every other driver at our place is never gonna be able to catch the guys at the top. Uh, you know, it can't just be a continuous just, you know, get money every year.

• 6:21 - 6:51

A cost of living wage is one thing, uh, cost of living increase. But I think that we do, as everybody here has agreed, uh, we do need to have a top out. I think we can go back and resume whether it needs to be three years, five years, maybe the three years that we have is a little too soon. Uh, so we can, you know, maybe regroup and come up with maybe a five year, uh, top out. But I do think there needs to be a top out.

• 6:52 - 6:55

Um, anybody here wanna speak on that?

• 6:56 - 6:56

I, I'm.,

• 6:57 - 7:28

Yvette...I was gonna say, I don't think they understanding it because our proposal does say the above wage rates shall be adjusted each July one for 2023, 24 and 25, either by the Summit County cost of living or \$1 per hour, whichever is greater. So maybe we need to **adjust the table to show that those with three or more years of service, we'll continue to get pay raises through this contract.** They're not just gonna stay frozen at our current proposal is \$35.50. They're not gonna stay there.

• 7:28 - 7:47

They will get raises every year. But maybe the way we put it was confusing. So I can do it to show those out years as an example and let 'em know like, this is our proposal and I'll put it with the \$1 since we don't know what the forecast is for the future. You know, Summit County cost of living increases. Right.

• 7:48 - 7:48

Okay.

• 7:48 - 7:49

Does that make.

• 7:49 - 7:50

Sense? Yeah, that makes.

• 7:50 - 8:01

Sense. And then we'll be back at the table and we'll be re uh, negotiating again and then all of those wages will get adjusted again. And that's usually what happens every three years when you come back to the table.

- 8:03 - 8:04

So. Okay.

- 8:04 - 8:05

Does that make sense?

- 8:05 - 8:07

Does yeah, that makes sense. Neils, he had a question.

- 8:07 - 8:17

No, no. It was, it's particularly beer. It was given a blowback. Did he have any different proposal?

- 8:18 - 8:21

No, he didn't have a, he just doesn't want to be topped out, period.

- 8:21 - 8:22

Well.

- 8:22 - 8:38

Then, I mean, he's been here for 25 years. Right. You know, so we gotta have a top out here. There, there has to be some sort of a top. I understood, Scott, you're our numbers guys. So if you can elaborate on, you know, the significance of having a top out. I mean, what's it gonna benefit the top guys to the bottom guys to the middle?

- 8:40 - 9:10

It's a top out for this year. And like Yvette said, **our proposal says next year the top out's gonna be a dollar higher or the cost of living. So they are getting a raise. And actually it's better than the 2%** is getting down. I was only getting, uh, 2% from the county, which at 35 whatever is 70 cents. And we're asking for a buck that costs the living. So it's actually better than what he's on right now. Yeah. So he should be for it.

- 0:00 - 0:00

- 9:10 - 9:11

Yeah.

- 9:11 - 9:12

Everybody should be for it.

- 9:13 - 9:46

Yeah. I mean, uh, I I, I'm pretty sure everybody else is. Like I said, there's only been maybe a handful that have, uh, blown back. Um, also I have had questions come to me and some senior drivers saying, Well I think it's better that we stay on the counties, uh, 2% than to have our step scale that we're proposing. Uh, because then I try to make everybody known that once we go back to the table, if the county accepts our scale, we will no longer be on the county's merit based pay scale.

- 9:47 - 9:58

And everybody's like, well if the county gives another raise, I said, If they give another raise in January per se, if they do, nobody knows. We will not get that raise.

- 9:59 - 10:30

But when I was talking to Chris today, he said that **there could be language that would include that anything that the county does, the summit stage is included, Drivers are included. So we can propose language in our contract that says, you know, this is our step scale, this is for our seniority and if the county does another all-inclusive raise, that's wonderful that we should be able to include that language in our.**

- 10:30 - 10:31

Yeah.

- 10:31 - 10:32

Contract.

- 10:32 - 10:39

I think we do need to include that in there. Uh, you know, I just, like I said, how would we approach that event to.

- 10:39 - 10:51

You just make a proposal. But the devil's advocate, they'll say, Okay, but if they get a freeze and don't get anything, are you willing not to take anything? I don't know if Chris said anything about that. Cause I didn't <laugh>.

- 10:51 - 10:53

Yeah, that was not brought up. No.,

• 10:53 - 10:54

I mean cause that everything.

• 10:54 - 10:55

Was on a positive.

• 10:55 - 11:02

We wanted only if they get something, but if they get a freeze, no, we still want our increase if they get more than our increase. Right. We get that. So we.

• 11:02 - 11:03

Exactly.

• 11:03 - 11:54

Right. The other thing is it's only a a three year contract. Right? **So after three years, say in a couple years the county gives a raise, we could go back at the end of three years and our new proposal would include that.** It could include that whatever they gave in our new proposal for wages. I think this, I think the proposal we got that you guys finally came up with is it's pretty good. Cause most of the drivers now under the, the county system it, when I was on vacation, I figured out with my, my baby sister who's an Excel genius and it was like 27 or 28 years versus the 2% that the top guys get versus the 3% that everyone else gets.

• 11:54 - 12:18

Mm-Hmm. <affirmative>. So **for a starting driver to reach Mark beer, who makes the top amount, it's around 27 years now for that person to top out and under what the union's proposing, they're gonna be there in three years.** Mm-hmm. <affirmative>, I mean, that's pretty darn good. Whether or not we're, we get what the county is gonna give somebody else or not.,

• 12:19 - 12:25

Which makes those of us who are coming close to that three year mark consider staying.

• 12:25 - 12:39

Right. **Which is the majority of the drivers.** Right. And the majority of the drivers, it's gonna take over a decade or more, maybe two decades to reach what Mark BE'S making. And that's just, it's.

• 12:39 - 12:44

Bar reached it after being here How many years? 25. Right. I mean, what's behind him? Those top few people.

• 12:45 - 13:32

Yeah. So I've been here nine years and I'm, I think my pay now is like 30, 50, somewhere around there. Mm-hmm. <affirmative>. And he makes 35 and a quarter. So he's, he's making over like 9,000 or more than me. And I've been here nine years and some of the other guys that have been here five years are making, I think Beckwith was saying he's making 29 something and I just don't think it's right based on what the cost of living is and, and what we're doing up here, you know, that we can all figure it out in three years and be pretty close to driving and the experience and the, the winter conditions we're all pretty much on the same page after three years.

• 13:32 - 13:48

And why should somebody that's been here five years or six years or three years be struggling so much to pay their bills versus somebody that's like Mark beer that's been here 25 or.

• 13:48 - 13:48

Two. Exactly.

• 13:49 - 14:20

Yvette Part of what a lot of locals are doing to address concerns. Cuz it does come up where some people who have been there a long time will say, Well why is it fair that the guy who's coming in like this year, I've been here 30 years and he's almost gonna make what I'm making. So we're **put in longevity increases** in some contract that'll give people a premium based on their years of service. So one local, I just did it for employees who have 10 or more years of service, they get \$1 more per hour to all hours worked 20 or more years to get two 30 or more years to get three. So that's something that recognizes your longevity.

• 0:00 - 0:00

• 14:20 - 14:24

Right. And that's a good thing, like a loyalty type of mm-hmm. <affirmative> increase. Mm-hmm. <affirmative>.

• 14:25 - 14:57

So I, I think we also need to, to go back to, so **right now it's in the county's hands to propose to us.** That's where we're sitting at from the break that we had. But in this meantime with this meeting, and I'm sure we'll have another probably one or two more meetings before that. We need to go back and re-look at the contract, at least in our, um, pay area. Uh, I think we do need to have a longevity clause in there and people that come in that are new hires coming in and have experience.

• 14:57 - 15:13

Uh, that's another thing that's been brought to me that we don't have anything for experienced drivers. Like for instance, when Libby came in, uh, you know, she had already had experience from driving school buses and Keystone and you know, so go ahead.

• 15:13 - 15:16

10 years of experience in Summit County.

• 15:16 - 15:24

Yeah. <laugh>, I mean I had 10 years experience, you know what I'm saying? But we just, we don't have that in the contract. So I think you.

• 15:24 - 15:25

Talked to your members about.

• 15:25 - 15:29

That. Yeah. So I've had a lot come back to me and that's.

• 15:29 - 15:40

Fine cuz that's something I think we talked about it before where a lot of people get torn on it cuz everybody's worried about me and how it affects me. And I'm like, just, you know, don't worry, worry about you. Don't worry about.

• 15:40 - 16:21

The other person. Well I think, um, but it's our good with Kelly be good. Kelly, for example, um, came, worked, left, came back, they put her back at the beginning wage. Uh, Melanie was free ride. Mm-hmm. <affirmative>, we just hired two new free ride people by the way. And, um, you know, there's a, there's the pro the the biggest concern I hear is that **the new drivers are getting paid, you know, 30 cents less than somebody who's been there two or three years with experience and, and they actually get more with that \$5,000 bonus mm-hmm.**

• 16:21 - 16:35

<Affirmative>. So, you know, like Sean Q is, you know, why should I bother to participate or help train or do any of that kind of excess when these guys are getting paid more than me. Mm-hmm. <affirmative>. So they see.

• 16:35 - 16:44

That'll change if they accept our three year to the top proposal mm-hmm. <affirmative>. So that really won't affect them Yeah. In a negative way. It'll, it'll all be good.

• 16:44 - 17:02

Yeah. So I know it sucks, but this \$5,000, uh, sign-on bonus that the county has implemented has become such a, a topic talking topic amongst a lot of gyres that have been here for, you know, multiple years. You know,.

• 17:02 - 17:04

Mark Smith was talking to me about it.

• 17:04 - 17:28

Last night. Exactly. You know, I mean, you know, I, it's, you know, a lot of, because you know, they're coming in starting at, you know, some of us that with that \$4 pay raise, like how John was telling you he's only making 29 something. So these new ones that are coming in are getting paid 27 39, uh, plus they're getting a \$5,000 sign on bonus on top of that.

• 17:28 - 17:30

That's like another two and a half bucks an hour.

• 17:30 - 18:03

Pretty much. Yeah. Pretty close. So this is, this is why it is and you know, I just hit my five year mark. Uh, and you know, I mean I've thought about it, you know, but I mean what can we do? They offered a \$5,000 bonus. You know, so this is why I think it's important that if, if we can get this pay scale and maybe put in some other kind of clauses to get the county to accept, I mean if I was making 35, 50 an hour, I think I'd be pretty good right now making 35 50 an hour.

• 18:03 - 18:24

And then those of us that like to work ot, that that puts our OT rate. I mean just at \$30 an hour, your OT rate's 45 35. I mean that's, you know, pretty good. We always have a lot. So, um, the thing that I'm concerned about though is if they do accept this, so this implements right away with one and two and three year employees.

• 18:25 - 19:00

But I'm curious, I don't think we put the type of wording in here to where, like say Kelly, she's only been here back, what, two years now? Yeah. Okay. So sh right now she would go up to that pay, but then when she hits her third year, how would we implement that? The county gives her that 35 50 an hour. You see what I'm saying? No. Okay. So so our scale, so this is a step scale that we're proposing. Okay. So if they accept it right off the bat, everybody's been here a year, two years, three years gets this amount of money.

• 19:02 - 19:13

But then after the person hits their third year, say come next year, any of 'em, uh, they want to know if they're going to get this 35 50 per hour.

• 19:13 - 19:14

Yes. They would.

• 19:14 - 19:17

You see what I'm saying? That's what I'm.

• 19:17 - 19:18

Saying. So I would assume,.

• 19:18 - 19:26

But I don't think we have the wording in there to do it to where the county gives them that 35 50. Once they hit their 30 hour.

• 19:26 - 19:31

We do because it says after the third year, that's what they go to, Right. Their third year of employment.

• 19:32 - 19:43

So I've just had July 4th my second year anniversary, so I would expect the 33 50 and then next July 4th I would expect my pay to go up to the 35 50.

• 19:43 - 20:13

Mm-Hmm. <affirmative>. Right. And all this proposal is missing is those additional columns for 23, 24 and 25. Cuz our proposal is based on retro, uh, retroactive to July one, which would've been the first day of this new contract cuz it expired already, so mm-hmm. <affirmative>. Yeah. Yeah. So like I said, just said people were confused and thinking this was all it was gonna be. We can add those other columns in there and just show an example of the \$1 just to use it, but let 'em know that the below we're proposing either or.

• 0:00 - 0:00

• 20:14 - 20:40

I think everybody got very excited over the \$4. Yeah, they did. And thinks that this is gonna limit us and then the county's gonna turn around and give more money and we're not gonna get, and we're not gonna get a piece of the pie. And I think that they're just all being, I don't know, I, I don't see the county turning around and giving another two or four or \$6 next year <laugh>.

• 20:40 - 21:13

Yeah. I mean not, not another \$4 at least. I mean Yeah. And sometimes, as I said, even if they did that and I was making, I mean because even with that \$4, the only ones that are really making \$35 an hour now are the guys that have been there for 20 years or 15 years. Those are the only ones that are making \$35 an hour. Everybody else is around uh, I think the 2029 to 30 maybe, well 20, maybe 26, 27 to like Melanie, she had mentioned she's only making a little more than what our starting wage is.

• 0:00 - 0:00

• 21:14 - 21:15

See she's been driving.

• 21:15 - 21:51

For years. That's what I'm saying. So that's where it comes in where we need to have something in our contract that people that come in they can get for experience whether they get a dollar more or something like that. You know, because yeah, I mean at a point there, before we got this \$4 raise, I was the same way cuz I was only making, uh, maybe a dollar more than what our starting wage was. And I had already been here five years plus I had 10 years of experience coming in when we had a terrible contract in the past.

• 21:52 - 22:13

So, um, you know, these are things that I think we need to address and change moving forward. Um, so that we are the premier bus company in this county, which we are already, but we need to be, uh, we, we do need to be more than where we're sitting at in the starting wage.

• 22:13 - 22:45

I think, uh, our starting wage is good, but I think it needs to be at least a dollar more, if not \$2 more an hour. Uh, because uh, you know, uh, copper mounds going to 27 50 this winter. Uh, you know, and the county comes back saying, Oh well they don't get benefits. They don't get that, you know, they get housing though. I understand that. So they get housing. So that's one argument. The second argument is, yeah, we get benefits, but that's not gonna, some drivers don't care.

• 22:45 - 23:18

They come in like young people. Kelly don't care about benefits. She said it many a times, you know, So, um, yeah, she has said it many times that she doesn't care about benefits, you know, so that's the only thing that she would care. It, it's a starting wage that, you know, and, and the money that gets everybody there. But I think if we can get them to accept this, this uh, proposal here, then you know, that's another, for some of us that's another \$5 pay raise retro back to July 1st.

• 23:18 - 23:22

That's a big chunk of change. Um, you know, so Right.

• 23:22 - 23:27

And then you're then the driver's at a good level each success of.

• 23:27 - 23:59

Year. Exactly. And then everybody's pretty much at the same level, you know, And then every year we're going to get, uh, what do we propose the cost of living of what the inflation rate is, But did we actually put in there of how we want that? Do we want it based off of, of the Summit County, uh, median or, I think we need to put that wording in here because I remember our last meeting Chris was coming. Okay, well you guys want that, but do you want it based off of this or do you want it based off of that?

• 23:59 - 24:00

I.

• 24:00 - 24:33

Tried to look at personal data and yeah, Summit County cpi and I couldn't find it. And I think there's a, what I did find is there's a, I don't know if it's a labor board or some part of the federal government that's up in Wyoming or Montana that has that date. I think so I was thinking to give him a call maybe and find out where that date is. Yeah. So we can look at it. I mean do we want Summit County or do we want state of Colorado or do we want the federal cpi?

• 24:33 - 24:34

Which.

• 24:35 - 24:44

I mean, uh, I don't know which one. Yvette, our, Do you have any suggestions for us on what, um, you know, we should reach out for, for that? I mean,.

• 24:44 - 25:09

Yeah, we could look at the region area. I mean cuz you are so different with the mountain towns, you know what I mean? Um, let me ask our research department and see how they, how they figure it out. Okay. And I'll ask, but if it's okay with you, I'll drafting an email to Chris asking him about those, uh, new list of the employees with the wage increases. Right. Cause we don't have it, do we?

• 25:10 - 25:34

No, I talked to him about that today. Cause I was like, I would like to know, I I printed out my pay stub. It's in my car. I could go get it and tell you what I'm making if you want. Um, cuz I wanted to know because I was, I was thinking exactly what Melanie and Kelly are thinking like how come I'm only getting paid? And he's saying that the, that the steps are actually pretty good.

• 25:35 - 25:51

Well I'm just telling him I'm, I well I started with saying I'm not sure if you're receiving my a my emails. I understand the county recently gave wage increases since our last meeting. So I'm requesting a copy of a current seniority roster with the current wage rates. Is there anything else we need?

• 25:53 - 26:14

Um, no I think, I think that that's it for uh, at least for that. So then we know where everybody stands at. But uh, you know, as far as our pay scale goes, like I said, I've tried to tell, uh, senior guys we can't make everybody happy and the contract's only for three years. So you think they.

• 26:14 - 26:15

Understand?

• 26:15 - 26:16

I don't think they understand.

• 26:16 - 26:18

Exactly. Exactly.

• 26:18 - 26:19

It's better than what they think.

• 26:20 - 26:20

Exactly.

• 26:22 - 26:30

Yeah. I think there's a lot of confusion. Yeah. And a lot of excitement thinking that more is coming down the pipe and I don't.

• 26:30 - 27:04

Think it's, But then another thing, this is what I want to get out too. So when we do get to county, if they accept this proposal, um, those drivers, those few drivers at the top that are already sitting at what our max pay scale is, how is it gonna be? That's what I'm saying. When we issue out and these raises are kicked in, again, we're gonna have them come. So how do we approach that with them already at say 35, 50 an hour?

• 27:05 - 27:09

They're not going to get, uh, you know, they're not gonna get a pay raise.

• 27:11 - 27:43

We approach it, I think that the county's been behind for decades on how they've been paying and we're just catching up the other 80% of the drivers to where they should be. Yeah. And you've had this advantage, the guys at the top say, I had this huge advantage of 10,000 or more dollars at one time. It was like 15,000 I think. Yeah. Over everyone else for all these years. So you've already reaped those benefits.

• 27:43 - 27:55

We're just catching up and we're still gonna be behind all those tens of thousands of dollars that you as a senior driver is made over everyone else. Exactly. All these decades.

• 27:56 - 28:26

And, and that was my motto. I just wanted to hear, you know, that, I mean that's what I pretty much was going, you know, gonna say. I mean, you know, you guys have already had this, you've already been, you know, sitting in a pretty good spot because if you think about the whole raise that the county's given us, the multiple and what it equals out to over the past, what has it been the past year, uh, from the 7% to the \$2 to the \$4 dill ones that have really benefited off of that. How then the senior drivers, uh,.

• 28:26 - 28:59

There was was a time when guys like me when I was here like two or three years, got a 16 cent an hour raise and then you got guys like Mark Beer, they were making like \$14,000 more a year than us and all we got was a 16 cent an hour raise. We didn't get caught up to them at all. And it, we really, we got further behind because they got more of a percentage raise than we did cuz their pay was.

• 28:59 - 29:08

Higher. Exactly. Exactly. Okay. So, um, so I think that's where we're at with the, the pay scale, you know, uh,.

• 29:09 - 29:27

So we've agreed to keep the pay scale you've proposed. Yeah. And we are asking for language that includes some longevity, uhuh <affirmative> and we're asking for language that includes um, what the Summit County cost of living is.

• 29:27 - 29:59

Exactly. That we can have. And like I said, we need to have this all in with an updated contract, um, you know, to where we're already prepared for the next time. Uh, cuz after we get back to this table, it's gonna be the county's proposal to us. So I mean they already know the pay scale that we want. So if they accept this already right off the bat, then I think that the only thing we probably propose besides that is that language that we need to have in there.

• 30:00 - 30:33

Uh, because I think if we don't have that language in there, then it's gonna be another three years before we can get it. And then we're gonna have even multiple more questions. Especially if our starting pay goes up to 29. Um, you know, if driver's just saying, Well, you know, I came in here, you know, how come there isn't some kind of, you know, longevity pay, how come there's not, you know, uh, those of us that have experience, you know, we should be making more, you know, things like that.

• 30:33 - 30:41

So I think if we get that wording in there, uh, and then propose that really that's the only extra thing in there,.

• 30:41 - 31:17

Well add the graph of the additional years. Um, some of the conversation I had was that there should be something about a commitment to do the wage study every two to three years. Um, so that they're not lagging behind like they have been. And that there should be, um, that within, within a 200 mile radius if rafta and free ride and any, everybody else starts jacking up their pay that they, that they have to increase a percentage within six months.

• 31:18 - 31:48

So if it turns out that Rafta or you know, comes along and says, you know, they're gonna increase their wages that the county has to, has six months to respond and not just let us sit here and go, well they're making more <laugh>, why don't I move to Aspen? Yeah. So, um, that was some uh, the conversation that I had with him of additional language that we should consider.

• 31:49 - 32:21

Okay. Yeah, I think that's a good point. I think, you know, um, I think that should be in there too. Uh, anything that's gonna help us and not, you know, stick us or back us up against a wall I think that we need to make sure is in our contract. I mean for the most part our contract is uh, is pretty good. Um, but I just wanna make sure that we don't have anything that there's nothing not in here that's gonna protect every driver at the some stage, uh, in the future.

• 32:22 - 32:31

So especially after we sign a new contract for, we won't be able to negotiate nothing for three years. So a lot can happen in three years.

