

**Local 260 Endorses
Sylvester Turner
in Houston's Mayoral Run-Off
Elections**



**Sylvester Turner Houston
Mayoral Candidate**

Sylvester Turner has represented Houston and Harris County in the Texas Legislature for the past 25 years.

He touts his experience as a lawmaker. He said it shows that he can work with people of all political persuasions to get things done. Mr. Turner was seen at Metro's recent Rodeo and cook-off at the invitation of Local 260 enjoying the festivities.

If elected, "Mayor of Houston", Turner states his main priority will be to create a financial management system that will distribute finances effectively and efficiently for the betterment of Houston. Next, he will address the infrastructure of Houston, in regards to its buildings, roads and power supplies needed to create a functional society. Lastly, Turner will address the public safety system to assist in implementing effective tactics to better serve the citizens of Houston.

In Closing, Turner hopes you will join him in making Houston a city where everyone can get ahead.

President's Corner



Greetings Everyone,

In another attempt to meet with the membership in the month of November we will have two meetings, on November 24th, 2015. This is to accommodate those who cannot make union meetings on a weekend.

The meetings will commence on Tuesday, November 24th, 2015, at 10:30 am and at 4:30 pm. If you've never attended a Union Meeting, now is your chance to be heard and to make a difference! We will offer incentives for those who bring at least one new member to join at the Union Meeting.

We will also have the Grand Opening of our new Union Hall and Education Center. You won't want to miss it!

Your President,

Horace J. Marves

Transport Workers Union Local 260
2150 W. 18th. Street, Suite 104
Houston, TX 77008
Office: 713-864-4346
Fax: 713-869-5655

Local 260 EXPRESS



November 2015 – 3rd Edition

Meet Your Grievance Representatives

"They've got your back."

Every month several employees' jobs are saved and severe suspension penalties reduced. Thanks to the diligent work of the Grievance Representatives of Local 260. The team which consist of, Vice President and Transportation Grievance Representative Fidel Minor and Maintenance Representative J. Cruz Torres. Every week the team goes to battle to defend your rights as workers in the second and third step of the grievance process.



**Fidel Minor & J. Cruz Torres.
Local 260 Grievance Reps**

Fidel Minor says there isn't a week that goes by where some miscarriage of justice or misrepresentation in applying the codes of the rulebook against co-workers and many times there are some gray areas that need to be challenged.

A grievance is a formal allegation by a union member that the employer violated the collective bargaining agreement, company policy or the law. It is usually handled in three steps. In the first-step, the union representative conducts an investigation to see if the matter has merit. The employee's immediate supervisor is called and a meeting is held to clarify the matter. At this meeting the grievance rep lays out the facts of the case and identifies the exact nature of the violation, including the relevant part of the collective bargaining agreement that was breached, and specify a remedy.

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Contributors

Andrew Bruce
Horace Marves
Robert Garrett

Newsletter Editors
Andrew Bruce - Editor
R. Garrett - Co-Editor
A. Sylvester – Co-Editor

Transport Workers
Union Local 260
2150 W. 18th. Street,
Suite 104
Houston TX 77008

Phone: 713-864-4346
Fax: 713-869-5655

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for an article, please
call the Union Office
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713-864-4346**



They've Got Your Back

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If that fails the matter is then escalated to the second and third steps. The matter can be further escalated to arbitration. However both employer and unions alike, prefer not to take grievances to arbitration because of the cost in time and money, as well as the possibility of an adverse binding outcome not generally subject to appeal. Both Minor and Torres agree that third step is the stage of the process they prefer not to enter as it could usually go against a worker. It is much easier to resolve a matter at the earlier stages.

Apart from the many cases that warrant a hearing, maintenance reprehensive, J Cruz Torres mentions frivolous complaints occur and they have to be honest with union members, informing them the matter cannot be heard unless they can prove that their workers' rights were violated or that there was a violation of the Labor contract.

Local 260 has sent members on grievance training with International Transport Workers Union. That training has borne some positive results like reduction of a suspension or reinstatement of an employee. But the numbers of matters can be reduced if members are more aware of their rights, and are aware of the rules in the rulebook.

Minor says knowing the employee rulebook is the best thing a member can do to maintain their employment at Metro. If you don't know the rules how would you know when or what rules you have violated?



Local 260 Union Meeting

Come, be informed and be heard on **Tuesday, Nov 24, 2015, 10:30 am and 4:30 pm** at **Local 260 Union Hall & Education Center, 2150 W. 18th. Street. Houston. Texas 77008**

Dollars & Sense



By Robert E. Garrett, Secretary-Treasurer

We celebrate Sylvester Turner in making the runoff but the job is half done. I am encouraging all our members to go out again and vote in the runoff election.

As you well know, Local 260 is taking an active role in endorsing a candidate who is not only sensitive to the plight of working men and women, but one who understands the goal of Labor in leveling the playing field, for those who show-up every day and do what is required, but are rewarded disproportionately (from management counterparts).

Having a friend in the Mayor's office won't translate to getting all our concerns met, but it will give us an opportunity to tell our story, of achieving parity of treatment.

Talk about disparity! It is next to criminal, when an impartial Arbitrator, can make a ruling that would be fair to both sides, and yet get vetoed by the unilateral self-interest, of a political sub-division.

Its sad commentary, but the politically connected and those who wield power in either influence, money, or votes get their concerns heard/met.

Well, what we lack in money or influence—we can make up in votes.

Again, I urge, implore, and encourage each and all to vote for your own self-interest.

It just makes good "*dollars and sense*"...when you do!

