



Local 260 Media Team  
J. Cruz Torres, Patrice Little &  
Andrew Bruce

### **COME ON BOARD THE EXPRESS**

The Local 260 Express is finally here and you are all invited to get onboard. This is the first edition publication of the long awaited Transport Workers Union Newsletter, for Metro Employees.

President Horace Marves stated that the newsletter is another outreach tool, along with social media that Local 260 is using to connect with and engage its membership while keeping them reliably informed about the work and progress of the Union.

The Media Team of three members met for the first time earlier this month, and they are excited about piloting the Local 260 Express. The team will be headed by Andrew Bruce and will include Patrice Little and J. Cruz Torres. Other members interested in contributing story ideas should contact the Union office.

### President's Corner



This is an exciting time for Local 260. I thank God for giving me this opportunity to be the Voice for the members of TWU Local 260. I have been a proud dues paying member and Steward for over 38 years.

I urge you to become informed about the Union affairs, which affect you and your families, by attending the Union Meetings. You can also connect with us via Facebook at Local Two-Sixty and on the web at [www.twulocal260.com](http://www.twulocal260.com). I hope you enjoy your newsletter, "Local 260 Express". If you are interested in writing articles please contact us. Your input is needed and appreciated. Lets stay **CONNECTED**. Finally be "**UNION PROUD**" by wearing a Union patch on your left shoulder and pins to show that we are alive, relevant and united.

Your President,

*Horace J. Marves*



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# Local 260 EXPRESS



## Metro Increases Budget for Service Delivery

Will it translate to benefit the workers?



**Tom Lambert**  
METRO President  
& CEO

Newly appointed President & Chief Executive Officer at Metro, Tom Lambert says this year Metro's 487 million dollar operating budget will put more money into service delivery than ever before. He said this is to improve the quality of the product on the street as well as the working environment for employees.

Mr. Lambert offers a wealth of experience dealing with people on the streets and in management. He has been with Metro for the last thirty-four years. Thirty of those years were spent in public safety. Lambert was Metro's Police Chief when he was tapped to become the agency's Chief Administrative Officer.

While the promise of increased spending on service may sound like a step in the right direction, Metro's head did not share any specifics, so we don't know yet how much of the 487 million dollar budget will be allocated in this direction. He did however say that the money will be spent on increasing service supervision, better maintained vehicles and bus operating facilities, bus stops, platforms and shelters.

So we wait to see how the conditions for workers will improve.

Mr. Lambert said under his leadership Metro will be going back to basics. His style of management he said, is to be in the background supporting the Organization to ensure that it is the best it can be and he will be working in direct partnership with the TWU. This will be guided by three principles, which were put forward by Metro Employees who participated in the recent Leadership Development Program.

- 1) Integrity which will guide everything that is done at Metro.
- 2) Respect for people by getting input from all involved.
- 3) Consideration for others before considering one self.

The CEO and President did have a chance to hear from the members, who expressed concerns about the reduction in route assignments which appeared to be farmed out to North West Transit, thereby reducing the earning potential for permanent Metro Employees. There was also a concern raised about the appeals process, which seems skewed against the Employees. While he could not directly respond to some questions he did say he does not plan to waste time on the past but intends to focus forward.

### In This Issue

- Metro Increases Service Delivery Budget Pg. 1
- Training for TWU Stewards Pg. 2
- What Drives Us To Be Union Members Pg. 3
- President's Corner Pg. 4
- Get On Board The Express

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Future articles or ideas for articles may be submitted by fax to 713-869-5655.

## Training for TWU Stewards

The TWU International Education Department will be conducting a two-day training session for Local 260 Union stewards and members, on May 3<sup>rd</sup> and 4th. The training is mandatory for all current Union Stewards. Please make the necessary arrangements with your Facility Superintendent, to assure your availability. Not attending this training class may result in removal from the Local 260 Union Stewards List.

Other members who are interested in being Stewards will also get an opportunity to participate in the training. However seats are limited so please contact the Union Office to get on the list.

Training will be on May 3<sup>rd</sup> and 4th at Harris County Central Labor Council 2506 Sutherland Houston, Texas 77023

## Local 260 Union Meeting

Come, be informed and be heard on Saturday, April 26, 2014, at Harris County Central Labor Council, 2506 Sutherland, Houston, Texas 77023



## What drives us to be Union Members

By J. Cruz Torres

Understanding the importance of being a Union Member has been fading in recent years. We need to be reminded.

### Collective Bargaining

Collective bargaining is the heart and soul of Labor Unions. **Collective bargaining occurs when a group of people in the workplace, band together to increase its negotiating power.** "There is strength in numbers!" Unionized workers have more power as a cohesive group, than by acting individually. **"What you gain is the muscle of collective action,"** says Hoyt Wheeler, a professor emeritus at the University of South Carolina who is now a Labor Arbitrator.

Through collective bargaining, your Union negotiates with management, for wages, benefits, health and safety issues, and better working conditions. 93% of unionized workers have medical coverage compared to 69% of their non-union workers.

### Job Security and Wages

Workers with Union jobs can only be terminated for "just cause," and the misconduct must be serious enough to merit such action. Before an employee can actually be fired, he or she goes through a grievance procedure, and if necessary, arbitration. Unionized workers get about 20 percent more in terms of wages compared to others in similar jobs that aren't supported by a Union. According to the U.S. Department of Labor, 77 percent of Union workers get pensions (guaranteed continued payments) after they retire from the job, compared to only 20 percent of non-Union workers.

### Other Benefits

Other Union benefits such as birthday pay, anniversary pay, twelve sick days per year, tools and uniform pay, funeral leave, longevity award and more, are direct benefits from collective bargaining and Unions. Non-Members are wholly subsidized by Union Members and are encouraged to pay their fair share for the benefits enjoyed.

**BE UNION PROUD AND UNION STRONG.**