• 32:32 - 32:32

Yeah.

• 32:33 - 32:34

But.

• 32:34 - 32:39

Still it's a short enough period of time that wouldn't do that much damage to us. Exactly.

• 32:39 - 32:43

Something else. True. And it's in actuality only two and a half years. Right?

• 32:43 - 32:44

Well true.

• 32:44 - 32:46

After we, Do you mind if I out something?

• 32:46 - 32:48

You guys can add whatever you'd like.

• 32:48 - 33:20

Yep. You can always put in uh, language in there for the union only for wage opener. So if the, if it increases in the next three years more than what you're getting, you should be able to go and knock on the door and say, Look, it went up over here \$2 more than what we're getting. We like to go back to the table just to discuss it where only you get to open that door, not where it's reciprocal because you don't want them to come to use it while, like you said earlier, taking the wage freeze.

• 33:20 - 33:44

Mm-Hmm. <affirmative>, you want to either have an opportunity to open that door to revisit the wages only. And the other thing is, uh, I don't, I haven't heard you guys say anything about any appreciation pain for those who have been working during this whole pandemic. I mean, well I want to throw in a lot but, but they wage over,.

• 33:44 - 33:56

I don't know if it if uh, we had mentioned it but they gave us \$2,000, uh oh in the springtime. Okay. All drivers received a \$2,000. Thank you. Mm-hmm. <affirmative>.

• 33:56 - 34:00

Appreciation Was this spring or was it around January when they gave us that?

• 34:00 - 34:01

It was around.

• 34:01 - 34:05

It was because we got that 7% raise and then shortly after that we got the 2000.

• 34:05 - 34:06

It was like in February.

• 34:07 - 34:17

Like in February. Yeah. We did get that though. Uh, and then after that, that's when they decided to uh, do the whole \$5,000 start on bonus and stuff like this. So, Oh.

• 34:18 - 34:28

Actually it was the other way around. They started with the \$5,000 sign on bonus and then they gave everybody who was already there 2000. Yeah. Thank you to appease us <laugh>. Unfortunately,.

• 34:29 - 34:30

Unfortunately.

• 34:30 - 34:30

A lot.

• 34:30 - 34:32

Of 'em are doing. Yeah.

• 34:32 - 34:33

So Rachel over,.

• 34:35 - 34:38

Well that's good idea there. That.

• 34:38 - 34:38

Sounds great.

• 34:38 - 35:12

That's something that um, that we need to put in there too then that we need to make sure the wording is in there for that. Uh, but for the most part, you know, I um, I think everything else, you know, in here is good. Uh, I just, you know, I want to make sure that we're on board on what next steps we should be if the county does try to procrastinate this situation. We've been away from the table long enough. They are done with the wage study. Uh, obviously Chris is not responding to your emails.

• 35:12 - 35:23

So that's what I'm saying. So where, what are our next steps? Where, where do we sit at that we need to do as a union, as in, you know, getting what we need and what we want?

• 35:24 - 35:47

Well if Chris would reply, I mean my email was to ask him, okay, is the wage study done? Cuz he hasn't answered that. I know it was done cuz you told me. Yeah. But it should come from him formally as the gm. Mm-hmm <affirmative> so we could get back to the table because that's what they told us once it was done. But I know just to update art, like half the people won't, how many of 'em that were at our last bargaining session from the employers side are gone too.

• 35:48 - 35:50

Oh mo. So yeah, so.

• 35:50 - 35:51

Molly's gone. Molly is gone.

• 35:51 - 35:54

And she was like the chief negotiator for their side from.

• 35:54 - 35:56

The county. She was so Molly's gone.

• 35:56 - 35:57

But Stephanie.

• 35:58 - 35:58

Uh,.

• 35:59 - 36:01

So we lost four county managers.

• 36:02 - 36:03

Do you know why? What was going on?

• 36:04 - 36:20

We don't know what's going on. Think that the county commissioners might have been cleaning house is what we think. Uh, there is an election coming up, you know, so I'm thinking that they were cleaning house because our, our county manager left, the HR director left. Um,.

• 36:20 - 36:21

I'm turning.

• 36:21 - 36:50

Off the meeting. Uh, county commissioner left an assistant county commissioner left. A couple other girls in HR are gone too. There was a total of like five or six that within about a month span we're gone. Yeah. So we don't, like I said, we don't know exactly what happened but of course there's rumors and talk that, you know, what else could it be that the county commissioners are just cleaning house that they didn't like, you know, what was going on or whatever. Who knows what. But there's gotta be.

• 36:50 - 36:54

A reason a long time and I thought he was very well liked. So that one was a surprise. Mm-hmm.

• 36:54 - 36:55

<Affirmative>. Yeah,.

- 36:56 - 37:32

I don't know Molly that well. So there are public employees, they're general manager for Air Vocation. It's a management contract with First Transit. So First Transit has the maintenance department side of the transit, but they also maintain city vehicles and they're all first transit employees. The county did try privatizing this group, but this group did an amazing job at fighting it back. They did a campaign with the community and um, they got the commissioners to change their minds so they were able to stay public employees, which was better but definitely Yeah.

- 37:32 - 37:38

But Scott's the manager and and I told the group about how trans dev bottom out and everything and he says is really not gonna change.

- 37:38 - 37:43

Anything. Chris, Chris is the manager. Chris lover Chris is the manager. Lover is the manager who works for Trans.

- 37:43 - 37:45

First Transit now he look for trans staff.

- 37:45 - 38:02

Trans yeah. Yeah. And he came out and talked to all of us and said that it really has nothing. He said his job's not in Jeopardy. It really has nothing to do with the only ones it's gonna affect is the top like the CEO of you know, first transient and all that. Those people need to, you know, get their, Did.

- 38:02 - 38:21

They Bon effect us in that? Cuz I was reading that trans staff's website and it sounds like there are this huge outfit and from what they said on the website it's like yeah we like to grow and expand and gobble up other transit agencies and make them part of our family.

- 38:21 - 38:59

And, but they've changed quite a few times because when they started, I think they started, I can't remember which came first, Viola or Con, but they're uh, based in Paris and it's funny because all of their profits that they make here in the US help fund their pension benefits in France. In France <laugh>. So, but they are a big company and uh, President Costa has already had meetings and discussions with both the head of Transdev and Tom Cest, who's the head of First Transit because um, they reached out to us to say, you know, we're gonna need HU'S help on this merge cuz we represent the majority of probably transit workers that both of them have.

- 38:59 - 39:30

So First Transit asked us to um, I mean Transdev just asked for a copy of all of the contracts that HU has with them that are due to expire in the next year. So I just got that today and we have like 38 across the us. I, I don't believe it's in Canada, um, that are gonna be affected. But Transdev has only taken over the transit side not for students. So the work they have here that is part of transit from what I understand, I mean I don't know if they have a different department because they do do some of that city vehicle maintenance.

- 39:31 - 39:31

Um,.

- 39:32 - 39:40

Okay. So, okay, so first, first student is school. School districts. There still be and that's completely different. Trans Step.

- 39:40 - 39:40

Is only.

- 39:40 - 39:47

Two over, they do transit, but they have a d you think they have a different relationship around the maintenance?

- 39:48 - 40:19

Possibly because it's a management contract and I don't know how they bid it. I don't know if, I don't know how he's here because I don't know if it's part of, cuz it's a management contract, so it's really not first transit cuz yous aren't first transit bus operators. These are public employees and he's just here managing the contract and he's only here because of the maintenance side. Cuz if the maintenance side was, uh, still public, you know, use would have a, somebody from the county here mm-hmm.

- 40:19 - 40:23

<Affirmative> in that position. So I'll try to find out more. But, um,.

- 40:23 - 40:31

Well, I mean I do know they work on nothing but county vehicles. Right. So you know that that's all they do from sheriff and the buses to ambulance.

- 40:31 - 40:32

To.

- 40:32 - 40:34

Well and then, you know, the course the buses too. So.

- 40:35 - 40:51

Well, and there was just recently Chris reached out and said that they were about to break their contract with, with the buses cuz they weren't fixing our buses and something has happened with maintenance to start getting our buses fixed.

- 40:52 - 41:24

Yeah. So Chris had reached out even though he's first transit. So he, he reached out to the bosses of Kevin and was like, Hey, your guys' contract with the counties in Jeopardy, you know, our buses aren't getting fixed, blah blah blah, this stuff parked, whatever it is. So I guess right away their bosses, so, uh, uh, Kevin's bosses, which he runs the uh, mechanic side, the first transit, they literally jumped on the ball and got down here and came and met with Chris and Alex and all that.

- 41:24 - 41:41

And I guess things are getting changed cuz there's a lot of new faces that I think they brought in to get things done because buses just weren't getting fixed and all this type of stuff. So supposedly, you know, they came and they got on that right away. Um, and this was before this takeover.

- 41:41 - 41:45

When, and see I was mistaken cuz I thought Chris oversaw maintenance and operations.

- 41:45 - 42:02

He doesn't oversee maintenance, he just sees Oh, oversees maintenance of Yeah. The one that runs, um, you know, Kevin has bosses, but Kevin oversee, he, he runs the mechanic side. Uh, but Chris, yeah, he just runs operations for the stage.

- 42:03 - 42:11

All right. I'm gonna try to find out about that. Like what's gonna happen with their first transit management contracts, how that's gonna work with trans dev.

- 42:12 - 42:56

Yeah. According to him. I mean, who knows, like I said, according to him, uh, his, he's not in any cuz he's contracted so, uh, he's not in any jeopardy or anything like that. Um, alright, so moving forward. So I am gonna start meeting with, uh, management that's, uh, **Chris and Alex once a month starting this Thursday, uh, to talk just things that drivers are concerned about. Um, also safety situations, especially with our buses** to make sure, you know, **that tires are getting put on our buses**, you know, proper, uh, t wear, uh, our **windshield wipers**, uh, all sorts of things like this.

- 0:00 - 0:00

- 42:57 - 42:58

E breaks.

- 42:58 - 43:30 **SAFTEY**

Yeah, just anything that has to do with that. So if you hear anything or whatever from any drivers yourselves, whatever, I need you to write it down, bring it to me, send me a text, put it in my box, whatever. So that way it can be addressed with them, uh, on a monthly basis. Uh, get ready for wipers. So Alex come to me the other day, uh, about the wipers. She called me in her office and said that Kevin and her, that they think it's the springs on the wipers.

- 43:30 - 44:00

That the springs are worn out because the wipers aren't, uh, attaching to the window enough. You know, And so the springs are so worn out that they're not wiping the window right away. Uh, this is what her, and this is what she came to tell me, but then she said that they can't, they haven't ordered her yet because of, she brought up C and shipping and all this stuff that they weren't able to get 'em ordered yet. So I still had a concern with her. So they.

- 44:00 - 44:01

Say across the street to.

- 44:01 - 44:08

Napa. Exactly. <laugh>. So she's trying to tell me that they don't sell winter wipers for buses.

- 44:08 - 44:09

No way. So.

- 44:10 - 44:18

Chichester, so there's been two ideas out there. One was Jim Benford's ideas about getting winter blades.

- 44:18 - 44:21

Mm-Hmm. <affirmative>. Yeah. That, yeah. They never.

- 44:21 - 44:54

Did anything on that. And that's a year old. Mm-hmm. <affirmative> that idea. The other idea was by John Chichester, which dates back when one wise was the transit director operates. So that's six, eight years ago he told me. And his idea was that why not make the wipers a couple inches shorter so they hit so the pressure, the glass Right. Better, more contact with the glass. And because we don't really need to see up here or down here so much.

• 44:54 - 45:09

It's right in our field of vision that we can't see mm-hmm. <affirmative>. And neither one of those ideas has even been tried. I mean, not even, not even tried, just let's go to Walmart, get some blades and give it a shot.

• 45:10 - 45:10

Exactly.

• 45:11 - 45:22

Yeah. And that's a big problem. A lot of drivers think that they don't even try and so they fail. At least let us know that you're trying to.

• 45:22 - 45:23

Do something. Exactly.

• 45:23 - 45:38

I agree. You know, I agree with John. I've had to get out of the bus and slap the damn ice off the windshield wipe for some and he's right. And then I'm like, John's Right. You don't have to do that in your car <laugh>. You're just have to get out here.

• 45:39 - 46:14

It's a crack windshield bus. Yes. Too. On top of you. And then if you do that, there were four buses last winter where this part of our field of vision, no matter what we did to the wipers, the defrost, whatever, it, it never corrected itself. We were driving eight, 10 hours. I was in two different buses and both of the buses that day, that December day last year, I couldn't see out either one. And I was, I was driving slow and I was still over driving my head my, my field of vision.

• 46:14 - 46:24

Yeah. And I talked to 'em, we all talked to 'em last December, January and they still haven't done anything except talk.

• 46:24 - 46:25

Yeah.

• 46:26 - 46:26

Occasionally.

• 46:30 - 46:34

Well that's good news that you're gonna be meeting with them once a month.

• 46:34 - 47:07

Yeah. Because, uh, you know, they know that I'm very adamant. So I was very adamant, it took me three years to get them to put l e d lights on all the buses. Uh, cuz our lights, as you know, both of you know, were always so terrible. Right. You, you go up by 70 and as you could never see in front of you because the lights were so dull. And, um, and this was when Jeff was still our manager and when Curtis was our director, uh, and you know, and, uh, I would go out year after year I said something and then they'd say, Oh yeah, we're doing it.

• 47:07 - 47:17

We're doing it. And they never did it. And then finally, you know, that was when we used to have those meetings that we used to have all the time. Uh, and then finally I just told 'em, I said, Enough is enough.

• 47:17 - 47:49

And you know, that Alex was in there and all. But anyways, short story. Finally after that they got on it and ended up changing all those lights. Uh, but now, you know, like I said, we have more issues. Our, our wipers are still a huge concern, um, to when, you know, so it's gonna hit somebody. Yeah, that's what I'm saying. You know, it's a lot of drivers here as you can see every year, always get huge safety wards because yeah, we take in that pride, but you need to give us the tools to succeed in that situation.

• 47:49 - 48:11

You know, we are carrying multiple passengers behind us and sometimes, you know, we can't see and we should not have to get out of our bus constantly like I do when I drive Leadville and hit the wipers off because I can't see out the windshield. And there, and during the winter there's not a lot of places that are safe that you can pull over on Highway 91. The.

• 48:11 - 48:13

Thing is, even that doesn't fix it.

• 48:13 - 48:23

Well, it doesn't. That's what I'm saying. Yeah. Within, you barely get a mile two miles down the road and they're packed up again. So it's hard for me to look that they don't sell.

• 48:23 - 48:32

It's that it's that the blade doesn't come in contact and it doesn't clear the surface of the glass. Yeah. Snow or no snow filled.

• 48:32 - 48:35

Up. Yeah, yeah, yeah. And.

• 48:35 - 48:54

I, some something needs to be done. I, that night, I don't know how many of us were driving home, but I was thinking if I wake up tomorrow morning and it's a snowstorm, I'm calling out sick because I'm not gonna put myself where I'm gonna kill somebody. Cause I can't see through the windshield.

• 48:57 - 49:33

Exactly. Especially being a night driver, you know, it, it, it's already bad enough how dark it is and uh, you know, driving it's dark for the first two hours. Well it is, don't keep it wrong. I'm not saying that it's not, you know, it's just night drivers do drive in the dark a lot more than than day day drivers do. You guys only have to do it for maybe two hours in the morning and then it starts to get light and you can see perfectly, uh, if it's not a white hour or whatever. But night drivers from the time it hits, you know, during the winter time, five o'clock until they go home, they're driving for five, seven hours in the dark.

• 49:34 - 49:53

Um, me personally, I drive my routes by memory because half the time you can't see when it's a white out. It's dumping so hard. You know, we've drove these routes so many times that we drive 'em by memory, but new drivers coming in don't know this. Uh, you know, and you know, it's a problem. So.

• 49:53 - 50:00

See I was trying to scare art, but I forgot you're from California too, so I'm not gonna worry too much about him. <laugh>, he could learn to drive with his eyes closed and.

• 50:00 - 50:06

White out. Oh yeah, yeah, yeah. I mean just, yeah, you just learn, you know, uh, yeah, you just learn,.

• 50:07 - 50:10

You know where the rumble strips you can drive by hearing.

• 50:10 - 50:40

Yeah. <laugh>. So the wipers are, uh, always have been a big concern. So that's one thing we'll talk about. Uh, another thing that I've been adamant and been kind of upset about is, uh, there's a lot of (ZONAR) cradles in our buses that don't work and can't download the reports. And now every time they want us to call and have a sonar check and stuff like this, but if our cradles aren't working, um, supposedly they keep telling me they're ordering and stuff, but I still haven't seen any of them changed.

• 50:41 - 50:50

Uh, you know, if you guys can account for how many buses we actually have that don't have cradles. Um, you know,.

• 50:51 - 51:03

I was in, was it 71 I think the other night didn't download this owner. They sent me to red tag the bus and it didn't download, so I took it into the office, put it in that cradle. Didn't download there.

• 51:03 - 51:37

Either. Yeah. So that one's not even working. And then Donald got a little upset because I stuck it in there and I actually pushed it down a little more because it wasn't downloading. And then they're like, well this is why none of the cradles are, you know what I'm saying? So I'm like, no, that has nothing to do with it. It just, all these cradles, I don't know what's going on with them. You guys always choose to pick the wrong systems and they fall apart in their garbage. You know, you paid all this money for double map, Double map doesn't work with the crap. Now you decide to switch to the, these zonar wands and now they're not working.

• 51:37 - 52:01

I think our tablets probably worked a lot better than these wands are working now. I don't even remember having this much trouble. Right. You know, when we had the tablets that went behind the seat. Yeah. I mean, you know, these just seem to be a problem in just not working all the time now. So, um, that's another thing that you know we're gonna talk about. Is there anything else that you have heard or you want, um,.

• 52:01 - 52:28

You were supposed to get? So somebody from workers comp or the insurance company who's supposed to come in today, Lisa said a dispatcher and ride around on some of the buses and look at the e breaks and the ergonomics of how the drivers are driving and see why everybody's getting these wrists. Like my wrist is messed up, wrist and shoulder and just injuries. Like, uh, d hands out with her shoulder.

• 52:29 - 53:05

Somebody, somebody once said if you replace the the tires, you should replace the seat like a hundred thou. Those seats are bigger. A hundred thousand miles on a seat. Yeah. And how many drivers, I mean the seats are horrid and they're un they're yeah, they're terrible. That's, they are terrible. That's why everybody has back problems and shoulder problems and Yeah. And my wrists bother me too sometimes if I don't pay attention to how I'm, you know, I, you gotta be really like constantly specific, otherwise you're going to hurt yourself.

• 0:00 - 0:00

• 53:13 - 53:16

So. Well that's, so Lisa said that there was gonna be somebody,.

• 53:16 - 53:53

Yeah, she told me last night. **Today there's insurance companies or workman's comp people or somebody, they were gonna ride around with some drivers and see exactly how that, the sequence of how we do things and where everything is, where we're reaching and the range of motion and, and see why so many drivers are getting hurt.** Does that sound like something you guys have heard before? So they had somebody, this was before, I think it was before I started working here, maybe 10 or 12 years ago.

• 53:53 - 54:23

They had some PhD, Doctor of physiology ergonomics or something came by the stage and, and did that at one point to see, and I think they were gonna do something with the seats then, but I don't know what Bruce Trig might know more about that, but it seems like they talk, they talked about fixing the seats four or five years ago and they fixed maybe one or two, but hell, I can't even replace the windshield.

• 54:23 - 54:52

So I know they took out a few seats when they got rid of, uh, the knee plans. They took seats out of them that were good. Uh, and they put 'em in a few different buses because you can tell that they put 'em in there. But one bus in particular that they have been talking about for the last couple years about changing the seat is in bus 66 and now bus still has an old terrible seat in it that literally falls down when you drive. And, and.

• 54:52 - 54:54

What's, what was the key phrase there? A couple.

• 54:54 - 55:25

Years that you That's what I'm saying. So, and I've bugged, uh, George about it for a long time and then he would show me a list of buses that he had that needed seats. And the answer that I got back, and I'm trying to remember who it was, it might have been from George, but telling me that they're being, or it might have been Goose saying the **seats cost a lot of money to put in the buses. So they're gonna have to be, they're gonna have to be picky and pick and choose of which ones they're gonna replace.**

• 55:25 - 55:31

So because a seat in a bus costs, I, I wanna say they said it was well over a thousand dollars.

• 55:31 - 55:38

I thought it was five. **But that doesn't matter what it costs Exactly. If a driver's gonna be injured.**

• 55:38 - 55:39

Exactly.

• 55:39 - 55:42

What's the cost of putting 'em out on workman's comp?

• 55:42 - 55:43

Exactly.

• 55:43 - 55:50

And then me and then their personal wellbeing being injured versus fixing the bus.

• 55:52 - 56:18

I think in the long run they'd be smarter to spend the money on the seats to replace the seats then. Uh, because when we have drivers out that workman's comp, you're paying them. Okay. And then on top of that, you're having to pay other drivers' overtime to cover those drivers' shifts that are out, you know, and then you're having to move around all this stuff. So you're actually putting more money out and is all you have to do was fix the seats in the bus and it, it's just a better solution.

• 56:19 - 56:20

I don't want to put the money out up.

• 56:20 - 56:28

Front. Yeah. Yeah. So I think this is a big thing here. Um, you know, is is the seats, That's another topic we're gonna,.

• 56:28 - 56:35

Well I know that's a topic for the past, but I mean now that they think they're getting a whole new fleet of buses, is that gonna be part of their.

