

# Budway Members Ratify Monumental 2<sup>nd</sup> Contract

Sitting down for only the second time, Local 63 officials and a diligent negotiating team made up of rank-and-file members have negotiated a new, significantly improved three-year agreement with Budway Trucking and Warehousing in Fontana.

The new contract brought with it a major wage increase, a significant upgrade to the medical and dental coverage, the addition of a vision plan, and an increase to PTO (Paid

Time Off). achieving such a monumental increase. We went from rags to riches, so to speak. The first contract laid the foundation. Now, we're gaining strength and moving forward."

The negotiating team was made up of Seamans, Local 63 Freight Coordinator Bob Paffenroth, and members Ryan Bower, Eddie Valadez, Mike Tapia, Brian Hess and Richard Valdivia.



*Budway members from the original contract*

Time Off).

"If it wasn't for the five members on the negotiating team hammering through this with us, I don't think we could have accomplished such a noteworthy agreement," Local 63 Business Agent Ron Seamans pointed out.

"They were very instrumental in

In addition to a 22.5% wage increase, the way in which members were paid changed. In the first contract, wage was incentive-based, leaving the employees at risk and at the mercy of customers, dispatchers, and even traffic. Depending on the loads for the day, members could make as low as \$80 a day or as high as \$300. The

new contract has a base, hourly rate that takes effect immediately along with an additional wage increase in March of 2007.

"The members are very excited. They went from a wage that was at the mercy



of the company to a wage they can count on," Seamans noted.

The critical change in wages also affected PTO. For the past three years, vacation – or PTO – was

throughout Arizona and California. The company handles a large majority of aluminum coil, steel coil, steel plates and structural steel, as well as lumber and paper.

The 120,000 square-foot facility has two 30-ton overhead cranes, and



based on a low hourly rate. In many instances, members wouldn't take any time off because they couldn't afford to. Now, PTO is based on a member's average weekly earnings.

Seamans added that the medical benefits were also significantly improved. Although members will pay a small contribution to the premium, the negotiating team was able to enhance the major medical and dental plans, as well as adding a vision plan to the benefit.

The Teamsters first began representing the warehouse employees and drivers at Budway in 2003. A family owned company, Budway specializes in unloading products from rail or overseas shipments and delivering the products to customers

five rail spurs that allow employees to spot 60 railcars simultaneously. In addition to boxcars, they can move materials from coil cars, center beam, flat cars and gondolas using a number of lifts that can handle up to 30,000 pounds of cargo, and a forklift with a 50,000 pound lifting capability.

"The members at Budway work very hard. They deserved a solid contract with considerable improvements," Seamans added.