• 56:36 - 56:41

But I mean, I haven't heard of a whole new fleet of buses is all I've heard is that we're supposed to get what,.

• 56:41 - 56:42

Three buses?

• 56:42 - 57:10

I thought two. Oh, I thought it was two buses in the next And they haven't even given us an exact date, uh, of when we're supposed to get that, you know, so, uh, who knows when we're supposed to get that? The county still wants electric buses by a certain amount of time. So, which I don't understand is why they keep ordering, uh, diesel buses when the county wants to be electric, electric five by what, 2015 or 2050 or something.

• 57:10 - 57:12

Like that? Yeah, but the electric buses.

• 57:12 - 57:40

Don't work. <laugh>, I realize that. So I do know that they cut the contract with Proterra, uh, because they had another one ordered and I guess they cut that with them. But the Nova bus that came out, uh, I actually thought those were pretty good electric buses. Uh, you know, even the whole driver's area was pretty much key to what our gilligs are like. Uh, but I haven't heard anything that that's, that they took on a new contract with them to make new electric buses.

• 57:41 - 57:57

What about 'em there there any talk about putting a **supplemental heater in the electric buses**? We have cuz there's no heat up in the driver's area. And to put those out in the winter when it's even below zero's, even the passenger heat isn't good.

• 0:00 - 0:00

• 58:07 - 58:14

So I don't drive those as much. That's why I want to hear things like that because they're pretty much cold. They only have 'em on Copper Mountain. Really? When you're.

• 58:14 - 58:17

Sitting in there from the top of your legs down, you're pretty much.

• 58:17 - 58:22

Cold. You're pretty much cold. So that's for the driver and the passengers. Yeah.

• 58:22 - 58:24

It's, yes.

• 58:29 - 58:31

Seems like these guys would screw up at one car funeral.

• 58:32 - 58:36

Are you taking anybody in with you when you meet with them? Because who you're meeting with,.

• 58:37 - 58:38

With Chris and Alex.

• 58:39 - 58:40

And who's with you?

• 58:41 - 58:50

Uh, at the present moment, nobody. I mean, it's just to me with management to I will record it all though. Yeah. Yeah. It's all gonna be recorded know, I.

• 58:50 - 58:57

Mean Yeah. You should take someone with you though if you can, if they don't mind. Just cuz it's nice to toss things around if you're not by yourself. So.

• 58:57 - 59:12

Well, it's on, it's it's gonna be on Thursdays the first, whatever it is. It's the first third. Yeah. It's gonna be the first Thursday of every month. So the first one is this Thursday coming out. I'll show, uh, from like 2 45 to three.

• 59:14 - 59:15

Yeah, that's good. It's just frozen.

• 59:16 - 59:19

<Laugh> a week. I worked Thursday too. It's,.

• 59:22 - 59:22

I have.

• 59:22 - 59:24

Thursdays. You have rock,.

• 59:24 - 59:27

It has diesel heater. What's that? That,.

• 59:27 - 59:28

Yeah,.

• 59:28 - 59:29

That's the mountain.

• 59:29 - 59:30

Yeah, I was gonna totally.

• 59:30 - 59:31

The.

• 59:31 - 59:31

Whole situation.

• 59:32 - 59:52

This is, but this is an example of the, But the thing is, is the side of this bus says 106 0 emissions and then the tail is blown out. Yeah. Diesel heat. Yeah. And then the pet for, and that's the passenger meter. And the passengers are complaining about being cold in the bus.

• 59:53 - 1:00:04

Uh, so I mean, is is there any other, uh, when it comes to safety wise or, you know, do we still have an issue with the cameras that what.

• 1:00:04 - 1:00:10

About the transmissions on some of 'em are second to third year 77.

• 1:00:10 - 1:00:15

The ones that are choke, The ones that choke seven or 79 or.

• 1:00:15 - 1:00:17

77, I think when you're slowing down.

• 1:00:17 - 1:00:31

Yeah. It goes really jerks. Yeah. Really forget that's, that's the, that I think 78, they forget does some of that too. Okay. That where, well, six.

• 1:00:31 - 1:00:32

Is real.

• 1:00:32 - 1:00:36

Bad. So slow you're slowing down and the bus all of a sudden goes right on its phone. Yeah.

• 1:00:37 - 1:01:11

I, So I don't know if you guys drove 66, but we had 66 on Leadville for a few days or whatever. And uh, so when I was coming down from Leadville wasn't doing it, and then I got him to switch it out cuz we just wanted a different bus. I ended up driving that bus that day on Breckenridge. And from the time I got in that bus until, uh, you know, it was shifting really hard. Like I'm talking about whip blast shifting from first to second, second to third and third to fourth.

• 1:01:11 - 1:01:43

And it was, it was really bad. Uh, and I called it in and of course, you know, they kept me in it until I got back. They didn't switch me out until I was at FRI station and then they read, we red tagged it, they put it in the shop. Supposedly it was supposed to get fixed or whatever. That thing has a new transmission in it. It's still doing it. Um, so, uh, you know, I I I don't know, you know, what's going on, why they can't get these things fixed. Um, you know, I, I really.

• 1:01:43 - 1:01:45

Don't know this happened. They don't come back.

• 1:01:45 - 1:01:56

Fixed. Yeah. Uh, I've noticed that some of the tires on the buses too are, you know, kind of still a little ball or getting there. I think, you know, there's still,.

• 1:01:57 - 1:02:01

Usually they change all the right around now is when they put on all the winter tires.

• 1:02:01 - 1:02:06

I've had a bunch of buses where the track was excellent. So it was excellent. So.

• 1:02:06 - 1:02:19

It was just be in the process. Yeah. There's a couple of them that have brand new tires on Yeah. That I've noticed in the mornings. But, um, so I think they're working on that.

• 1:02:20 - 1:02:22

It should really be down to the last few.

• 1:02:26 - 1:02:26

Okay.

• 1:02:28 - 1:02:29

You have long day meals?

• 1:02:29 - 1:02:33

I did, yeah. But the, it's the yard work that's killing.

• 1:02:33 - 1:02:35

Me right now. So we have no, uh, nothing else.

• 1:02:36 - 1:02:57

Um, well I just wanna bring up one more subject, not not safety, but back to the contract. **The, the last time we were at the table, they were pushing for getting rid of the 40 hour guarantee mm-hmm. <affirmative>. And I want to make sure that we're all against that <laugh>. We, because Yeah,.**

• 1:02:57 - 1:02:59

There's no, I mean that's ridiculous for them.

• 1:02:59 - 1:03:22

To even try. Well I've heard, um, from numerous people, you know, that the, the, the operation managers and **directors are turning over left and right and that, you know, we don't get it in writing that we need 40 hours and they're gonna turn around and make all of our shifts 32 or 36 without guaranteed in writing.** So I just wanna make sure that we mm-hmm.

• 1:03:22 - 1:03:26

<Affirmative> **we will not take any contract that does not have that.**

• 1:03:26 - 1:03:27

Verdict. Correct. Right.

• 1:03:27 - 1:04:08

Correct. Exactly. So onto that topic, I'm glad you brought that up cause I'm trying to remember everything. So I have had some drivers, uh, come to me. I mean, a majority of drivers don't want to let it go. Uh, but I actually have one come to me, Ron G and he actually broke it down. He definitely doesn't want it to go away. He broke it down that the guys that are working, uh, that make at the top right now, 35, they'd end up losing \$3,600 a month if they got rid of the 40 hour guarantee. Those of us, he estimated around \$30 an hour, uh, would end up losing, uh, \$3,000 extra a month if they got rid of the 40 hour work week.

• 1:04:09 - 1:04:26

Um, because then if they get rid of that, then they could make a lot of shifts at, uh, you know, between 35 and 38 hours. Uh, because full-time is considered 35 to 40 hours I think is is full-time hours and anything less than that becomes part-time.

• 1:04:26 - 1:04:27

30. It's gotta be.

• 1:04:27 - 1:04:31

A minimum of 30 cent. Okay, That's what I thought. I I was thinking it's around there somewhere. So,.

• 1:04:32 - 1:04:34

Um, and there's certain shifts that,

• 1:04:34 - 1:04:35

But I think we need to be,.

• 1:04:35 - 1:04:51

Five of your contracts says a regular full-time operators defined as someone who's regular lease scheduled to work in **guaranteed 40 hours**. And then, uh, part-time is somebody who works between 20 and 37. That's what the contract says. What says.

• 1:04:51 - 1:05:05

40? So I think that we need to, uh, put it in the contract. I, I guess word it as in, uh, why do you want to get rid of the 40 hours and what is your meaning behind getting rid of the 40 hour guarantee?

• 1:05:05 - 1:05:06

Well Chris,.

• 1:05:06 - 1:05:08

Chris said, well I'm scheduling 'em anyway for.

• 1:05:08 - 1:05:15

40. Right, Right. Well, and he was like, That's best practice. That's best practice for any business to have 40.

• 1:05:15 - 1:05:50

Hours. But that's what I'm saying. Which is not get rid of it and we approve it, We're not getting rid of it. So that's what I'm saying because then all of a sudden they could flip the switch and start making all the shifts now at like 36, 38. And I know they will. That's what I'm saying. So I don't care what they say. But I think that, you know, the problem we have with our last meeting was we were saying a lot of things that we did, but we didn't have proof of stuff, you know, so it was all hearsay. So I think when we go back into this meeting, we need to make sure that we have documentation of whatever we're talking about and proposing or whatever.

• 1:05:51 - 1:06:03

We need to have documentation to back that stuff up. Because, you know, our, our last proposal, you know, when they were like, uh, especially myself when I had said, you know, okay, well so and so's gonna do this.

• 1:06:03 - 1:06:39

And Molly was like, Well no, I know somebody and, and they're not gonna pay that. Well where did I get my info from? And I was like, Oh, well from another driver that I talked to, that's not good enough. And then I've had supervisors come back to me out of their meetings because they are for us, but they've come to me and said that, you know, it was talked about in their meeting and they're just saying have documentation. That's what they want to see. You guys are doing hearsay. You guys don't have no documentation of like say, okay, Keystone is getting paid this Breckenridge is getting paid this and that.

• 1:06:39 - 1:06:50

You either got your info from their website or you got it from hearsay or whatever. But the thing is, is that we're trying to fight for something that we don't have documentation to back it up.

• 1:06:51 - 1:06:53

Oh yeah. The newspaper for the copper thing.

• 1:06:53 - 1:06:56

Yeah. That we did and for wage and that they knew about Exactly.

• 1:06:56 - 1:07:02

Fire wages we had, uh, Bob study on housing and how much we were we still that.

• 1:07:02 - 1:07:14

Everything, Yeah. So we had that and we gave them that. But then when it came to, when we were a fight, you know what I'm saying, for a higher starting wage and they were already trying to say we're this and that. You know,.

• 1:07:15 - 1:07:26

I think some of it, Yeah, it's good. They, I think that was Molly pushback for sure. Yeah. I think some of that was on their side is just argument. That was the cut us down and say.

• 1:07:26 - 1:07:27

No. Exactly.

• 1:07:28 - 1:07:35

Give you what you want for whatever reason. Yeah. And now come back and given us half what we wanted. Yeah.

• 1:07:36 - 1:08:18

I mean I, I think they've, you know, come a long ways. Uh, like I said, it's, you know, we didn't exactly get this \$4 pay raise, but **I think the union was a big part of these negotiations that we have was pushing precisely was pushing the county along** to be like, Hey, you need to pay us more money. It pushed them over the edge. Yeah, exactly. It instigated them for sure. Yeah, it ins them for sure. And that's what I've tried to tell drivers, you know, I'm like, we may not have got like totally like in the contract it said that, but I'm gonna tell you right now from our negotiations and from what they relayed back to the county commissioners, we were a big part of why this \$4 came.

• 1:08:18 - 1:08:43

Why do you think it was such a big chunk of money? Right? You know, it was four do. I mean that's a lot, that's a lot of money per hour, uh, for a lot of people. So, um, you know, I I just think that, you know, we need to continue to go in that right direction and, you know, um, you know, could just get what we need. I, I don't think we're totally there yet, but, you know,.

• 1:08:43 - 1:08:48

Well **the biggest part is they gotta come back and offer us, make a counter offer to.**

• 1:08:48 - 1:09:12

Us. That's what I want to see. So that's what I'm hoping. I'm hoping they don't come back. This is what I want to know right now. If they come back and, and just with a nasty thing, Yvette, this is what I want to know because we have waited for so long, what would be our next steps? Can we take ads out in the newspaper? Can we petition the state board whether we want to strike or whether we want to do arbitration?

• 1:09:12 - 1:09:44

Yep. We could, we could do that. If we don't reach Impass. And I would ask that we have, uh, finding arbitration depending on what they come back with. Cuz right now the CPI increases, uh, 8.3%. I think that was like the average it was at last time. And uh, the consumer price index. So like social security's getting an increase. Everybody's getting good increases. I mean they gave you all four. Um, I hope the members gave you all some credit for it. Cause I didn't even know about it. I called Mike because Rafta, the president called me and he is like, Did you see?

• 1:09:44 - 1:09:58

And I'm like, no, I didn't. I haven't, you know, hadn't been talking to you. But, um, definitely, I mean we've talked before about doing a campaign and having your members show up to our negotiations if they could. I know a lot of people.

• 1:09:58 - 1:10:16

Were at camp. Well that's the whole point is a lot of them can't because the way our hours differ so much that a lot of drivers just can't show up because they're either working, you know, um, you know, we have put that in there. So, um, you know, that that's on them if they want to show up or not. I,.

• 1:10:16 - 1:10:49

I, but the thing is, **we need them to get anything at the table.** Cuz I told you before, those of us **who are there can't do it alone. If the company thinks that people don't give a shit and they could just give them \$4 and make 'em happy, then they're gonna give them \$4 and think they're happy. Like if our members are not actively engaged in supporting the leadership, it's gonna be my charter. Cause Chris, you know, there's two sides of this coin. There's us and what we feel is important here for the people, which is important for them. But Chris is gonna probably be going to the other side and saying it's not really that big of a deal.**

• 1:10:49 - 1:10:56

It's just that committee that's being noisy and they want the increases. I'm in the driver's room and everybody seems pretty happy. Does that make sense? Mm-hmm.

• 1:10:57 - 1:10:58

<Affirmative>. Oh yeah, of.

• 1:10:58 - 1:11:25

Course. So anything we could do to **get our members engaged**, even if it's not showing up to negotiations, um, you know, I'll have to put some thought into it, but I mean, just the way you fought back, the privatization, going out there and throwing those \$2 bills and um, a campaign to go on the news and all that costs a lot of money. And I don't think y'all got that kind of money to do a campaign. I mean, you could do, I don't know who, if anyone has connections to the, we can invite look the paper like a letter to.

• 1:11:25 - 1:11:52

The editor. Well that's what I was talking about. If we put, I wasn't necessarily saying, you know, going on the news or something. But you know, there, there's a lot of people in this county that I know would support us already. Cuz there's a lot of people that depend on these buses. So if we put an ad out in the newspaper stating, you know, Hey, we've already been down this long, the county came back after all this time, they didn't propose to us, you know, uh, close to what we wanted.

• 1:11:53 - 1:12:24

Not an ad, but we could do leaflets and hand 'em to writers, which is cheaper to print something and hand it to writers. So we've done this with, um, locals before where there will be like a QR code or something on there for them to hit on their phone. And it's called transit, um, Transition Network. And it lets you send a letter, like you can have a letter already made out to the county commissioners, Deer County commissioner. I'm a public transit writer in Summit County and I support the stage workers in their fight for a fair contract. Um, something to that effect.

• 1:12:24 - 1:12:36

And you ask 'em to do it on a certain day or whoever the target is, whoever we gotta put pressure on to try to get us what we want at the table. Whether it's, I don't think it's Chris, I don't know who Molly's replacement's gonna.

• 1:12:36 - 1:13:05

Be. Oh, right now it's Stephanie, she's the intern. Oh. Mm-hmm. <affirmative>. She's the intern. She's the intern. I mean, don't get me wrong the answer too. She, she answers to the commissioners. I mean she, I wouldn't doubt if she don't fall into the role of Holly where, I mean Molly, she gets it full time, but as of right now she's just the intern HR director. But as into what you were just saying, I don't think we could do that because the buses are county property and we can't conduct any union business on county property.

• 1:13:05 - 1:13:09

Does the county let other people go around on the buses and do um,.

• 1:13:09 - 1:13:12

They do advertising. They pay to advertise on.

• 1:13:12 - 1:13:12

The Buse, but.

• 1:13:12 - 1:13:12

Like,.

• 1:13:14 - 1:13:21

Like we could do it out at the bus stops or we could do it on your off duty time. Like, does anyone ever get on your buses as long as you're not on duty?

• 1:13:21 - 1:13:31

Well the that I'm just saying that we, I think if we did something like that, we, we couldn't do it on county property. So the Frisco station is county property. It,.

• 1:13:31 - 1:13:46

I think we can cuz we do it in other cities. RTD owns their property and we went out there and leafleted, um, for pay increases during the pandemic. And as people were getting off the buses or on the buses, we were just standing at the bus stop handing them stuff. Um,.

• 1:13:46 - 1:14:23

What about what I think that's a pretty good idea that the hard part is, so I'll talk to people on my bus about that kind of thing when, you know, like one guy, he was gonna have to wait, gosh, he was gonna have to wait like an hour and a half mm-hmm. <affirmative> for his connection. And I was like, you need to call the transit board and you need to call the county commissioners. Don't call the stage cuz they're not gonna change it. It's the county commissioners and the transport and the county manager only had one and tell 'em you one half hour service and tell 'em you one.

• 1:14:23 - 1:14:24

You that's what they've.

• 1:14:24 - 1:14:38

Sold to pay the bus drivers more so we can get more bus drivers and get half hour service. And some people say, Yeah, I'll do it. And other people, eh, I don't know how to do that. Or I try to show 'em, you know, but.

• 1:14:38 - 1:14:39

Well that needs,.

• 1:14:39 - 1:14:40

It's tough.

• 1:14:40 - 1:14:42

Then it needs to be bilingual. We have to have that.

• 1:14:42 - 1:15:06

So that's the second thing. Mm-hmm. <affirmative> probably three quarters of the people on my bus are Spanish. Mm-hmm. <affirmative> and my Spanish is, is pretty bad. Yeah. Um, sometimes I can get through or I'll ask somebody that speaks English and Spanish, but if we to translate, you know, but, but that's a big stumbling by, we can do flyers in Spanish, right? One side Spanish mm-hmm. <affirmative>, one side English.

• 1:15:06 - 1:15:25

Yeah. That might be, And I want us to be able to do that. It's just I want us to be to without breaking any type of, any type of rules. Uh, because I do know we can't conduct anything on county property. Okay. So I wanna make sure that we can do whatever we do and no drivers in jeopardy for doing what.

• 1:15:25 - 1:15:26

They're doing. Yeah. We wouldn't wanna get.

• 1:15:26 - 1:15:29

Any in trouble. Yeah. I don't want nobody to get in trouble for it. So.

• 1:15:29 - 1:15:44

Yeah. So most of the time if they let people go out to the bus stops and advertise for our brewer reopening or a festival or something, I mean, if they have any kind of practice of letting people just kind of hang out and do stuff, they can't limit our,.

• 1:15:45 - 1:15:50

It's better to just, to do it. Likewise. Just do it and beg forgiveness later. Right. I.

• 1:15:50 - 1:15:52

Get a Huh, <laugh>.

• 1:15:53 - 1:15:55

Yep. Better to ask for forgiveness information.

• 1:15:55 - 1:16:04

Well, and I think that if we reached out to like the Grand eight lodge and the people who depend on us bringing their employees.

• 1:16:04 - 1:16:07

To work, so we could go to the businesses, the business owners.

• 1:16:07 - 1:16:08

And, and look.

• 1:16:08 - 1:16:12

Different towns and give, would that be, It might be a good idea, right?

• 1:16:12 - 1:16:13

Cause Yeah. And, and you, their.

• 1:16:13 - 1:16:14

Workers are coming to work at.

• 1:16:14 - 1:16:37

Their business and maybe you could do that. One is one from, uh, writing public and one from people who own businesses and workers depend on it have two different messages. You know what I mean? Right. Like a leaflet to give them is a business owner, dear county commissioner is a business owner. My business relies on your system to get my workers or my patrons Karen.

• 1:16:37 - 1:16:43

Good. Because, uh, don't you think the county commissioners listen to the business owners?

• 1:16:43 - 1:16:43

Are they elected?

• 1:16:44 - 1:16:46

Commissioners are Yeah.

• 1:16:46 - 1:16:48

More than they listen to the ridership. Yeah.

• 1:16:48 - 1:16:49

Well.

• 1:16:49 - 1:16:52

The writers are, the writers are elect too. So they should they.

• 1:16:52 - 1:16:56

Do I But do they vote? I'm I'm wondering how many of 'em vote.

• 1:16:56 - 1:17:01

A lot of 'em might not vote just because they might not technically be here legally. I dunno.

- 1:17:02 - 1:17:05

This is Dave Ross the bike guy. This is Art Aguilar. Art.

- 1:17:05 - 1:17:05

Aguilar. How.

- 1:17:05 - 1:17:10

You doing sir? Good. And you're with the union. Nice. Thanks for coming.

- 1:17:10 - 1:17:26

Well did he be, he's probably gonna be taking over Yvette's role. Oh, uh, she got a promotion. So here she's gonna end up moving to Washington DC Really? Yeah, she did say she'll stay with us through the negotiations, but our probably will be taking over as her role with us. So,.

- 1:17:26 - 1:17:33

And the good thing between difference between me and art, he abiel me. Qui though.

- 1:17:33 - 1:17:33

<Laugh>.,

- 1:17:34 - 1:17:40

He's my translator. Although I don't know if he's translating or talking crap about me when he is speaking Spanish. So,.

- 1:17:41 - 1:17:42

So what does, I missed set of things.

- 1:17:42 - 1:17:53

Libby. Uh, so we'll just take, uh, so Libby, if he could read back minutes to Dave, uh, since he did miss that, please, I'd appreciate that. So at least we could fill 'em in on what we have been talking about.

- 1:17:54 - 1:18:01

Okay. But before we move on, so in terms of getting that letter or that kind of stuff,.

- 1:18:01 - 1:18:15

Let's to our next meeting and see how it goes and then we could talk about it then on what our next steps will be. You know, that might be the best way unless they just say we're at impasse and not gonna make any movement. Then your contract does let you either ask for the right to strike or arbitration.

- 1:18:16 - 1:18:46

Well, so what are you guys talking about? Races? So I just think, I just wanted to say at this point, I think we should do a survey for all the drivers and see what they want. Like some of 'em have come to me and said, Hey, you know, and I think they're a little spooked because the county commissioner has just cleaned the house up to the county and, and you know, they feel like they have been generous. So they did give us like six bucks an hour, 3% and a \$2,000 raise this year. So at least a few of the drivers have come to me and said, well, 2000.

- 1:18:46 - 1:18:46

Bonus,.

- 1:18:46 - 1:18:47

What's happening?

- 1:18:47 - 1:18:48

Bonus not raise.

- 1:18:49 - 1:18:50

Or what? Yeah. Did I.

- 1:18:50 - 1:18:51

It's all right. Go ahead.

- 1:18:51 - 1:19:23

Keep going. Anyway, so they just said that, uh, they felt like asking more might be a little insulting. So I'm just letting you know that cuz I think we should be representing all the drivers democratically. And I will say that they, I would say the commissioners just from, you know, everyone leaving on their own accord or getting maybe forced out. Uh, Chris said something about people getting forced out and maybe having a soft landing with a little bit of a severance package.

- 1:19:23 - 1:19:51

They might not be in a real, uh, negotiative mood, I guess. I don't know. And I think that's maybe a part of the reason why everyone, or not everyone, but some people, you know, I, I just think we should survey everyone and see what people think at this point. And if more than 50% of 'em want us to go after more money, uh, that that's fine because I think it should be democracy.

• 1:19:52 - 1:20:26

But I think we should be representing all the drivers as a whole and if we just go in there and try to strong arm for, for things that not everybody wants. I, uh, what I will say is that Chris told me that the county commissioners did express an interest in turning the stage into a regional transit authority. And I was like, well can we keep our county benefits? And he's like, Yeah, sometimes you can. And I'm just a little worried that uh, you know, if we rub 'em the wrong way, they might be like, Hey Chris, you know, remember we talked about turning it into a real trends and authority.

• 1:20:26 - 1:20:34

Why don't we go forward with that? And by the way, we don't want 'em to keep their accounting benefits. That's what what, uh, I might.

• 1:20:34 - 1:21:03

Be so to what you said there. So I've already talked to Chris and Alex together and from what they have told me, because like I said there was ever since you started talking about that and then it got around to other drivers and other drivers started, you know, mentioning it. Uh, I had sat in with them one time and uh, had asked them about that. I said, We need to clear this up cuz there's a lot of rumors going around the driver's break room that the county wants to turn us into a rule transit authority. Well.

• 1:21:03 - 1:21:03

They did express.

• 1:21:03 - 1:21:12

Some and both of them told me that that is not on the agenda whatsoever. That the county has no intentions on turning us into a real transit.

• 1:21:12 - 1:21:14

Authority. Well Chris did tell me and I think you.

• 1:21:14 - 1:21:30

Were there too that Yeah, I mean that's what I'm saying. And I went and I cleared it. I I cleared it up and I will clarify with them again and uh, I'll get it on recording this time. Um, but you know, they both had told me the county has no, uh, nothing about that.

• 1:21:30 - 1:21:31

Were they talk, were you.

• 1:21:31 - 1:21:57

Talking about Can I say something real quick though? Yeah. Cause I think this kind of goes back to what was happening when I first started working with y'all. We can't be having separate conversations with the boss because we were just talking before you came in about Chris out there filling people out and saying, we we literally just talked about this before you walked in out there talking to people and saying, Yeah, people are happy with that \$4. They're not gonna want more money. And yet no,.

• 1:21:57 - 1:21:57

I never.

• 1:21:57 - 1:22:32

Said that. No, not you. I'm just saying like that's how he'll play this to the commissioners that Oh it's just the bargaining. Cause we were talking like we've talked before about getting members involved to do some sort of campaign to show their interest in improving, making improvements to their wages, benefits and working conditions. But Chris will be the other side of the coin saying it's just that union committee who wants it. You know, I've talked to some of the drivers and they're really, really thrilled with that \$4 and um, but we need to be careful and not tell him anything cuz that's gonna set his mind for the conversation he's gonna have with them.

• 1:22:32 - 1:22:37

Well and even our drivers shouldn't be telling him, I don't know who doesn't want more money.

• 1:22:37 - 1:22:47

No, I'm not saying I wouldn't, I would like that more money, but I'm just telling you what people have told me. And I think if we survey everyone we could be like, no, this is how many people want more money. No,.

• 1:22:47 - 1:23:17

You know, you know it's gonna be, it's gonna be the top 20% such as yourself and beer and whoever that are gonna say, Yeah, I'm in a good spot. And the people at John Beckwith and Libby and Neils and me and Mike we're gonna say no cuz you guys are making 12,000, 9,000 more than the rest of us. And the guys at the top, which you got most pretty close to what we're asking for.

• 1:23:17 - 1:23:20

Right? 35 50, you're making 35 and a quarter. Right?

• 1:23:20 - 1:23:21

35 something.

• 1:23:21 - 1:23:52

I'm not sure what it's, so you pretty much got what the union was asking for. But the rest, the majority, the bulk of the rest of the drivers have not and they are still struggling financially to, as you say, in the break room every day about 2,500 or 2300 a month to live Yep. To rent an apartment. Yep. Well the people that the other 80% bulk of the drivers that are now making what you guys are making, they can't pay that.

• 1:23:53 - 1:24:18

And they need to have that wage scale compressed to get up there. No matter how bad it makes Chris or the county commissioners feel or how much pressure we put on him. They need to know that these other drivers are struggling and that they need to make a living just like you Sure. And beer and the rest of 'em. And I don't think we need a survey to figure that out.

• 1:24:18 - 1:24:18

So you guys,.

• 1:24:18 - 1:24:22

And I don't think we need to go there with our tail between our legs.

• 1:24:23 - 1:24:26

Yeah. I I wouldn't let 'em threaten us and, and do.

• 1:24:26 - 1:24:49

Anything. I'm not, I'm not saying no has threatened us and everything is great and I'm not. And uh, but uh, they did, you know, and I was just talking with Chris because I was curious about the whole thing. He helped, uh, rafta with their contract and he helped them. Uh, I guess he said he helped them transition from uh, from Chris. Did Luke? That's what he said.

• 1:24:51 - 1:24:52

I.

• 1:24:52 - 1:24:53

Don't think so, Steven. Well.

• 1:24:53 - 1:24:55

Yes, you got the floor.

• 1:24:56 - 1:25:31

I just wanna say before we do a survey or anything like that, what they failed to do since July of this year is come back and say what they don't like about our pay scale. Exactly. They didn't come back with a number, they never came back with a number. So before we start saying other things and flailing about let's stick to what our proposal was and then give us a number. What they need to do is say we can't go to that but we can do this or no, that \$4, that's where we want it to be.

• 1:25:32 - 1:25:39

Say something. Sure. They haven't taken that step and they need to do, that's what needs to happen next.

• 1:25:40 - 1:26:15

Before we Yeah, that's what I'm saying. That's what we're doing. And I, I hear your point. Okay. What you have had, I have had other drivers come to me and say, uh, they're not happy with where they're at right now. They know that we're proposing for what this is and this is what they want. And they want to know when we're going back to the table to get this pay. Okay. So Rebecca told me that last day. That's what I'm saying. So as we, as we stand, we are still fighting for this pay scale. It's already in our contract. We've already our proposal, we've already, I mean proposed to the county that we want this money right here.

• 1:26:15 - 1:26:29

Okay. So, so this is where we're gonna go heading forward. Okay. To where that way you guys that are already there, there's a whole lot more drivers that work at the stage that are not even close to what this is right.

• 1:26:29 - 1:26:43

Here. And so you guys think that in the long run you're gonna be better with what you're asking for than what the county like, uh, you know, in the future if the county starts giving out big raisins again and they're like, Well we gave you what you wanted.

• 1:26:43 - 1:26:53

No, you missed it. We were gonna add language that says this is what we're getting. But should the county give raises that exceed this, we will get a minimum of this or whatever they.

• 1:26:53 - 1:27:23

Give. I sure hope so. But I will say they've been really creative in the past trying to get around, giving us money. Like in the contract they're like, Oh well we, we we're giving bonuses now that, uh, you know, and, and they have, have done everything they could in the past to evade giving us raises and, and put it in different language. Like, oh, not everybody got that raise. Uh, you know, and uh, you know that that's different than, you know, we already got your raise and, and uh, I'm a little concerned about that. I just don't want to see us miss out on anything.

• 1:27:23 - 1:27:38

And I don't think there should be a a, a cap on the pay scale. What I personally think that we should shoot for at this point is getting everyone, if you guys, I mean, so, so you guys are, are comfortable. So you're basically asking for.

• 1:27:38 - 1:27:42

What do you think a cap pay scale's.

• 1:27:42 - 1:27:44

Explain it. I don't think there should be one.

• 1:27:44 - 1:27:48

No. What do you think it is that we're going for? Cause I don't think you understand what it.

• 1:27:48 - 1:27:58

Is. I think that was the basis we were discussing earlier. Cause we were talking about it. People do not understand what we've actually got in our contract.

• 1:27:58 - 1:27:59

So right now you're 35 and a quarter,.

• 1:27:59 - 1:28:01

Right? Uh, something like that. 35. So yeah,.

• 1:28:01 - 1:28:07

Maximum. The most you can get is 2%. That's what you're, you're already top out.

• 1:28:08 - 1:28:15

Well yeah, but I was dropped out before they gave us six bucks an hour. 3% and a \$2,000.

• 1:28:15 - 1:28:32

Bonus. But it says right here in our contract that buys that we will increase by cost of living or a dollar per hour, whichever is greater. That's another dollar for you. Mm-hmm. <affirmative>. That's for everybody.

• 1:28:32 - 1:28:52

No, that's great guys. But let's say, let's say you get everything you want. Let's say you, you get up to the top of the pay scale, you get everything you want. You're, you're up at the top everyone in two or three years, you're at the top. Then you get, and how are you gonna sell that to the county? How are you gonna tell 'em? Oh well we feel that the cost of living is 7% and.

• 1:28:52 - 1:28:53

Short, we're gonna get proof.

• 1:28:53 - 1:28:55

Why would the government says it's.

• 1:28:55 - 1:29:00

Every three years you renew it, you've negotiated a new contract and you get increases. So the.

• 1:29:00 - 1:29:12

Top is always moving. Okay, well what if next year they give two or three bucks an hour and 3% again And you guys are like, Well we got a dollar. You know who was in our contract? We're proposing that we get.

• 1:29:12 - 1:29:14

That minimum we.

• 1:29:14 - 1:29:19

Or maximum. That's what she just told you. That's what I'm saying. That's what you didn't, we didn't listen the way she.

• 1:29:19 - 1:29:34

Said that. So if the cost what 8.3% you get? Well that's what it was last month. That's what the government said. You get 8.3% of \$35, which is what?

• 1:29:36 - 1:29:38

An hour. Yeah. No, I'm not.

• 1:29:38 - 1:29:55

What I want know why you as a senior driver, like I've already had some blow back. You're not the only one. And I've already told them that all you senior drivers feel that you should not be topped out. I want you to explain to me why you feel there should not be a top out at the some stage.

• 1:29:55 - 1:29:58

Because inflation keeps going up. But.

• 1:29:58 - 1:29:59

We're asking.

• 1:29:59 - 1:30:32

What you will get that inflation, you will get that. That's cost of living. So you will get a raise for that. I I'm talking about annual raises. That's what the top out is. So right now as we stand every year, you guys at the top still get a 2% raise every single year? Every, because we're on, everybody does. Okay. Cuz we're on the county's, uh, merit based pay right now. Okay, well when we throw a top out in there and it's, you're topped out. Now there's problems because you guys won't get a raise every single year.

• 1:30:32 - 1:30:50

An annual raise, not a cost of living, not an inflation rate. I'm talking about an annual raise. Okay. That's what you guys all at the top are having a problem with that you feel that you should alway that you should continue to get an annual raise every single year until the time you leave the summer stage.

• 1:30:50 - 1:30:53

Well what would you call the six bucks an hour we got this year? What would you call.

• 1:30:53 - 1:30:55

That? What I'm, Okay. What I'm saying.

• 1:30:55 - 1:30:56

Catching up.

• 1:30:56 - 1:31:01

Catching up because the county's been so far behind, like when I started the pay scale was terrible.

• 1:31:01 - 1:31:05

Well, what, you know, so, and you're sure that we can get wording in there. So if they,.

• 1:31:05 - 1:31:12

The wording is already in there though for us, for you guys to get that it's already in there. Well what if the county we're gonna change it though on top of that.

• 1:31:12 - 1:31:16

Well what if the county decides to give out another \$6 an hour.

• 1:31:16 - 1:31:37

Raise? I don't see that happening though. Not another \$6. Cause they just got done doing a, a, a wage study. So if they even do anything, they're not gonna do another wage study for probably at least two years, maybe three. They're not gonna do a wage study every single year. Well, I think because it costs a lot of money, it costs a quarter million dollars. That's what I'm saying. They're, they're not gonna pay that much money to do one every single year.

• 1:31:37 - 1:31:52

Well, no, that, that all sounds good. And I understand where you're coming from. I just think that when you're, when you're, when you're talking about everyone's money that we should, we should include everyone. You know, we should Of course, of course, of course. Not just, you know, be like, Oh,.

• 1:31:52 - 1:31:53

Everyone is included.

• 1:31:54 - 1:32:26

Everyone is included. Believe me, I've talked with drivers, I've told other drivers, I've even sat down when I'm in the break room and drivers have been in there and I said, Listen guys, we we're already proposing this scale, but I do want you to realize that if we, if the county accepts this scale, we will no longer be on the county's two per on the, on their base merit. Yeah. So if they decide to give another pay raise, say January 1st, they give another \$2 or whatever, we will not get that. That's why I think, Hold on a minute please.

• 1:32:26 - 1:32:41

So then that's when everybody's like, well you know what they did just give us \$4, but what we're proposing to be sitting at 35 50 an hour and then our contract, Well we get to negotiate it again in three years. I think I, I think we'd be all right.

• 1:32:41 - 1:33:16

I've heard that from Kelly. I've heard that from Bob. I've heard that from multiple John Beckwith. I've heard it from a lot of people. The only one I keep getting blowback from is you senior drivers. You, uh, Keith, uh, beer, uh, all the senior drivers that have been there for 20 plus years or 15 to 20 years. Those are the only ones I'm really getting a lot of blow back from with the top out and all this. That they, you guys just don't feel that there should be a top out that you should be able to get an annual raise every single year until you guys leave there.

• 1:33:16 - 1:33:30

Uh, and, and it can't be that way because then nobody is ever gonna be able to catch you guys on the top where, where you guys are just going to continue to blow by and make 80% more money than anybody else. Yeah.

• 1:33:30 - 1:33:36

It takes a new driver right now, 27 years to reach what you make,.

• 1:33:36 - 1:33:43

Right? No. Is that fair? I would love for you guys to get this. Is that on? I don't, well, I don't.

• 1:33:43 - 1:33:54

You think it takes, it takes that person 27 years to gain the knowledge and experience to do what you're doing to make the same what.

• 1:33:54 - 1:33:57

You make. Cause I personally would love for you guys to make, Don't.

• 1:33:57 - 1:33:58

Say use guys, I.

• 1:33:58 - 1:34:01

Thought we were in this. It's, it's not just us. You're.

• 1:34:01 - 1:34:03

Clean, you're.

• 1:34:03 - 1:34:39

Dave. I think you're looking at it the wrong way. I could be wrong, but I think like Ave was saying, we all shouldn't look out like what this other guy's making or, or what I'm making or what I'm missing out on. It should be the, the group of us. And as drivers, we all want to be able to live up here and make a decent amount of money. And you guys at the top have been making like nine to 15,000 more every year for the last decade or more than everybody else.

• 1:34:39 - 1:34:53

You've already got your golden apple. We're just trying to catch everybody else up to so they can get the golden apple too. And you're not missing out on, I think this top out thing is it's just a word or something.

• 1:34:53 - 1:34:54

And it's, Yeah,.

• 1:34:54 - 1:35:26

It is. So let me explain something. So like for example, trans dev in Denver, before they were organized, they had 300 bus operators. They had like a hundred different wage rates because there was no top rate. So anybody who started there, just every year they got an increase. So at some point if they never unionized, they probably would've had 300 different wage rates because there wasn't a scale to put everyone at the top rate, which gets organized. So we were able to compress it. So it's not the best, but right now it, it was taken 12 years when we compressed it.

• 1:35:26 - 1:35:38

So all 300 drivers got in, put into a table where it took 12 years to reach the top rate, then it got reduced to 10. Now it takes eight years. So not that those top people are topped out and don't get anything.

• 1:35:38 - 1:36:09

They get something but they're not in the steps. So people in steps get an annual increase, then they get a, a year an increase based on their years of service. Two raises a year. Senior people get an increase just straight across the board every year. But what we had talked about is adding longevity. If there's the real heartburn with the senior people feeling like they deserve or should get something more for the length of time they put in. A lot of places are putting in premiums that say if you have 10 or more years of service, you get a dollar more per hour.

• 1:36:09 - 1:36:16

20 or more, you get \$2 more, 30 or more, you get an extra \$3 per hour. But the top doesn't mean you'd never get an increase.

• 1:36:16 - 1:36:48

Right. No, I'm with you and I don't have that heartburn. I would love for you guys to get what you're asking for. But here's, here's the way and I've gotta say that it's not, here's the way I see it. Like, so I know we were behind, I know it's expensive to live up here. I know all of that. Believe me, I'm living it right now. But the reality is they did give us \$6 an hour, 3% and a \$2,000 retention bonus in one year. And you're, you're saying you're comfortable going in and.

• 1:36:48 - 1:37:07

They have to do that though. Everyone is doing that. They're not special here. It's happening across the country. Atu fought hard, like I told you all last time to get them extra money, A large chunk of what they get comes from the federal government. Okay. And everyone is doing that right now because it's hard to fill these positions. It's even harder up here because we know nobody can live here.

• 1:37:08 - 1:37:41

Oh no. And I would love, it's not like I wouldn't like to see that. I want you guys to be happy. I want you to stay. I would love for you guys to get it. And I think we'd have a lot more people coming in if they could see in three years, they'd be making 35 bucks an hour. Cuz they're coming in the door now at 27 change. But you know, so you guys, everyone here is comfortable going in after they just gave us four bucks an hour going in asking for what? About seven or eight more bucks an hour. Uh, like, uh, you know, we're just asking to make what you make, which is, so the answer to.

• 1:37:41 - 1:38:07

That is yes. Yes, of course. Yes. The county hell, the county was need, everything they gave us is just playing ketchup. Like I said, when I started five years ago, everybody, I mean it was making terrible money. Even you guys at the top. It took you 20 years to even make this amount of money because the pay scale you guys negotiated was garbage. I don't even know how you guys negotiated that pay scale.

• 1:38:07 - 1:38:24

It was the county. They, they gave it to us in an uncomfortable worth. And we lived with it for a long time. It was not a good deal, I'll admit. And we tried and tried. Uh, you know, I, I tell Molly again and again. She's like, Oh, you'll have to talk to your union. That they basically were not very, and I agree.

• 1:38:24 - 1:38:39

Which art said, what did you say? Art? You said some <laugh> you said about putting in if something specific to the a wage opener for the union. If if the wages,.

• 1:38:39 - 1:38:44

If the wages go up more than what the contractors oh five may speak.

• 1:38:44 - 1:38:44

Yeah.

• 1:38:45 - 1:38:46

Chris, let me ask you this.

• 1:38:47 - 1:38:47

Question. I'm David. Dave.

• 1:38:48 - 1:39:00

Dave, sorry. It's okay. I apologize. Mm-hmm <affirmative>. So Dave, let me ask you this question. Do you think the a do you think the county gave you the money just because they like you.

• 1:39:02 - 1:39:02

No.

• 1:39:03 - 1:39:35

<Laugh>, Right? Right. They gave it to you because they knew they weren't paying you enough to keep you. They want to keep you but they also want to keep their, the lower people and bring them up. I've always fought and I've been a member for 33 years of my local 19 years as an officer. And I hear this all the time. And when we negotiated the new property, we had the same issue. The top 1% was upset because they weren't getting a bigger chunk.

• 0:00 - 0:00

• 1:39:36 - 1:39:36

Oh,.

• 1:39:36 - 1:40:10

I'm not, No, no, I'm not saying you are. I'm just saying cuz he's hearing it. I'm hearing it from Michael. But what he says, my first day, our first hours with you, we're here to progress for everybody. And in the end of your contract, if we can close that gap then in the future you can go after more money for everybody every year and build you up and always put you at the top pace. So everybody wants to move up here, get money to live, to buy a house or rent a house or whatever.

• 1:40:10 - 1:40:14

You just said it, you can't live alone. Now think about the person that's making 27 bucks.

• 1:40:14 - 1:40:18

An hour. I don't see No, I totally agree. And I would love,.

• 1:40:18 - 1:40:24

Do you deserve it? Yes you do. Does this team deserve to go in there and fight for more? Yeah, I'm skipping.

• 1:40:25 - 1:40:35

Well, I'm with you though. I and so you, you said eight years, so, and the, the rafta contract is 10 years, right? That they cap out. I just wanted They didn't have that before. They were like.

• 1:40:35 - 1:40:36

You all before.

• 1:40:36 - 1:41:07

Okay. Well I just want to make sure you understand that with the steps skill increase, it would, it might not be right away. Like I, I would love for you guys to get another eight bucks an hour if at the start of the contract. But if we go to a step skill increase, like the one she talked about with, uh, trans staff, and if you look at rafta scale, it's 10 years. So you're looking at another five year, you know, even with the eight year, uh, contract, you're, you're looking at five years before you get capped out.

• 1:41:07 - 1:41:30

And my question to you is, let's say for the sake of argument, we end up with a eight year step scale where you have to wait another five years to get to the top, not bam. Like Oh sure you might, you want another eight bucks an hour done and done. I would love to see that. But let's say, you know, we do go to an eight year, then you're waiting another five years and in the meantime, what if the county gives out more than what you would've gotten in that five years? That's what I'm worried about.

• 1:41:31 - 1:42:02

Then we have a wage opener. Yes. That we have language in the contract that says if the county does that, then the union can go in and discuss to revisit the wages. Well, I should, That's exactly what Molly was shutting you down on. Art is saying, put that language in the contract. So if they do do that, then we can say we wanna renegotiate. We can go in before our three years is up and renegotiate. Well, I hope they are not gonna give us another six bucks next year.

• 1:42:02 - 1:42:04

Well, like I, that was a fluke.

• 1:42:04 - 1:42:24

Well, they probably wouldn't, but I mean I, uh, they they did, they were very slimy as far as doing everything they could to not include the union. They were like, Oh no, these are different. You already got your raise. These are different bonuses. Not everybody, you know, they, they did every, and it worked. They for years they got away.

• 1:42:24 - 1:42:31

With it. So, Well that's why we're not, we're renegotiating this contract with better language. Amen. Well.

• 1:42:31 - 1:42:52

That's what I'm saying. We had already talked it. Okay, so this is the pay scale we want. But then we, we talked about, okay, well do we need to adjust this top out from three years to maybe five years? You know, that's something that we can, you know, talk about and adjust or whatever. But we've already proposed this and this is what we want to get everybody too.

• 1:42:53 - 1:42:54

And they haven't.

• 1:42:54 - 1:43:28

That's what I'm saying. Whatever the county did is what the county did. But we still need to be at what this pay scale says right here is because this is what's gonna survive everybody. Like I said, I've already broke it down. I got this thing that literally Bob had created where if you wanted to buy a house, who's got a house, If you wanted to buy a house in this county, then you need to be making \$32 and 69 cents an hour. Uh, that gives you \$5,682 a month.

• 1:43:28 - 1:43:54

68,000 a year. And so you need to be, every driver needs to be making \$32 and 69 cents per hour in order to be able to buy a house because they take 45% of your gross income. So this was broke down. That's what I'm saying. So right now every driver's now making \$32 and 69 cents an hour. So they, they couldn't even buy a house in this county if they wanted to. And see what I'm.

• 1:43:54 - 1:43:56

Saying, the asking price of the house.

• 1:43:56 - 1:44:29

For that, the asking price of the house is 430,000. And that's on the low end. Yeah. If you're lucky. You see what I'm saying? So this is why we need to get everybody up to 35 50 and then if this, and then if this goes up and say, say we push it to five years, Okay, so then it takes them to get to 35 50 in five years. Okay, then, then that's, that's fine. But after that everybody gets adjusted by whatever we decide the inflation rate is.

• 1:44:29 - 1:44:58

That's what we need to decide right now. And then you're going to get that raise. Right. But there has to be a top out to where you guys that have been here forever do not keep getting an annual raise and, and then nobody else can ever get to. You guys, every single driver at that place needs to be on the same page right now because Nils can drive just as good as you are. Libby can drive just as good as me. Scott can drive just as good as the next person. You know what I'm saying?

• 1:44:58 - 1:45:00

I don't disagree. I would love.

• 1:45:00 - 1:45:11

He has to get it. But that's what I'm saying. But everybody, everybody needs to get it. And then everybody's getting then that way everybody's getting these uh, cost of living, inflation, whatever it is.

• 1:45:12 - 1:45:13

On and.

• 1:45:13 - 1:45:15

Uh, uh, you know, on a yearly.

• 1:45:15 - 1:45:28

Basis. And so the other point you need to hear is this is what we have already proposed. We are not going change it. Yeah. We're not gonna lower it. We're not gonna say thank you very much for the \$4. We are gonna say propose this.

• 1:45:28 - 1:45:29

You were at the table. You know this,.

• 1:45:29 - 1:45:32

We know that this is what we want.

• 1:45:33 - 1:45:35

No, I just wanted to make sure you guys didn't think it would be,.

• 1:45:36 - 1:46:00

Uh, but why are you saying you guys, you're part of the committee because I'm already at the, this is what I wanna get at. I realize that, but you know, we've already proposed the county this amount of money. But you're saying you guys, so you're, so you're singling yourself out and you're putting the other four committee members into it. We understand we don't make as much as you, I'm already worried, but you're part of this and we're always here, so.

• 1:46:01 - 1:46:06

Make that much money. I just am a little worried about what they're gonna say. You know, if we go in.

• 1:46:06 - 1:46:08

There, they haven't said anything that,.

• 1:46:08 - 1:46:13

Nothing that's, they haven't even thrown the pay. Well,.

• 1:46:13 - 1:46:31

But you know, you know what Dave, In the end, the members will have the final say. Cuz even if all of us on the committee say, no, let's hold out and get, you know, six bucks more per hour, it'll go before the members and each member will have the opportunity to vote and say exactly, you know what, the county came back and this is what they offered. I know the union was getting this, but I'm good with it. You know,.

• 1:46:31 - 1:46:41

Precisely. And the majority would come back and, and the other thing that they haven't said is the money's not there because the money's there.

• 1:46:42 - 1:46:42

Yeah.

• 1:46:42 - 1:46:43

There's plenty.

• 1:46:43 - 1:47:23

Of money. There's plenty of money. And I'll tell you this, Chris had even mentioned, uh, one time when I was going in there trying to get us back to, I was like, Hey, what's going on? You haven't sent no emails out. When are we gonna get back to the table? You know? And, uh, um, sorry. No, you're, I was like, you know, is the wait study done all this? And he was like, even before the county got this huge grant that they got from, what was it, 34 million. He said that the stage or the county stage alone had already had enough money to keep us paid at the current whatever to be with everybody else.

• 1:47:23 - 1:47:32

You know what I'm saying? So he said that we, this was his words. We could already give you that without getting that \$34 million.

• 1:47:32 - 1:47:33

Well that would be.

• 1:47:33 - 1:47:34

Great. But that's what I'm saying.

• 1:47:34 - 1:47:38

To you. I'm asking him to reply to my emails. I've been emailing him once a week and he don't reply.

• 1:47:38 - 1:47:40

Okay, well I, yeah,.

• 1:47:40 - 1:48:05

But this is what I'm saying. This is what we're going at. Okay. If the county comes back to us, okay, it's in their ball right now, it's in their hands to come back to us and propose their next contract. So let's hope that they propose a weight scale. Because if they don't propose a weight scale this time, then we're gonna meet back up with all union members that can be here and we're gonna figure out our next steps that we need to do. Okay. So and whether we need to, Cause you.

• 1:48:05 - 1:48:08

Never know, they may come back and say, you know what, we can't get everyone to the top in three.

• 1:48:08 - 1:48:09

Exactly. What if.

• 1:48:09 - 1:48:12

We do six? Right. And then what I'm saying, we can address it again in.

• 1:48:12 - 1:48:13

Three years. Exactly.

• 1:48:13 - 1:48:15

Or you guys will be okay with six.

• 1:48:15 - 1:48:17

We don't, I'm just, we don't.

• 1:48:17 - 1:48:23

Yet hypothe we're just using that. That's what I'm saying. We'll come back and we'll figure it out and you know, we'll go from there. Or your starting.

• 1:48:23 - 1:48:28

Wage scale is \$1 off, but we can do your second year plus 30 cents.

• 1:48:28 - 1:48:29

Exactly. And.

• 1:48:29 - 1:48:31

Your third year, a dollar, you know.

• 1:48:31 - 1:48:35

Exactly. There's a whole bunch of varieties. That's what I'm saying, number variations.

• 1:48:35 - 1:48:37

Yeah. They need to.

• 1:48:37 - 1:48:41

Come back with something before we start, before we start wavery or not.

• 1:48:41 - 1:48:55

All. Oh no, I don't think we should waiver. I, but I do. If we had a survey saying, Hey, if more than 50% of the drivers still want more money, here's the data. You know, uh,.

• 1:48:55 - 1:49:27

The concern I have no have a meeting. The concern I have with that is they haven't even responded to us. And if we start showing weakness, they won't. I, I know the members will have a final say if the members are satisfied. Again, if 50% of the members, without doing that survey 50, all the members will have an opportunity. Once Summit gives us something to decide, Hey, do you wanna take this or reject it? Here are our options. We could accept this, have a contract, move forward, we reject it, we're gonna put it together a campaign with the community, or we're gonna go to the state, ask for arbitration, ask for strike.

• 1:49:27 - 1:49:33

I mean, there's a few different options, but we just have to blow and go with it as things progress.

• 1:49:34 - 1:49:46

And so you do think it's worth a fight. What if we absolutely say, Hey, we, we gave you guys six bucks an hour, 3%, two grand. We're not giving the other thing else. So you guys can go make your sons and stand on the pool and see how far that gets you. And the, the members.

• 1:49:47 - 1:49:55

Will decide, not this committee, the members will decide what they wanna do. We're here to represent the members. So the members by a majority vote will determine what we do next.

• 1:49:55 - 1:50:13

Okay. Well, another thing that makes me a little nervous is now, for the first time and forever, I was worried the stage was going to fall apart and maybe shut down someday. Now for the first time, since I can in forever, they have a stack of applications. They actually have people coming into the door to.

• 1:50:13 - 1:50:15

Apply. It's amazing what happens when you raise the.

• 1:50:15 - 1:50:16

Wages. Exactly.

• 1:50:16 - 1:50:26

Well the thing is, what if they're like, Well what? You know what? We have a whole stack of applications. It's worked. You know, obviously this is, we feel it's enough. But let.

• 1:50:26 - 1:50:40

Me say though, I'll tell 'em, you could bring people in. Let's see if you keep 'em. Cuz it's never a problem. So many employers tried to increase the starting rate all the time. We don't have a problem getting people in here. We have problems because people don't stay here. That's why we have vacancies.

• 1:50:41 - 1:50:42

To have a serious,.

• 1:50:42 - 1:50:50

One guy that drives the, I think he, he drive Leadville. Hey, is there some new,.

• 1:50:50 - 1:50:53

New Andrew? Andrew Andrew who drives Leadville. Is.

• 1:50:53 - 1:50:53

He still on work?

• 1:50:54 - 1:50:57

He, he said if they don't do something, I'm outta here.

• 1:50:57 - 1:51:01

He's gonna, he's gonna go with his friend and start a brewery or something. His friends wants.

• 1:51:01 - 1:51:36

To do something. Well that's what I'm saying. He's waiting on that. You know, I've had a lot of them tell me. That's what I'm saying. They don't, even though the county just gave us \$4, they still don't feel that they could be at, like, uh, for instance, Andrew, he left Copper Mountain, but he has over five years at Copper Mountain. So he technically probably could have started at Copper Mountain if he wanted to stay there at over \$30 an hour. Okay. But he's still way under. He's only sitting, he told me the other day, hidden just shy of what our starting wage is.

• 0:00 - 0:00

• 1:51:36 - 1:51:37

Yeah.

• 1:51:37 - 1:51:42

Shy of what our starting, Yeah. Of what our starting, He barely just started. That's what I'm saying. He's.

• 1:51:42 - 1:51:43
Making less than our.

• 1:51:43 - 1:51:46
Starting. He's making less than our Even with that \$4 per hour.

• 1:51:46 - 1:51:47
No, he's banking, spanking.

• 1:51:47 - 1:51:48
He's.

• 1:51:48 - 1:51:58
Speaking less. He only started out at, he, listen, he only started out, So before they gave this \$4 an hour, our starting pay was, what was it, 2039?

• 1:51:58 - 1:51:59
23. 39,.

• 1:51:59 - 1:52:02
Yeah. 2330. It was 23, 39. We were,.

• 1:52:03 - 1:52:09
Those of us who had only been here for a while were only like at \$19 an hour. Exactly. Last April.

• 1:52:09 - 1:52:18
Last April, Right. <laugh>, No, I was with you a week. I just, I don't think you really know the numbers of when it comes to what people were making before they got this \$4.

• 1:52:18 - 1:52:23
Series. I know the numbers. I suffered through some very bad numbers for decades.

• 1:52:23 - 1:52:29
Yeah. And I know you did. That's what I'm saying. I knows the point of, But that's what I want you to realize. The,.

• 1:52:29 - 1:52:43
You're bringing him up is what he told me was if this goes through and within in three years or even five years, he can get to the top. He goes, I'm not gonna go do the brewery or, so I'm gonna stay here cuz I'm gonna be making a decent wage and I can get a.

• 1:52:43 - 1:52:44
Place and Exactly. Well,.

• 1:52:44 - 1:52:44
So.

• 1:52:45 - 1:52:49
Whatever something else that I think would work. Otherwise he's gonna both.

• 1:52:49 - 1:52:50
At some point. Yeah.

• 1:52:50 - 1:52:53
There are several of us that are thinking in those terms.

• 1:52:54 - 1:53:09
Well, I mean, one of our own committee members had said at the wage didn't go up. She was considering going and driving for Copper Mountain. There you go. You see what I'm saying? This is why we still need to go after and get more money. We're, we're not at a standstill. They have not paid us what we wanted. Let's do That's the whole point.

• 1:53:09 - 1:53:20
He's something else that I think could work in our favor. Uh, Melissa told me across from the hiring booth at the, uh, pavilion Timber line is starting at 34 bucks an hour with a, with \$10,000 sign on bonus.

• 1:53:20 - 1:53:24

All right. And that's a trash company dude, to drive trash trucks.

• 1:53:24 - 1:53:33

Yep. I mean, it would be hard if you're lucky. It's hard. We're not lucky. You'd be cleaning, uh, the porta bodies. But I mean that, that might work in our favor. Uh,.

• 1:53:33 - 1:54:10

Maybe Well, I'm, I'm just saying though, but a \$10,000 sign on bonus, you know, I mean, if I hadn't put in, you know, such a longevity here, I would've already quit and come back just so I could've got the \$5,000 bonus. You know, I mean, and there's already, I've had a lot of drivers blow back on this \$5,000 bonus, man. I'm like, what can we do? They gave us 2000, you know, But a lot of drivers are hating that They have this new sign on bonus for \$5,000. You know what I'm saying? So that's why we're getting a lot of drivers now because the pay got raised by \$4 and they're getting a \$5,000 sign on bonus on top of that.

• 1:54:10 - 1:54:40

That's why we're starting to get a flood of applications. Imagine what it's gonna be like when our starting wage gets to two more dollars an hour, 29 50 or even 28 even if they come back and say, We'll give you a dollar more on your starting wage and we will adjust all this pay scale right here by a dollar or whatever. You see what I'm saying? The whole point is we want to see the county at least come back and with something, with something. And they haven't, How long have we been out? Three months. Maybe four months.

• 1:54:40 - 1:54:51

We've been sitting on our tails while everybody's coming to me. Hey Mike, you heard anything? What's going on? You're getting back to the table. You know, has the county proposed you anything? No, no, no, no.

• 1:54:51 - 1:54:52

I'm just coming right back. I'm just.

• 1:54:52 - 1:55:04

Throwing a parking. So, I mean, this is things that we gotta do. We're still gonna move forward. We're not gonna fill any type of resentment. This is what we want. If the county doesn't give it to us or if they can even come close to it.

• 1:55:05 - 1:55:07

Well, I would.

• 1:55:07 - 1:55:18

Just, that's when I'll, we'll pass out sir. Or we'll, we'll call a meeting with everybody and say, Look, this is what the county wants to give us. Okay. It's maybe a dollar, maybe \$2 off of what we wanted. How does everybody feel?

• 1:55:19 - 1:55:27

Cool. No, and I, I hope, I hope they come back with something good. I hope it's not Stephanie's in there and she's like,.

• 1:55:29 - 1:55:38

Well, I'm just saying we're already gonna have a problem with Stephanie anyways. If everybody thinks she's not gonna be just like Molly, I guarantee you she is. That's, she was.

• 1:55:38 - 1:55:40

Trained by Molly. She was, Molly was trained by.

• 1:55:40 - 1:56:08

Scott Barbie. She's got that power in her hands now. And I guarantee you she's gonna come in there cuz Stephanie can be, she can be sometimes, you know, not on the right side of the track. So I guarantee you I'm already expecting her to come right into them negotiations. And she's called office once or twice. That's what I'm saying. I, I've, you know, I've already figured that out with Stephanie even when she was our, our hr, whatever. And now that she's the intern HR director,.

• 1:56:09 - 1:56:14

Well, I think it would be great if they came back with something, but I'm just a little afraid.

• 1:56:14 - 1:56:17

What if we don't have anything to lose? You don't have anything to be afraid of. Nothing worse than where.

• 1:56:17 - 1:56:18

We're at. Right. No.

• 1:56:18 - 1:56:19

Fair. They're afraid.

• 1:56:19 - 1:56:20

Stay strong. Said you're afraid.

• 1:56:21 - 1:56:33

Yeah. I, I just hope that we don't Well, you know, I hope the commissioners don't, you know, it just seems like they, they're not in a real, you know, they have cleaned house up there. I don't want.

• 1:56:33 - 1:56:42

Them to. Yeah, but what do the commissioners do? What did they just do? They, obviously, and they wrote in that letter that we want to retain jars. So they gave us a \$4 area.

• 1:56:43 - 1:57:00

Yeah, no, I I think it'd be great guys. I, and I can't wait. I wish, I would love for this to be over. I I, I'll be so glad when it's over one way or another. But I mean, uh, and I hope it's the way we want it <laugh>, but I mean, I just want them to give us something so we can chew on it over the holidays.

• 1:57:01 - 1:57:07

Amen's what? We we're all wanting it. We'd like it to be over by the holidays so we can afford to have a.

• 1:57:07 - 1:57:12

Home. Yeah. We would like it to be overweight before the holidays. This is what I'm worried about. Here's what.

• 1:57:12 - 1:57:19

I hope, I hope they went to Chris and they're like, Hey Chris. Okay, why don't we, uh, why don't you work on a step skill? Uh, and I think he,.

• 1:57:19 - 1:57:21

Chris is Chris.

• 1:57:21 - 1:57:47

He's already told me that the wording is in his hands to do this. And he's already said that he, uh, had a meeting with, uh, or supposed to have a meeting with Stephanie and Toby to, to get us back to our thing. But he has not given any ti he hasn't even answered her email. He even told me the other day. He said, he said Yvette uh, sent me an email. And I said, Well yeah. I said, You need to respond back to her. Cause was asking me a.

• 1:57:47 - 1:57:48

Couple times, I want them to keep.

• 1:57:48 - 1:57:57

Everyone in the room. And that's all he said that was, Oh, well, you know, I'm waiting on a meeting to have with Stephanie and Toby before I approached. That's all we have to say.

• 1:57:57 - 1:57:58

The courtesy would at least.

• 1:57:58 - 1:58:14

That's what I'm saying. Yeah, exactly. So that's what we're standing at right now. But that's what I'm saying. If, if we don't hear anything in the next say week, two weeks tops, then something's going on and we need to meet again and email Stephanie out.

• 1:58:14 - 1:58:18

To say, Is everything okay with Chris because I've been emailing him for two months.

• 1:58:18 - 1:58:37

Yeah. We need to do whatever we need to do to get back to this table. I mean this is just, you know, I'm tired of, I just feel that since they gave that \$4 that they're trying to kind of Right. You know, not really like they're trying to procrastinate. This is what I feel that they're doing right now. I really do.

• 1:58:37 - 1:58:56

No, and I, believe me, I would love for us to get everything that we want guys. But so, you know, so that would mean that like the bus drivers make as much as like the sheriffs and the, you know, we would be definitely setting a precedent that bus drivers should, should have a premium wage.

• 1:58:56 - 1:59:09

So we got it worse than the sheriffs. And I know that cuz when I was on search and rescue, I know a lot of the sheriff's deputies and the one came and told me, we haven't rougher dealing with people than you.

• 1:59:09 - 1:59:17

Did. Well, oh, I know. I'm not saying we don't. I'm just saying, what if they say, hey you, so you guys feel you should be making just as much or more than the sheriff's.

• 1:59:17 - 1:59:21

Support. None of that is relative to what was none of.

- 1:59:21 - 1:59:22

That with.

- 1:59:22 - 1:59:25

Other people we're No, this is situation, this is what are.

- 1:59:25 - 1:59:26

Doing. We're going with their.

- 1:59:26 - 1:59:33

Own situation and this we wanted, we're waiting for them to come back and they have not come back. So that's where we are.

- 1:59:33 - 1:59:36

So if they say something like that, we're gonna tell 'em it's not relevant.

- 1:59:37 - 1:59:47

Uh, it's, we're not there. Dave, you're, you're coming up with all this stuff that's not right here, right now in this present moment. Real.

- 1:59:48 - 1:59:50

Why? Uh, so okay. I just wanted.

- 1:59:50 - 1:59:53

To, You're coming up with scenarios in your head.

- 1:59:54 - 2:00:03

Yeah. Why don't we just, just sit back and enjoy review and wait until they come back and say something to us. If it's good creative, If it's not good, then we'll figure out.

- 2:00:05 - 2:00:06

Is like.

- 2:00:06 - 2:00:07

Gonna wait like Frank, you.

- 2:00:07 - 2:00:08

Well.

- 2:00:08 - 2:00:10

We're not, That's that's exactly what.

- 2:00:10 - 2:00:11

I just said week at best.

- 2:00:11 - 2:00:42

That's what I just said. I said the most, the most, I mean, we've already waited long enough, so if I don't hear you or if we don't hear anything within the next week or something, two weeks tops. I don't even wanna wait two weeks really? No. Within a week. But I'm trying to be, you know, I, I don't want to be, I want everybody to come in on this. We've already waited long enough. We need to get back to the table. We need to see what's going. If not, did we need to take next steps? And that's what we were asking you be, can we put ads in the paper?

- 2:00:42 - 2:01:13

Can we petition the labor board whether we want to strike or do arbitration or what we need to do something. If nothing happens within the next week, then I feel that we need to take that step as a union and we need to push the count. We need to push back on the counter. So, and let them know that we're not, we're not little kids in elementary school. That we are a union of drivers that are serious here and, and we're in need of things that you guys are trying to blow us off on.

- 0:00 - 0:00

- 2:01:13 - 2:01:19

So, And what do you guys think those next steps would be? What if they're like, or what will you meet with us? Or what are you gonna do?

- 2:01:19 - 2:01:58

That's exactly what we were discussing. That's arbitration. That's what happens when you get here. Late <laugh>, we were discussing letters to the editor. We were discussing handing out pamphlets to ridership, approaching business owners and discussing with business owners like the grand eight. You know, how important is the, is the summit stage to you and your employees who get here every day on the Breckenridge

Express and reaching out to, If, if that does not happen, then we're talking about reaching out to the state for arbitration or the ability to strike.

• 0:00 - 0:00

• 2:01:59 - 2:02:00

Uh, okay. Well.

• 2:02:00 - 2:02:12

I just, you know, but they have not said anything yet. So they have a week. We have decided they have a week. Okay. Chris, he has to respond. Thank you. And we need to get back to the table.

• 2:02:13 - 2:02:14

What are you trying to say?

• 2:02:14 - 2:02:23

No, those are No, no, they're free in the hallway here. Oh, nice. And you guys might be nervous to pick them up, but they're compliments of Summit County.

• 2:02:23 - 2:02:32

Oh nice. Thank you. We were just talking about these. Yeah, I have allergies. Serious. I've been taking covid tests cuz I'm like, every time I fly or do something, I go, I'm like.

• 2:02:35 - 2:02:35

No.

• 2:02:36 - 2:02:47

Free. I assume that works. I whatever it is that we do. Cuz the thing is, you know, I'm gonna be, they've got me training two people at once on Thursday and they've got, you know, they've got more people than we could even.

• 2:02:47 - 2:03:16

Train them. Okay. So let me stop you there though. What I don't understand is why they're having you train two people at one time when they have other trainers. So they have myself, I'm a trainer, Victor's a trainer. I haven't known that Victor trained anybody anymore. I would love for you to, but this is what I'm saying. Why are they having you train two people? So now these are things you gotta let me know. And as a union president I can go address and be like, you have this multiple list of trainers. Why is Dave Ross training two people at one time? Are you.

• 2:03:16 - 2:03:17

Talking about you want,.

• 2:03:17 - 2:03:18

Who.

• 2:03:18 - 2:03:19

Would skill training you're talking about?

• 2:03:19 - 2:03:29

They already know I'm a trainer and if total mock training, the point is, is they don't want to have to fill my shifts in lead bill. Well that's why they're not doing it. Okay, well well that's why.

• 2:03:29 - 2:03:31

They're not doing it. And you're doing route training.

• 2:03:31 - 2:03:35

Uh, yeah, but that's just one day with two people. I'm just using that as an example.

• 2:03:35 - 2:03:36

I understand. Yes.

• 2:03:36 - 2:03:37

Trainer. They.

• 2:03:37 - 2:03:40

Never even, There you go. That's what I'm saying. Scott's a trainer too.

• 2:03:41 - 2:03:41

I.

• 2:03:42 - 2:04:21

Wanna train myself to death. You know, I, I would think it'd be great if they could and you might want to just mention that to 'em, but you'd still train. But you know, maybe they can do it after you get here, uh, from Leadville. You could train, you know, while you're here and then drive the Leadville bus back. That's what I used to do, uh, to help train. And I think it's great that you still want to train. Uh, I don't know why. Maybe cuz your nights, I don't know man. I'm just throwing that out there that, you know, they, you know, I hope whatever, uh, we try to do will work because, you know, uh, they, they sure do have a lot of people I saw in the stack of applications.

• 2:04:21 - 2:04:28

I'm Alex's desk. They have quite a few people coming in, you know, and I, I think that might not work in our favor. Um,.

• 2:04:28 - 2:04:30

And it might not work in our favor.

• 2:04:30 - 2:04:37

Right. Because they, you know, they're like, well we just have this stack of applications. You don't think we're paying enough? Look at the, we can't get get the dream fast enough.

• 2:04:37 - 2:04:40

That's what I said though. It's not re bringing 'em in. It's keeping.

• 2:04:40 - 2:04:45

Keeping wait till, wait till they come back with something. Because we can turn the tables on them.

• 2:04:45 - 2:04:45

Just as back.

• 2:04:46 - 2:05:16

Okay Michael, if I may, Now granted you can't compare apples and oranges, but with the property where I came from in Los Angeles, they've been trying to hire 600 operators. They've offered 'em the bonuses that you guys are getting here. They offered 'em everything. Not only can they not hire the 600, they're up to a thousand to replace because as quick as they're getting them in, as quick as they're leaving, if not faster. Oh really?

• 2:05:16 - 2:05:55

Or even our maintenance personnel is not being trained right now on the driving cuz they have to get their commercial license as well. They're putting us aside and telling the operators, you're going first. So a lot of our guys that are getting hired that are on a probationary period meant through their probation without even getting their license. And now it makes it easier for us to fight saying you can't fire 'em now cause you don't have a license. You hired 'em that way. You knew the 120 days was gonna lapse. So yes, they may have a ton of people coming in, but like I said, they're not giving you the money because they like you to giving you the money because they realize they're way under paying.

• 2:05:56 - 2:06:11

And you have people that are coming in that don't have jobs. That'll take something better than nothing. But if this union works hard enough and gets these wages, not only are those people gonna be grateful, but you're gonna get better quality people coming in.

• 2:06:12 - 2:06:27

I would love to see it. No, believe me, I would, if we, if people can make, you know, 35 bucks an hour, three years and it keeps going on, that would be great. And we, that would definitely bring him in and keep him. That would be great. It's not like I wouldn't like to see that. I just, uh, I.

• 2:06:27 - 2:06:29

Be optimistic Sir.

• 2:06:29 - 2:06:30

<Laugh>, don't be scared.

• 2:06:30 - 2:06:57

Don't be scared. No fear. You said the same thing not too long ago, about maybe two months ago, you were so worried that the stage was gonna be torn apart and all this Definitely you were so scared and all this. And then bam, all of a sudden everybody gets a \$4 pay raise and now applications are coming in like crazy light. That's And I was trying to tell you don't be negative half faith, Dave. I'm not. Now you're being negative again. So I'm gonna tell you again, half faith, Dave, it already bit you in your butt the first time it's gonna happen again. I'm not.

• 2:06:57 - 2:07:00

Being negative. It's a good thing though. I would jump for joy.

• 2:07:00 - 2:07:04

Well that's what I'm saying. You already saw it happen. You.

• 2:07:04 - 2:07:05

Guys. It's.

• 2:07:05 - 2:07:06

Us and it's us. It's.

• 2:07:06 - 2:07:07

Us. It's.

• 2:07:07 - 2:07:07

Us.

• 2:07:07 - 2:07:09

Everyone. I would love for us to get, the.

• 2:07:09 - 2:07:17

Reason the county woke up, I, I swear is because we brought them to the table as a union. That's what woked their eyes up.

• 2:07:18 - 2:07:19

You think that's why.

• 2:07:19 - 2:07:20

They I definitely think.

• 2:07:20 - 2:07:21

Definitely do.

• 2:07:21 - 2:07:23

That's why there's unions. There's strength in numbers.

• 2:07:23 - 2:08:09

Well, that's what I'm saying. Our last contract, they didn't do that. Our last contract, they didn't even do a waste study. So the last contract that happened when Robin and, and George and Andy were on it, what did they come back with? They came back with pennies of a raise. Okay. Put us on a 2% of the thing. But there was no wage study done. There was none of that stuff done. Okay. They were doing their wage study. And I'm not saying that we got that whole \$4, but what I'm saying is that as a unit and what we were telling them that they took it back to the count, to the commissioners and the commissioners realized, hey, we need to pay these people more money or we're gonna lose drivers that we have had here for 10 plus years and then we're gonna have to train people all over again.

• 2:08:09 - 2:08:13

It's better for them to retain drivers than to train drivers. Oh,.

• 2:08:13 - 2:08:13

I agree.

• 2:08:14 - 2:08:20

And so you, it cost them, what, what was Melissa saying? \$250,000 to train a new driver.

• 2:08:20 - 2:08:20

No,.

• 2:08:21 - 2:08:24

Between fuel and everything is what she was saying.

• 2:08:24 - 2:08:27

It's, it's not a quarter of million bucks. It's like maybe 10 or 15,000.

• 2:08:28 - 2:08:29

It's a lot of money.

• 2:08:29 - 2:08:30

Said something like 15 or 20.

• 2:08:31 - 2:08:45

That's what I'm saying. You know, paying the, paying other drivers to cover shifts, you know, the field, the bus, just everything that they were multiplying up. The point is, is it's cheaper to retain drivers.

• 2:08:45 - 2:08:46

Oh, I.

• 2:08:46 - 2:08:48

Agree. Than to have to hire a whole new batch of drivers.

• 2:08:48 - 2:08:57

I'm with you man. No. And uh, yeah, let's, I mean that'd be great. I just, Yeah. I want, and I'm anxious to hear what they say. You know, I, you.

• 2:08:57 - 2:09:04

Know, what'll shock the crap out of them if you go in there since you talk to Chris all the time and say, you know what Chris, I've thought about it. This isn't enough.

• 2:09:05 - 2:09:08

Uh, I don't talk to him all the time. Well,.

• 2:09:09 - 2:09:16

Or at least in the next conversation is, is at least say we really need a response to the way, to the, to the proposal that.

• 2:09:16 - 2:09:18

We to the wage. Yeah. That looks way to the,.

• 2:09:19 - 2:09:19

That.

• 2:09:19 - 2:09:25

We've been put in since July. Uh, no, for sure. Well, he pulls Mike into his office and talks to him. You're the one that needs.

• 2:09:25 - 2:09:57

To say, hey. Well that's why I said like I've told everybody the couple times that I've talked to him and what I have said. Uh, and you did miss, like I told everybody else starting, uh, once a month now I'm gonna be meeting with management, talking all things of driver's concerns of safety concerns that drivers are concerned about that they're not fixing. Especially wipers, tires, whatever's going on in our buses. If there's things you hear, I need you to write it down, put it in my box, text it to me, email, whatever you have to do to get it to me.

• 2:09:57 - 2:10:15

Um, but starting once a month now, starting this Thursday, I'm gonna be meeting with them, uh, you know, addressing them. Uh, it's all, it's gonna happen now. How we wanted to, uh, when we talked about how we wanted union members on the scheduling of the new schedules Okay.

• 2:10:15 - 2:10:47

Of the new picks that we do, you, So it was brought to my attention too late, but it was brought to my attention from paddle six and paddle three, I think on the new one, on one of the days, the, the driver gets off at seven 15 to night and has to be back to work at like 5 45 in the morning. Yeah. This or something like that. I think it's paddle six to paddle three. Yes. Okay. So I took it and I went to Alex and we sat down for all about two hours trying to figure out how we could do that. And she goes, But you're bringing this to my attention now.

• 2:10:47 - 2:10:49

This thing has been sitting out here since August. That's.

• 2:10:49 - 2:10:49

Bullshit.

• 2:10:50 - 2:10:54

You know, Ithappened sitting out there since August though that, that it happened sitting.

• 2:10:54 - 2:10:56

Out there since August stuck.

• 2:10:57 - 2:10:59

Had been out there for a.

• 2:10:59 - 2:11:03

Long time. But they really knew. And we started giving them feedback. And then they said,.

• 2:11:03 - 2:11:38

So they did, they said only some drivers gave them feedback. But nobody caught this situation that me and another driver caught. And then when I brought it to her, she goes, Listen, we can change this whole thing if that's what you want. Okay. But it's gonna push back vacation now because we're gonna have to push back the, the things. Cause they would've had to redo the whole schedule. Okay. It would've pushed vacation picks back and then it would've pushed starting our winter schedule even back more. So it would've pushed everything back into Right about the time of when we're supposed to start, uh, our winter schedule.

• 0:00 - 0:00

• 2:11:38 - 2:11:39

I get it. I get it. But so.

• 2:11:39 - 2:11:41

Our moving forward,.

• 2:11:41 - 2:11:43

I'm, I'm with Neils though. They just throw the shit on the table.

• 2:11:43 - 2:11:45

Well, I, I realize that.

• 2:11:45 - 2:11:59

Don't tell come give any communication. Like, Hey everybody, look at this for a week. If there's changes, let us know. We'll change it. They just throw this crap out there with no word whatsoever. It wasn't even on the table. It just sitting at the cubby here. What's the fricking by wall?

• 2:11:59 - 2:12:07

Here is a communication pad. Uh, are those with those particular shifts, please communicate if you see errors, you know, something like that.

• 2:12:07 - 2:12:07

Or.

• 2:12:08 - 2:12:13

Document or it's on a board, on a communication board. Yeah. Three communication boards.

• 2:12:13 - 2:12:14

Yeah. For,.

• 2:12:14 - 2:12:18

And then with the feedback, uh, for each communication board.

• 2:12:19 - 2:12:51

So moving forward. Yes. Okay. So we talked about that moving forward with, with Alex, we've already made an agreement and I said I'm gonna bring this up to the unit, but moving forward, either I will sit with her or two of us are gonna sit down with the whole committee. So it'll be either me and somebody else, or just me and Alex and Viv and uh, Bruce and figure out how this schedule needs to be put together. Okay. But in the meantime, before we do that, that will be moving forward to the new summer schedule.

• 2:12:51 - 2:13:17

We will put out surveys. We will ask the drivers, Do you want more four day shifts? Do you want more five day shifts? Do you want to uh, have uh, 10 hours off in between a shift or do you need 12 hours off in between a shift? Because to be honest with you, I was trying to find with Alex that every driver needs to have 12 hours off in between a shift. Right Now with the way the shift picks are, everybody has 10 and a half hours off in between everything.

• 2:13:17 - 2:13:20

And this isn't like we're asking for this in the contract too, right.

• 2:13:20 - 2:13:23

That we Yeah. So that was the whole thing when we said that we wanted, That's what I.

• 2:13:23 - 2:13:25

Was just gonna say. We have that.

• 2:13:25 - 2:13:27

Language in there. Yeah. That language in there. So you.

• 2:13:27 - 2:13:54

Know what though, But you guys need to remember and make the issues that came up with this a appoint when we come to the table on why we're asking for this. Because the problems you're saying that came out with this winter bid. Yes. Because last time we didn't really have examples. So now we can explain Yes. How what you just said, it came out, got thrown on the table, there were all kinds of issues. And this is why we're proposing that the stage we collaborate with the driver representative selected by the union to mutually agree upon proper route scheduling prior to the bid,.

• 2:13:54 - 2:14:09

Which they hemmed and hot about at the meeting. Mm-hmm. <affirmative>. And the reason they're not getting back to us is cuz they just wanna fall back on this old contract. They don't want to do our request of changes. They're,.

• 2:14:09 - 2:14:27

We started giving feedback and then there was like, well these are just proposals, so thanks that, that was great. So we're still working on it. And that's what it, when they threw it out there, that's what was said. Cuz remember, I mean we looked at 'em right? They said, Well this is something we're gonna think about. We Yeah,.

• 2:14:27 - 2:14:27

Great,.

• 2:14:27 - 2:14:33

Great ideas. Yeah. And we'll get back to you. And then that's, they always say that and then it's, it's too late.

• 2:14:34 - 2:14:35

A lot of people notice.

• 2:14:35 - 2:14:38

Detective, sometimes they give you a smile, sometimes they don't.

• 2:14:38 - 2:14:47

<Laugh>. A lot of people notice that. I think everyone just get, you know, and I was like, well they said they weren't gonna do that. And they're like, Well, don't trust them then. You know, And everyone saw it right away,.

• 2:14:47 - 2:15:12

You know. Well, I'm gonna tell you right now, I can't see to a certain extent that management is starting to see, uh, how serious we are as a union now and as committee members from our negotiations already how we want change in in the stage. Because Alex has come to me a lot more with things then. I have ever talked to that to our manager in the past. Dude.

• 2:15:12 - 2:15:13

And you can't,.

• 2:15:13 - 2:15:13

You know what I'm saying?

• 2:15:14 - 2:15:16

Honestly guys, we were dormant. Nobody here.

• 2:15:16 - 2:15:17

That's what I'm.

• 2:15:17 - 2:15:18

Saying. Held their feet to the fire.

• 2:15:18 - 2:15:19

And forcing crime driving.

• 2:15:19 - 2:15:22

Exactly. So they did what any manager would do without any.

• 2:15:22 - 2:15:23

Exactly. Right.

• 2:15:23 - 2:15:24

Whatever they want.

• 2:15:24 - 2:15:56

That's what I'm saying. That's why I said they see that since I've taken over as president and we have gotten elections and we have a st a stability and everything and they already know how I speak, you know, and I'm gonna represent the drivers in any way I can. You know, and they see this and I'm telling you they see this and now they know that we want change. This is why they're implementing that. We meet once a month already, you know, to get things taken care of.

• 2:15:56 - 2:16:09

Why she came to me, She called me in the other day. I was tripping a bus. They came out there and said, she needs to see you in the office. I can't win her office. And that's what she told me right away. It was about the wipers and that they think it's the springs, but they haven't ordered them yet.

• 2:16:09 - 2:16:42

And that, you know, this is the thing. You know what I'm saying? So I'm telling you with us where we're at now and taking on this new stability and, and being so dormant in the past because our union was terrible. You know, nothing was ever getting done. You know, now it's actually getting done. You know, I'm out there trying to push for us and trying to find out by other drivers, hey this, hey that. And I actually go to management and I'm like, Hey, you know, these are concerns that I'm getting from other drivers.

• 2:16:43 - 2:16:56

We need to address this situation. You know, when I sat down with Alex because of that scheduling thing, I brought it to her attention. She saw it. She was like, Wow, we didn't catch this, but you guys are bringing this to me now when it's been out there for so long.

• 2:16:56 - 2:17:28

You know what I'm saying? We can redo all this. You know how she's asking me how, how, you know, I said, well there's 24 hours in a day. I think a driver should be off for 12 of those hours and work for another 12 of those hours or whatever. You know what I'm saying? But every driver should be out for 12 hours a day. That's not unreasonable. You know what I'm saying? Because then you start putting in fatigue. And I said that was the same thing that Scott Jorgensen a mentioned to you and Mark Beard, um, you know, saying that your drivers are getting fatigued. Do you want your drivers falling asleep behind the wheel?

• 2:17:28 - 2:17:50

No, you don't. You know, So these are things that they have never had before that we're doing now, especially myself as president. Why? They're, you know, things are starting to come into perspective now and why, you know, I think we gotta foot forward when it comes to the union and management about getting things done for all every single driver.

• 2:17:51 - 2:17:52

I do too.

• 2:17:52 - 2:18:02

Yeah. Like I said, that's why I said I think we're, I think we're a powerful force. I think we are right now. I think we are right now. Yeah, I do too. You know, I think we are right now. So this is what I'm saying. As long as Dave,.

• 2:18:02 - 2:18:08

When he says he wants change, he doesn't mean pocket change. Let's just be clear. <laugh>, we're not talking Penns.

• 2:18:09 - 2:18:10

Yeah, exactly.

• 2:18:10 - 2:18:31

And believe me, there's no heartache with me. I would be thrilled if everyone could, you know, then we'd really, I think that would really solidify the place. If, if uh, we got everything that we want and you guys made as much as I make, I think that'd be great. I just hope we, I mean I I hope we can pull it off the.

• 2:18:31 - 2:18:46

More the moral of the story of what was discussed. Were de minor details, but if they ask anything, we need a counter proposal to what we have proposed I'm sure is the moral is the.

• 2:18:46 - 2:18:51

Bottom line. Oh. And I think we should definitely not give up that 40 hour guarantee. Not get that.

• 2:18:51 - 2:19:24

We're so wait a we're already talking about that. That's what I'm saying. I know you were at work and all that. That's why I'd asked Libby to read back the minutes to you that were on there. Excellent. But there has been a lot of drivers with blow back about that 40 hours. Okay. Ron G has come to me. A lot of other drivers have Ron G actually broke down. He actually did the math on it and broke down that if we lost 40 hours, you guys at the top that already making 35, you'd be losing \$3,600 a month. The guys that are like 30, he just estimated at \$30 an hour, they'd be losing \$3,000 a month.

• 2:19:25 - 2:19:34

You know, if, if they got got rid of this 40 hours because it's two, that'd be two hours a day per everybody shifts. A lot of people work for us.

• 2:19:34 - 2:20:06

So that's, you know, eight hours or if five days, that's 10 hours they're losing per week. So that equals out to be for a four day week, you know what I'm saying? For four weeks in a month, you know, he broke it all down. That's what I'm saying. So there's a lot of blow back. Nobody wants that 40 hour guarantee to go away. We don't have no plans, but we do. I do want them to elaborate. Why do you want to get rid of this? What is the meaning behind you wanting to get rid of your 40 hour work week?

• 2:20:06 - 2:20:09

Why are you so adamant about getting rid of it? His.

• 2:20:09 - 2:20:11

Original statement was because of the covid.

• 2:20:11 - 2:20:38

Um, but that's what I'm saying. We're not, I want them to explain to us. Yeah. Why are you so adamant? What is the, you know, what is the reasoning behind you wanting to get rid of 40 a guaranteed 40 hour work week? You know? Because I'm gonna tell you right now, nobody wants to get rid of it and the union is not gonna agree to it. Good. So we need to either come up with a compromise or we're gonna battle back and forth here. No 40, you know, because nobody wants to get rid of the.

• 2:20:38 - 2:20:58

40 hour. No. There should be no period. That's one thing we should not lose is that 40 hour guarantee. Cause then they can do whatever they want. Like, uh, when I was talking with uh, uh, busting about going to work for them, they, I think their full time was only like 32 or 33 hours a week guarantee. And if you're flexible, we might be able to get you more, but they could do it. That's how the school buse is. See,.

• 2:20:58 - 2:20:59

I think.

• 2:20:59 - 2:21:07

We should be very careful not to give even one minute of going up. We need to keep that 40 hour guarantee 40 hours period. Nothing.

• 2:21:07 - 2:21:40

Once. Exactly. Exactly. I'm just saying in the future, just like Yvette said, that it doesn't need to be, um, you know, especially with Chris, if we could keep it to where you have, if Chris comes to you with anything, just have him address me. Just send him my way. You know what I'm saying? Because then when he's talking to you and he's talking to me separately, he's doing that on purpose because he wants to see mm-hmm. <affirmative> what each of us and we're both in the same committee. So he's, I'm telling you, when it boils down to it, Chris works for the county.

• 2:21:40 - 2:22:01

Yeah. He is for us on a certain thing. But when it comes down to it, Dave, he has to, he gets paid by the county. He has to negotiate whatever the county tells him to. Yeah. But when there's two different members talking to him about different things and he's getting different things from each of us. Yeah, I'm okay from you and from me. He's getting different things. The.

• 2:22:01 - 2:22:35

Only time I was, he's not coming to me trying to feel me out about anything. I came to him asking him like when he's not in the break room about uh, uh, because I was curious about what a regional transit authority was. That's what Rafta is. Yeah. That he did tell me. And I've, uh, and I'm glad that, uh, he did mention that the commissioners, uh, are interested in turning this place into a regional transit authority. And, and I'm like, oh really? Well I would like to know more about. Yeah. You know, so, uh, those are the kinds of things I've been talking to him about.

• 2:22:35 - 2:22:44

Cause I'm very curious about that. And I would not want to lose my county benefits. So if we ever did go in that direction, I hope that we can keep our county benefits if we're able.

• 2:22:44 - 2:23:16

To do that. And that's why I'm saying we're not ever gonna talk about that again. Unless it is brought to our attention by a breaking news that you know how trans dev just took over first transit. We're never gonna talk about that again, unless it's brought to our attention to where saying all of a sudden, bam, we're gonna turn the summer stage into a rural transit authority. Then we as a union will come together and figure out what we need to do. But until that gets brought, we don't need to talk about that no more because there's been too many people talking about that.

• 2:23:17 - 2:23:40

And it's not even true. It's not even in the works because I've already went to the horse's mouse and I've already asked them both, is this gonna happen or is it not gonna happen? And they have both told me it is not gonna happen. I go, Well you told Dave this because Dave told me this. And they were like, Well I think Dave misunderstood me. No, they, this is what I'm saying though. This is what I'm saying.

• 2:23:40 - 2:23:50

Don't listen man. If the county commissioners come to them, they, they're the commissioners of the county and they say we want to turn this thing into a, a regional transit authority.

• 2:23:50 - 2:24:08

But then that's when they have to come to the union because we are union and they have to give us notice saying, Hey, the county wants to turn, uh, the summer stage into a rural transit authority. Am I wrong, Yvette? They have to let the union know and then that's when we can approach that.

• 2:24:08 - 2:24:16

But you would know way before then cuz they would exactly have done, um, meetings with the public Exactly. Be on the record. And that's a long.

• 2:24:16 - 2:24:23

Process. That's what I'm saying. So until that happens, we don't need to talk about that no more. Its just causing problems.

• 2:24:23 - 2:24:34

No. Listen guys, what if that is the best feature for the stage? What if we could get more funding? What if we could grow this place better and faster? What if we could get even more money? What if that's better? We're.

• 2:24:34 - 2:24:45

Hypothetical though, but how do we get all that money, Dave? That's what I'm saying. We have to come up with our own money. We are no longer supplied by some account, I'll tell you. And we have to start providing all that money.

• 2:24:45 - 2:25:01

Well, I asked Chris that and he said that they were narrowly passed in the, in the borrowing for Valley. There's uh, with every real estate transaction, there's a, there's a percentage in the bus company gets and dude, it's huge. It is a.

• 2:25:01 - 2:25:08

Huge, the bus, they get a huge amount of money for taxes in this county for the bus more.

• 2:25:08 - 2:25:10

Than the tax money. Do you, do.

• 2:25:10 - 2:25:13

You know what those are for you? Uh, it.

• 2:25:13 - 2:25:13

Was like,.

• 2:25:13 - 2:25:14

That's why.

• 2:25:15 - 2:25:16

Can.

• 2:25:16 - 2:25:17

We call this meeting to a close?

• 2:25:17 - 2:25:21

Uh, the most recent? I haven't got October's yet, but anyways, uh, yeah,.

• 2:25:21 - 2:25:23

I moved to call this meeting to a, a close.

• 2:25:23 - 2:25:27

Yeah. Uh, so the last uh, agenda is that, uh, can I, can.

• 2:25:27 - 2:25:29

I say something before.

• 2:25:29 - 2:25:30

We pause? Yeah, go ahead.

• 2:25:30 - 2:26:06

Um, maybe we should all think about, cause we were talking about drivers that are coming in with seniority. Um, and not starting them at the bottom like Kelly or Melanie or you or Rey. Maybe we should all think about some ideas on how maybe we want to do that. Like say Kelly left, but or Mart say like Mary, didn't he say he worked here five years mm-hmm. <affirmative> and then he left and he came back. Maybe we want, we want to give him 60% of the years or something that he worked here is seen already coming back.

• 2:26:06 - 2:26:10

Yeah, something like that. Or if somebody drove for somebody else,.

• 2:26:10 - 2:26:14

There's the, the two people he's training, um, have come from the free ride.

• 2:26:14 - 2:26:23

Right. So we want to give him like half of what they're doing or up to a certain cap so they don't call way over somebody else or just, I don't know.

• 2:26:23 - 2:26:49

That's something that you can work out. Cause people usually, I mean, a lot of times they'll give 'em experience and bring 'em out in at a rate of pay based on some sort of formula for yours of service. But on the bottom of the seniority list bidding and of routes and vacation. But if they worked here before, a lot of times they'll say, Okay, if you were here and you had five years of service and you come back, we're gonna slip you in to where somebody now with five years of service is at. I mean, those are a couple of examples.

• 2:26:49 - 2:26:52

No, Arturo is back at the bottom of the list.

• 2:26:52 - 2:27:26

I Well, that's what I'm saying. You need to have some kind of longevity clause in our contract. Uh, so moving forward, uh, before I close this meeting to a thing, uh, everything that we have just, uh, so we will pass, uh, so Yvette, we will work together to add some more wording to our current proposal, uh, to put in for longevity, uh, different things like that so that we are prepared for after the county does propose to us.

• 2:27:27 - 2:27:27

Um,.

• 2:27:27 - 2:27:45

But we should have that in there for, for next time when we meet with them. We shouldn't wait until we have the wage study. We can already have some language done. Yeah. And I think it would be best if we do do that on Zoom, not in the same room, so we can all look. Cause I could share my screen on Zoom and then we can walk through it all together, if that makes sense. Yeah.

• 2:27:45 - 2:27:53

Hey guys, I just wanted to say one more thing. Next time you talk to Chris, ask him about that regional transit authority thing because that's.

• 2:27:53 - 2:28:01

How I'm not gonna ask him about that at all. I'm not gonna ask him about that at all right Now listen, man, I think we're better off right now being county employees.

• 2:28:01 - 2:28:12

Oh no, we, yeah, I agree. It's great. But here's the thing. That's how wrap to started off Uhhuh and just to take some mystery out of it, man, it's not a big scary thing where you have to be worried about where the money comes from.

• 2:28:12 - 2:28:14

They still have all their benefits. They're still.

• 2:28:14 - 2:28:44

Under the county. They, they didn't lose. Yeah, they still, It's all good man. But just to, just so it's not fear of the unknown just though, So it's not a big scary thing where you think that we're not going to, you know, if what he told me about the real estate, uh, uh, uh, tax that they did there, it's huge man. If the we got that here, we would have the much, much, much more money. Like a lot more money. And I mean, we could grow this place like gangbusters and so don't be afraid of it.

• 2:28:44 - 2:28:57

It's not like a big scary, uh, skeleton in the closet. It might be the future of this place and if it is, it would be a better future. So don't be afraid of it. Learn more about us so you're not, uh, scared of it, you know?

• 2:28:58 - 2:29:22

Yeah. I'm not gonna be, uh, yeah, I'll definitely, uh, like I said, we'll we will, when the time comes, we can talk about that. We have more pressing issues right now that we need to deal with. And I don't think we need to be talking about being a rule transit authority until, I mean, that's something that after we get through all this, maybe we can talk amongst each other and figure that out,.

• 2:29:22 - 2:29:30

You know? Well, and it's nothing, it's nothing to be afraid of. And it's nothing. We really have any control, man. If the commissioners want it,.

• 2:29:30 - 2:29:36

We, Well, as a union, we find it, You're a union. If we were, were a union, that's what the union is for.

• 2:29:36 - 2:29:56

We would still be, we would just be working. Our checks might come from a different entity. We could still keep our benefits and our contract and our wages. Right. Maybe the benefits would be better, but it's nothing, It's nothing to be, to fight against or be afraid of. It might be much, much better. That's,.

• 2:29:56 - 2:30:20

Well, we'll that's all, that's something in the future that we'll talk about. Got pressing issues here. Yeah, we have pressing issues now. So, uh, I'm gonna call this meeting to a close. Uh, the time is five 50. Um, I second. Anybody second The motion? I second the motion. Uh, Libby second's. The motion meeting adjourned. Um,.

If you got this far you should join the leadership team!!!

Thank you Libby

Ann Findley <summitstagedrivers@gmail.com>

Wed, Nov 2, 2022 at 5:36 PM

To: Libby Liebendorfer <libbyliebendorfer@yahoo.com>

Cc: Collin Moore <terco.moore@gmail.com>, Dave Ross <rossbikeguy@gmail.com>, Mike Burts <mburts1275@gmail.com>, Niels Hagen <nhagen84@gmail.com>, S J <yellowdogfutures@gmail.com>

I'll post tomorrow.

On Wed, Nov 2, 2022 at 16:20 Libby Liebendorfer <libbyliebendorfer@yahoo.com> wrote:

Anne please publish on the Drivers web sight.

Here are the long minutes from the Bargaining Committee Meeting held November 1. Highlighted in are red key points of interest for an easier scan through if interested in reading the conversation around these key points.

THE BIG TAKEAWAYS ARE

1. **We need a counter proposal!** It's the County ball. They have not acknowledged or discussed numbers. They need to get back to the table!
2. **We will not consider any contract that doesn't have a 40 hour guarantee!**

Please talk to any of us if you have questions!

Mike Burts, Scott J, Niels, Terry M, Dave R, Libby

• 0:00 - 0:36

This is just, uh, an officer's, Well, this is the negotiating team meeting here. Okay. Uh, so I'll call this meeting in order, uh, at 3 22. Uh, the date is Tuesday, November 1st, uh, Michael in attendance, uh, **Michael Burts**, uh, **Local 1751 Union President**, uh, **Niels Hagen**, **financial secretary**, Uh, **Libby Liebendorfer** for, uh, our **secretary**.

• 0:38 - 0:39

And **Scott Jorgensen**.

• 0:44 - 1:10

Um, Sergeant in arms. Sergeant in arms. Huh? <laugh>. Uh, so this meeting is really to talk about, uh, so in attendance here, it's just the committee, uh, the negotiating committee. We are missing Dave Ross. Uh, hopefully he should be here. And then Terrence Moore, our vice president.

• 1:13 - 1:51

Um, so we're just gonna cover some different topics today. Uh, really as in **going into this last negotiations with the county to be able to get back to the table after the wage study**. Uh, we have been down long enough, so, uh, let's hope we can, you know, get back to the table here real soon. Uh, so I did talk with, uh, **Chris Lubbers**, uh, yesterday, which was, uh, **Monday, October 31st**.

• 1:53 - 2:16

Uh, he did come out and tell me that he, uh, had sent an **email, to Stephanie and Toby about his plans and what he wants to go forward in the negotiations**. Uh, but that was really about it, is all he said didn't give me an exact date or anything of when we were gonna get back to the table.

• 2:19 - 2:58

Uh, so, uh, I am concerned a little bit cuz I feel that the, I don't know if the, he has been on vacation for the last week, so hopefully he's just catching up and, you know. Um, but the wage study has been done already. Uh, that was the, um, that was the result of all county employees getting a \$4 pay raise, especially all drivers of so stage, uh, with retro back to July 2nd. So, uh, it is done, it was confirmed by, uh, Chris, our director that, uh, the weight study is done.

• 2:59 - 3:28

So there's no excuse. I see no excuse why we shouldn't be getting back to the table. Uh, so we can finish up the rest of these negotiations. Um, uh, as to that, uh, that is not, So with that \$4 pay raise that the county did give us, uh, that is not, uh, what we are exactly proposing, uh, we're very thankful that we got that.

• 3:29 - 4:06

Uh, but uh, we are not proposing, um, that still puts us shy of what we want, especially for our starting wage. Um, so, uh, **when we approach and go back to the table, if the county does accept our proposal, which hopefully they do, that will raise the starting pay to \$29.50. It's currently \$27.39, so that should be a \$2 and 11 cent more raise for the starting wage.**

• 4:07 - 4:40

And then, that still gives, every employee, you know, one year, two year, three year, depending on what they're making. Uh, first year, 31, 50 second year 33 50. And then three years, three years or more. Can you stop that real quick? Sorry for the intrusion. Uh, so yeah, so after third year, that would be 33 50. Uh, **all of this pay would be retro back to July 1st.**

• 4:41 - 4:50

So, uh, so we are all hoping for, uh, this is another for drivers that have been here.

• 4:51 - 5:25

Uh, you know, especially for three years or more. Uh, this can be another significant, uh, good pay raise, uh, with retro pay back to July 1st. So that could be a good chunk of money, uh, hopefully before the holidays. That would be great. Um, so, uh, on that matter, uh, I do want to address a few things and uh, let some know. Uh, so I have had blow back from senior drivers, uh, about our pay scale with a top out of three years.

• 5:27 - 5:45

Uh, there is certain, uh, senior drivers that feel they should not be topped out. Uh, yeah. So, um, I don't know why they feel that way, because you can't just continue to get a raise every single year. Uh, we should have a top out, but.

• 5:45 - 5:50

They do, they do get a raise every single year. They're not actually topped out. They're still.

• 5:50 - 6:21

Getting exactly right. But so with our pay scale, they'd be topped out so they wouldn't get a 2% raise from the county every year, which I don't feel that people at the very top that's been here for 20 years, 15 years continue to get a raise every two years. Cuz in every other Dr or every year, every other driver at our place is never gonna be able to catch the guys at the top. Uh, you know, it can't just be a continuous just, you know, get money every year.

• 6:21 - 6:51

A cost of living wage is one thing, uh, cost of living increase. But I think that we do, as everybody here has agreed, uh, we do need to have a top out. I think we can go back and resume whether it needs to be three years, five years, maybe the three years that we have is a little too soon. Uh, so we can, you know, maybe regroup and come up with maybe a five year, uh, top out. But I do think there needs to be a top out.

• 6:52 - 6:55

Um, anybody here wanna speak on that?

• 6:56 - 6:56

I, I'm,.

• 6:57 - 7:28

Yvette...I was gonna say, I don't think they understanding it because our proposal does say the above wage rates shall be adjusted each July one for 2023, 24 and 25, either by the Summit County cost of living or \$1 per hour, whichever is greater. So maybe we need to **adjust the table to show that those with three or more years of service, we'll continue to get pay raises through this contract.** They're not just gonna stay frozen at our current proposal is \$35.50. They're not gonna stay there.

• 7:28 - 7:47

They will get raises every year. But maybe the way we put it was confusing. So I can do it to show those out years as an example and let 'em know like, this is our proposal and I'll put it with the \$1 since we don't know what the forecast is for the future. You know, Summit County cost of living increases. Right.

• 7:48 - 7:48

Okay.

• 7:48 - 7:49

Does that make.

• 7:49 - 7:50

Sense? Yeah, that makes.

• 7:50 - 8:01

Sense. And then we'll be back at the table and we'll be re uh, negotiating again and then all of those wages will get adjusted again. And that's usually what happens every three years when you come back to the table.

• 8:03 - 8:04

So. Okay.

- 8:04 - 8:05

Does that make sense?

- 8:05 - 8:07

Does yeah, that makes sense. Neils, he had a question.

- 8:07 - 8:17

No, no. It was, it's particularly beer. It was given a blowback. Did he have any different proposal?

- 8:18 - 8:21

No, he didn't have a, he just doesn't want to be topped out, period.

- 8:21 - 8:22

Well.

- 8:22 - 8:38

Then, I mean, he's been here for 25 years. Right. You know, so we gotta have a top out here. There, there has to be some sort of a top. I understood, Scott, you're our numbers guys. So if you can elaborate on, you know, the significance of having a top out. I mean, what's it gonna benefit the top guys to the bottom guys to the middle?

- 8:40 - 9:10

It's a top out for this year. And like Yvette said, our proposal says next year the top out's gonna be a dollar higher or the cost of living. So they are getting a raise. And actually it's better than the 2% is getting down. I was only getting, uh, 2% from the county, which at 35 whatever is 70 cents. And we're asking for a buck that costs the living. So it's actually better than what he's on right now. Yeah. So he should be for it.

- 0:00 - 0:00

- 9:10 - 9:11

Yeah.

- 9:11 - 9:12

Everybody should be for it.

- 9:13 - 9:46

Yeah. I mean, uh, I I, I'm pretty sure everybody else is. Like I said, there's only been maybe a handful that have, uh, blown back. Um, also I have had questions come to me and some senior drivers saying, Well I think it's better that we stay on the counties, uh, 2% than to have our step scale that we're proposing. Uh, because then I try to make everybody known that once we go back to the table, if the county accepts our scale, we will no longer be on the county's merit based pay scale.

- 9:47 - 9:58

And everybody's like, well if the county gives another raise, I said, If they give another raise in January per se, if they do, nobody knows. We will not get that raise.

- 9:59 - 10:30

But when I was talking to Chris today, he said that there could be language that would include that anything that the county does, the summit stage is included, Drivers are included. So we can propose language in our contract that says, you know, this is our step scale, this is for our seniority and if the county does another all-inclusive raise, that's wonderful that we should be able to include that language in our.

- 10:30 - 10:31

Yeah.

- 10:31 - 10:32

Contract.

- 10:32 - 10:39

I think we do need to include that in there. Uh, you know, I just, like I said, how would we approach that event to.

- 10:39 - 10:51

You just make a proposal. But the devil's advocate, they'll say, Okay, but if they get a freeze and don't get anything, are you willing not to take anything? I don't know if Chris said anything about that. Cause I didn't <laugh>.

- 10:51 - 10:53

Yeah, that was not brought up. No,.

• 10:53 - 10:54

I mean cause that everything.

• 10:54 - 10:55

Was on a positive.

• 10:55 - 11:02

We wanted only if they get something, but if they get a freeze, no, we still want our increase if they get more than our increase. Right. We get that. So we.

• 11:02 - 11:03

Exactly.

• 11:03 - 11:54

Right. The other thing is it's only a three year contract. Right? **So after three years, say in a couple years the county gives a raise, we could go back at the end of three years and our new proposal would include that.** It could include that whatever they gave in our new proposal for wages. I think this, I think the proposal we got that you guys finally came up with is it's pretty good. Cause most of the drivers now under the, the county system it, when I was on vacation, I figured out with my, my baby sister who's an Excel genius and it was like 27 or 28 years versus the 2% that the top guys get versus the 3% that everyone else gets.

• 11:54 - 12:18

Mm-Hmm. <affirmative>. **So for a starting driver to reach Mark beer, who makes the top amount, it's around 27 years now for that person to top out and under what the union's proposing, they're gonna be there in three years.** Mm-hmm. <affirmative>, I mean, that's pretty darn good. Whether or not we're, we get what the county is gonna give somebody else or not,.

• 12:19 - 12:25

Which makes those of us who are coming close to that three year mark consider staying.

• 12:25 - 12:39

Right. **Which is the majority of the drivers.** Right. And the majority of the drivers, it's gonna take over a decade or more, maybe two decades to reach what Mark BE'S making. And that's just, it's.

• 12:39 - 12:44

Bar reached it after being here How many years? 25. Right. I mean, what's behind him? Those top few people.

• 12:45 - 13:32

Yeah. So I've been here nine years and I'm, I think my pay now is like 30, 50, somewhere around there. Mm-hmm. <affirmative>. And he makes 35 and a quarter. So he's, he's making over like 9,000 or more than me. And I've been here nine years and some of the other guys that have been here five years are making, I think Beckwith was saying he's making 29 something and I just don't think it's right based on what the cost of living is and, and what we're doing up here, you know, that we can all figure it out in three years and be pretty close to driving and the experience and the, the winter conditions we're all pretty much on the same page after three years.

• 13:32 - 13:48

And why should somebody that's been here five years or six years or three years be struggling so much to pay their bills versus somebody that's like Mark beer that's been here 25 or.

• 13:48 - 13:48

Two. Exactly.

• 13:49 - 14:20

Yvette Part of what a lot of locals are doing to address concerns. Cuz it does come up where some people who have been there a long time will say, Well why is it fair that the guy who's coming in like this year, I've been here 30 years and he's almost gonna make what I'm making. So we're **put in longevity increases** in some contract that'll give people a premium based on their years of service. So one local, I just did it for employees who have 10 or more years of service, they get \$1 more per hour to all hours worked 20 or more years to get two 30 or more years to get three. So that's something that recognizes your longevity.

• 0:00 - 0:00

• 14:20 - 14:24

Right. And that's a good thing, like a loyalty type of mm-hmm. <affirmative> increase. Mm-hmm. <affirmative>.

• 14:25 - 14:57

So I, I think we also need to, to go back to, so **right now it's in the county's hands to propose to us.** That's where we're sitting at from the break that we had. But in this meantime with this meeting, and I'm sure we'll have another probably one or two more meetings before that. We need to go back and re-look at the contract, at least in our, um, pay area. Uh, I think we do need to have a longevity clause in there and people that come in that are new hires coming in and have experience.

• 14:57 - 15:13

Uh, that's another thing that's been brought to me that we don't have anything for experienced drivers. Like for instance, when Libby came in, uh, you know, she had already had experience from driving school buses and Keystone and you know, so go ahead.

• 15:13 - 15:16

10 years of experience in Summit County.

• 15:16 - 15:24

Yeah. <laugh>, I mean I had 10 years experience, you know what I'm saying? But we just, we don't have that in the contract. So I think you.

• 15:24 - 15:25

Talked to your members about.

• 15:25 - 15:29

That. Yeah. So I've had a lot come back to me and that's.

• 15:29 - 15:40

Fine cuz that's something I think we talked about it before where a lot of people get torn on it cuz everybody's worried about me and how it affects me. And I'm like, just, you know, don't worry, worry about you. Don't worry about.

• 15:40 - 16:21

The other person. Well I think, um, but it's our good with Kelly be good. Kelly, for example, um, came, worked, left, came back, they put her back at the beginning wage. Uh, Melanie was free ride. Mm-hmm. <affirmative>, we just hired two new free ride people by the way. And, um, you know, there's a, there's the pro the the biggest concern I hear is that **the new drivers are getting paid, you know, 30 cents less than somebody who's been there two or three years with experience and, and they actually get more with that \$5,000 bonus mm-hmm.**

• 16:21 - 16:35

<Affirmative>. So, you know, like Sean Q is, you know, why should I bother to participate or help train or do any of that kind of excess when these guys are getting paid more than me. Mm-hmm. <affirmative>. So they see.

• 16:35 - 16:44

That'll change if they accept our three year to the top proposal mm-hmm. <affirmative>. So that really won't affect them Yeah. In a negative way. It'll, it'll all be good.

• 16:44 - 17:02

Yeah. So I know it sucks, but this \$5,000, uh, sign-on bonus that the county has implemented has become such a, a topic talking topic amongst a lot of gyres that have been here for, you know, multiple years. You know,.

• 17:02 - 17:04

Mark Smith was talking to me about it.

• 17:04 - 17:28

Last night. Exactly. You know, I mean, you know, I, it's, you know, a lot of, because you know, they're coming in starting at, you know, some of us that with that \$4 pay raise, like how John was telling you he's only making 29 something. So these new ones that are coming in are getting paid 27 39, uh, plus they're getting a \$5,000 sign on bonus on top of that.

• 17:28 - 17:30

That's like another two and a half bucks an hour.

• 17:30 - 18:03

Pretty much. Yeah. Pretty close. So this is, this is why it is and you know, I just hit my five year mark. Uh, and you know, I mean I've thought about it, you know, but I mean what can we do? They offered a \$5,000 bonus. You know, so this is why I think it's important that if, if we can get this pay scale and maybe put in some other kind of clauses to get the county to accept, I mean if I was making 35, 50 an hour, I think I'd be pretty good right now making 35 50 an hour.

• 18:03 - 18:24

And then those of us that like to work ot, that that puts our OT rate. I mean just at \$30 an hour, your OT rate's 45 35. I mean that's, you know, pretty good. We always have a lot. So, um, the thing that I'm concerned about though is if they do accept this, so this implements right away with one and two and three year employees.

• 18:25 - 19:00

But I'm curious, I don't think we put the type of wording in here to where, like say Kelly, she's only been here back, what, two years now? Yeah. Okay. So sh right now she would go up to that pay, but then when she hits her third year, how would we implement that? The county gives her that 35 50 an hour. You see what I'm saying? No. Okay. So so our scale, so this is a step scale that we're proposing. Okay. So if they accept it right off the bat, everybody's been here a year, two years, three years gets this amount of money.

• 19:02 - 19:13

But then after the person hits their third year, say come next year, any of 'em, uh, they want to know if they're going to get this 35 50 per hour.

• 19:13 - 19:14
Yes. They would.

• 19:14 - 19:17
You see what I'm saying? That's what I'm.

• 19:17 - 19:18
Saying. So I would assume,.

• 19:18 - 19:26
But I don't think we have the wording in there to do it to where the county gives them that 35 50. Once they hit their 30 hour.

• 19:26 - 19:31
We do because it says after the third year, that's what they go to, Right. Their third year of employment.

• 19:32 - 19:43
So I've just had July 4th my second year anniversary, so I would expect the 33 50 and then next July 4th I would expect my pay to go up to the 35 50.

• 19:43 - 20:13
Mm-Hmm. <affirmative>. Right. And all this proposal is missing is those additional columns for 23, 24 and 25. Cuz our proposal is based on retro, uh, retroactive to July one, which would've been the first day of this new contract cuz it expired already, so mm-hmm. <affirmative>. Yeah. Yeah. So like I said, just said people were confused and thinking this was all it was gonna be. We can add those other columns in there and just show an example of the \$1 just to use it, but let 'em know that the below we're proposing either or.

• 0:00 - 0:00

• 20:14 - 20:40
I think everybody got very excited over the \$4. Yeah, they did. And thinks that this is gonna limit us and then the county's gonna turn around and give more money and we're not gonna get, and we're not gonna get a piece of the pie. And I think that they're just all being, I don't know, I, I don't see the county turning around and giving another two or four or \$6 next year <laugh>.

• 20:40 - 21:13
Yeah. I mean not, not another \$4 at least. I mean Yeah. And sometimes, as I said, even if they did that and I was making, I mean because even with that \$4, the only ones that are really making \$35 an hour now are the guys that have been there for 20 years or 15 years. Those are the only ones that are making \$35 an hour. Everybody else is around uh, I think the 2029 to 30 maybe, well 20, maybe 26, 27 to like Melanie, she had mentioned she's only making a little more than what our starting wage is.

• 0:00 - 0:00

• 21:14 - 21:15
See she's been driving.

• 21:15 - 21:51
For years. That's what I'm saying. So that's where it comes in where we need to have something in our contract that people that come in they can get for experience whether they get a dollar more or something like that. You know, because yeah, I mean at a point there, before we got this \$4 raise, I was the same way cuz I was only making, uh, maybe a dollar more than what our starting wage was. And I had already been here five years plus I had 10 years of experience coming in when we had a terrible contract in the past.

• 21:52 - 22:13
So, um, you know, these are things that I think we need to address and change moving forward. Um, so that we are the premier bus company in this county, which we are already, but we need to be, uh, we, we do need to be more than where we're sitting at in the starting wage.

• 22:13 - 22:45
I think, uh, our starting wage is good, but I think it needs to be at least a dollar more, if not \$2 more an hour. Uh, because uh, you know, uh, copper mounds going to 27 50 this winter. Uh, you know, and the county comes back saying, Oh well they don't get benefits. They don't get that, you know, they get housing though. I understand that. So they get housing. So that's one argument. The second argument is, yeah, we get benefits, but that's not gonna, some drivers don't care.

• 22:45 - 23:18
They come in like young people. Kelly don't care about benefits. She said it many a times, you know, So, um, yeah, she has said it many times that she doesn't care about benefits, you know, so that's the only thing that she would care. It, it's a starting wage that, you know, and, and the money that gets everybody there. But I think if we can get them to accept this, this uh, proposal here, then you know, that's another, for some of us that's another \$5 pay raise retro back to July 1st.

• 23:18 - 23:22

That's a big chunk of change. Um, you know, so Right.

• 23:22 - 23:27

And then you're then the driver's at a good level each success of.

• 23:27 - 23:59

Year. Exactly. And then everybody's pretty much at the same level, you know, And then every year we're going to get, uh, what do we propose the cost of living of what the inflation rate is, But did we actually put in there of how we want that? Do we want it based off of, of the Summit County, uh, median or, I think we need to put that wording in here because I remember our last meeting Chris was coming. Okay, well you guys want that, but do you want it based off of this or do you want it based off of that?

• 23:59 - 24:00

I.

• 24:00 - 24:33

Tried to look at personal data and yeah, Summit County cpi and I couldn't find it. And I think there's a, what I did find is there's a, I don't know if it's a labor board or some part of the federal government that's up in Wyoming or Montana that has that date. I think so I was thinking to give him a call maybe and find out where that date is. Yeah. So we can look at it. I mean do we want Summit County or do we want state of Colorado or do we want the federal cpi?

• 24:33 - 24:34

Which.

• 24:35 - 24:44

I mean, uh, I don't know which one. Yvette, our, Do you have any suggestions for us on what, um, you know, we should reach out for, for that? I mean,.

• 24:44 - 25:09

Yeah, we could look at the region area. I mean cuz you are so different with the mountain towns, you know what I mean? Um, let me ask our research department and see how they, how they figure it out. Okay. And I'll ask, but if it's okay with you, I'll drafting an email to Chris asking him about those, uh, new list of the employees with the wage increases. Right. Cause we don't have it, do we?

• 25:10 - 25:34

No, I talked to him about that today. Cause I was like, I would like to know, I I printed out my pay stub. It's in my car. I could go get it and tell you what I'm making if you want. Um, cuz I wanted to know because I was, I was thinking exactly what Melanie and Kelly are thinking like how come I'm only getting paid? And he's saying that the, that the steps are actually pretty good.

• 25:35 - 25:51

Well I'm just telling him I'm, I well I started with saying I'm not sure if you're receiving my a my emails. I understand the county recently gave wage increases since our last meeting. So I'm requesting a copy of a current seniority roster with the current wage rates. Is there anything else we need?

• 25:53 - 26:14

Um, no I think, I think that that's it for uh, at least for that. So then we know where everybody stands at. But uh, you know, as far as our pay scale goes, like I said, I've tried to tell, uh, senior guys we can't make everybody happy and the contract's only for three years. So you think they.

• 26:14 - 26:15

Understand?

• 26:15 - 26:16

I don't think they understand.

• 26:16 - 26:18

Exactly. Exactly.

• 26:18 - 26:19

It's better than what they think.

• 26:20 - 26:20

Exactly.

• 26:22 - 26:30

Yeah. I think there's a lot of confusion. Yeah. And a lot of excitement thinking that more is coming down the pipe and I don't.

• 26:30 - 27:04

Think it's, But then another thing, this is what I want to get out too. So when we do get to county, if they accept this proposal, um, those drivers, those few drivers at the top that are already sitting at what our max pay scale is, how is it gonna be? That's what I'm saying. When we issue out and these raises are kicked in, again, we're gonna have them come. So how do we approach that with them already at say 35, 50 an hour?

• 27:05 - 27:09

They're not going to get, uh, you know, they're not gonna get a pay raise.

• 27:11 - 27:43

We approach it, I think that the county's been behind for decades on how they've been paying and we're just catching up the other 80% of the drivers to where they should be. Yeah. And you've had this advantage, the guys at the top say, I had this huge advantage of 10,000 or more dollars at one time. It was like 15,000 I think. Yeah. Over everyone else for all these years. So you've already reaped those benefits.

• 27:43 - 27:55

We're just catching up and we're still gonna be behind all those tens of thousands of dollars that you as a senior driver is made over everyone else. Exactly. All these decades.

• 27:56 - 28:26

And, and that was my motto. I just wanted to hear, you know, that, I mean that's what I pretty much was going, you know, gonna say. I mean, you know, you guys have already had this, you've already been, you know, sitting in a pretty good spot because if you think about the whole raise that the county's given us, the multiple and what it equals out to over the past, what has it been the past year, uh, from the 7% to the \$2 to the \$4 dill ones that have really benefited off of that. How then the senior drivers, uh,.

• 28:26 - 28:59

There was was a time when guys like me when I was here like two or three years, got a 16 cent an hour raise and then you got guys like Mark Beer, they were making like \$14,000 more a year than us and all we got was a 16 cent an hour raise. We didn't get caught up to them at all. And it, we really, we got further behind because they got more of a percentage raise than we did cuz their pay was.

• 28:59 - 29:08

Higher. Exactly. Exactly. Okay. So, um, so I think that's where we're at with the, the pay scale, you know, uh,.

• 29:09 - 29:27

So **we've agreed to keep the pay scale you've proposed.** Yeah. **And we are asking for language that includes some longevity, uhhuh <affirmative> and we're asking for language that includes um, what the Summit County cost of living is.**

• 29:27 - 29:59

Exactly. That we can have. And like I said, we need to have this all in with an updated contract, um, you know, to where we're already prepared for the next time. Uh, cuz after we get back to this table, it's gonna be the county's proposal to us. So I mean they already know the pay scale that we want. So if they accept this already right off the bat, then I think that the only thing we probably propose besides that is that language that we need to have in there.

• 30:00 - 30:33

Uh, because I think if we don't have that language in there, then it's gonna be another three years before we can get it. And then we're gonna have even multiple more questions. Especially if our starting pay goes up to 29. Um, you know, if driver's just saying, Well, you know, I came in here, you know, how come there isn't some kind of, you know, longevity pay, how come there's not, you know, uh, those of us that have experience, you know, we should be making more, you know, things like that.

• 30:33 - 30:41

So I think if we get that wording in there, uh, and then propose that really that's the only extra thing in there,.

• 30:41 - 31:17

Well add the graph of the additional years. Um, some of the conversation I had was that **there should be something about a commitment to do the wage study every two to three years.** Um, **so that they're not lagging behind like they have been. And that there should be, um, that within, within a 200 mile radius if rafta and free ride and any, everybody else starts jacking up their pay that they, that they have to increase a percentage within six months.**

• 31:18 - 31:48

So if it turns out that Rafta or you know, comes along and says, you know, they're gonna increase their wages that the county has to, has six months to respond and not just let us sit here and go, well they're making more <laugh>, why don't I move to Aspen? Yeah. So, um, that was some uh, the conversation that I had with him of additional language that we should consider.

• 31:49 - 32:21

Okay. Yeah, I think that's a good point. I think, you know, um, I think that should be in there too. Uh, anything that's gonna help us and not, you know, stick us or back us up against a wall I think that we need to make sure is in our contract. I mean for the most part our contract is uh, is pretty good. Um, but I just wanna make sure that we don't have anything that there's nothing not in here that's gonna protect every driver at the some stage, uh, in the future.

• 32:22 - 32:31

So especially after we sign a new contract for, we won't be able to negotiate nothing for three years. So a lot can happen in three years.

- 32:32 - 32:32

Yeah.

- 32:33 - 32:34

But.

- 32:34 - 32:39

Still it's a short enough period of time that wouldn't do that much damage to us. Exactly.

- 32:39 - 32:43

Something else. True. And it's in actuality only two and a half years. Right?

- 32:43 - 32:44

Well true.

- 32:44 - 32:46

After we, Do you mind if I out something?

- 32:46 - 32:48

You guys can add whatever you'd like.

- 32:48 - 33:20

Yep. You can always put in uh, language in there for the union only for wage opener. So if the, if it increases in the next three years more than what you're getting, you should be able to go and knock on the door and say, Look, it went up over here \$2 more than what we're getting. We like to go back to the table just to discuss it where only you get to open that door, not where it's reciprocal because you don't want them to come to use it while, like you said earlier, taking the wage freeze.

- 33:20 - 33:44

Mm-Hmm. <affirmative>, you want to either have an opportunity to open that door to revisit the wages only. And the other thing is, uh, I don't, I haven't heard you guys say anything about any appreciation pain for those who have been working during this whole pandemic. I mean, well I want to throw in a lot but, but they wage over,.

- 33:44 - 33:56

I don't know if it if uh, we had mentioned it but they gave us \$2,000, uh oh in the springtime. Okay. All drivers received a \$2,000. Thank you. Mm-hmm. <affirmative>.

- 33:56 - 34:00

Appreciation Was this spring or was it around January when they gave us that?

- 34:00 - 34:01

It was around.

- 34:01 - 34:05

It was because we got that 7% raise and then shortly after that we got the 2000.

- 34:05 - 34:06

It was like in February.

- 34:07 - 34:17

Like in February. Yeah. We did get that though. Uh, and then after that, that's when they decided to uh, do the whole \$5,000 start on bonus and stuff like this. So, Oh.

- 34:18 - 34:28

Actually it was the other way around. They started with the \$5,000 sign on bonus and then they gave everybody who was already there 2000. Yeah. Thank you to appease us <laugh>. Unfortunately,.

- 34:29 - 34:30

Unfortunately.

- 34:30 - 34:30

A lot.

- 34:30 - 34:32

Of 'em are doing. Yeah.

- 34:32 - 34:33

So Rachel over,.

• 34:35 - 34:38

Well that's good idea there. That.

• 34:38 - 34:38

Sounds great.

• 34:38 - 35:12

That's something that um, that we need to put in there too then that we need to make sure the wording is in there for that. Uh, but for the most part, you know, I um, I think everything else, you know, in here is good. Uh, I just, you know, I want to make sure that we're on board on what next steps we should be if the county does try to procrastinate this situation. We've been away from the table long enough. They are done with the wage study. Uh, obviously Chris is not responding to your emails.

• 35:12 - 35:23

So that's what I'm saying. So where, what are our next steps? Where, where do we sit at that we need to do as a union, as in, you know, getting what we need and what we want?

• 35:24 - 35:47

Well if Chris would reply, I mean my email was to ask him, okay, is the wage study done? Cuz he hasn't answered that. I know it was done cuz you told me. Yeah. But it should come from him formally as the gm. Mm-hmm <affirmative> so we could get back to the table because that's what they told us once it was done. But I know just to update art, like half the people won't, how many of 'em that were at our last bargaining session from the employers side are gone too.

• 35:48 - 35:50

Oh mo. So yeah, so.

• 35:50 - 35:51

Molly's gone. Molly is gone.

• 35:51 - 35:54

And she was like the chief negotiator for their side from.

• 35:54 - 35:56

The county. She was so Molly's gone.

• 35:56 - 35:57

But Stephanie.

• 35:58 - 35:58

Uh,.

• 35:59 - 36:01

So we lost four county managers.

• 36:02 - 36:03

Do you know why? What was going on?

• 36:04 - 36:20

We don't know what's going on. Think that the county commissioners might have been cleaning house is what we think. Uh, there is an election coming up, you know, so I'm thinking that they were cleaning house because our, our county manager left, the HR director left. Um,.

• 36:20 - 36:21

I'm turning.

• 36:21 - 36:50

Off the meeting. Uh, county commissioner left an assistant county commissioner left. A couple other girls in HR are gone too. There was a total of like five or six that within about a month span we're gone. Yeah. So we don't, like I said, we don't know exactly what happened but of course there's rumors and talk that, you know, what else could it be that the county commissioners are just cleaning house that they didn't like, you know, what was going on or whatever. Who knows what. But there's gotta be.

• 36:50 - 36:54

A reason a long time and I thought he was very well liked. So that one was a surprise. Mm-hmm.

• 36:54 - 36:55

<Affirmative>. Yeah,.

• 36:56 - 37:32

I don't know Molly that well. So there are public employees, they're general manager for Air Vocation. It's a management contract with First Transit. So First Transit has the maintenance department side of the transit, but they also maintain city vehicles and they're all first transit employees. The county did try privatizing this group, but this group did an amazing job at fighting it back. They did a campaign with the community and um, they got the commissioners to change their minds so they were able to stay public employees, which was better but definitely Yeah.

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