

SHEET METAL | AIR | RAIL | TRANSPORTATION

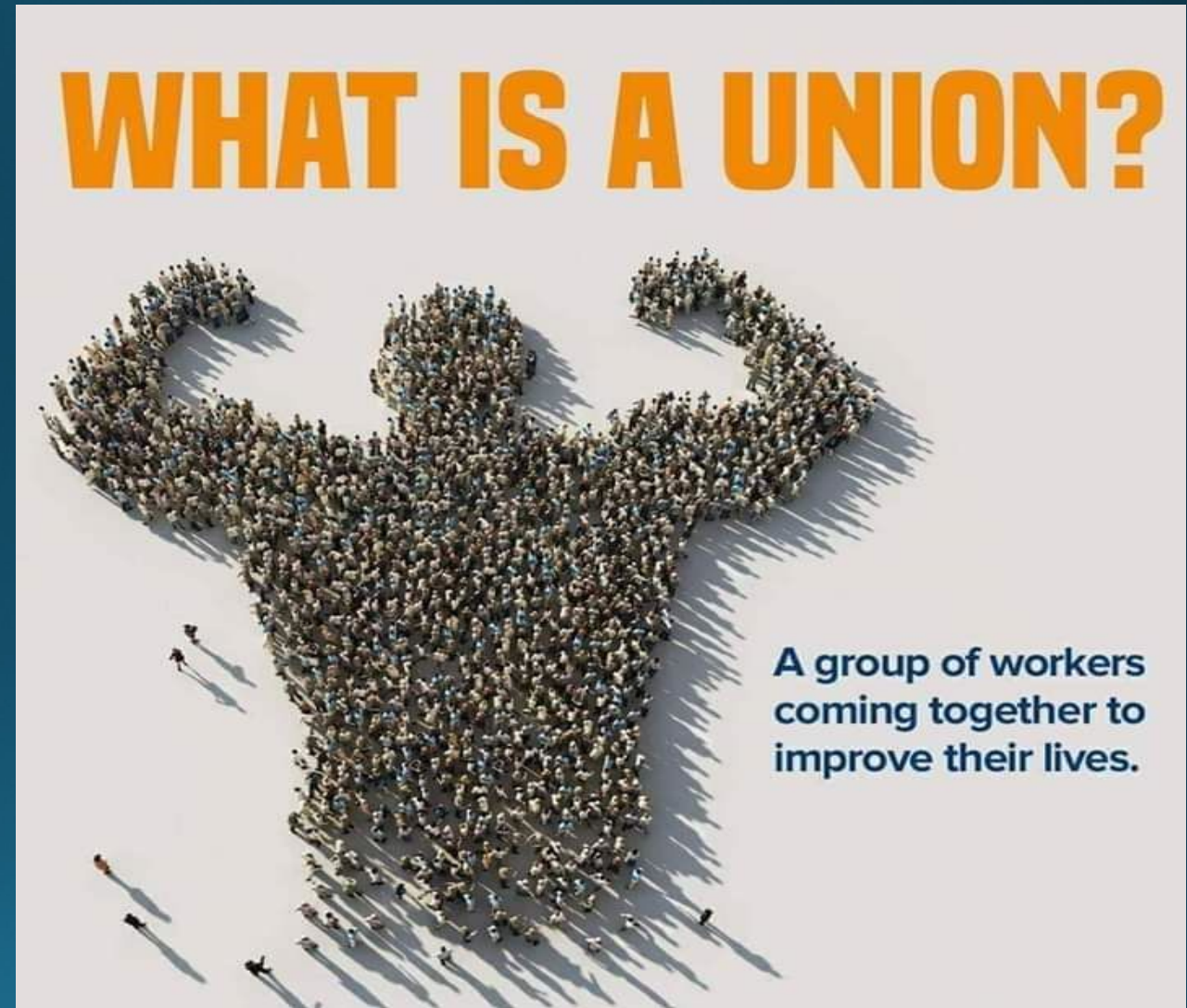
SMART®



Welcome to our Union

What is a Union?

- Strength in Numbers
- Collective Voice
- Progress through Unity



Benefits of being **Union** vs **Non-Union**?

UNION

1. Wages, benefits and working conditions are protected by a legal contract.
2. A collective bargaining agreement spells out how much each worker earns.
3. Unions negotiate raises for everyone and members vote on the new contract.
4. If you are unfairly disciplined or terminated, unions provide you due process to protect you.
5. Seniority rights
6. Unions enforce and advocate safety regulations at both the State & Federal level.
7. If you don't like something at work, you can work together with your union to change it.



NON-UNION

1. Management can change wages, benefits and working conditions whenever they want.
2. Unequal treatment/favoritism exists.
3. If you want a raise, you must plead your case to your manager.
4. If you are unfairly disciplined or terminated, you are on your own with no recourse.
5. No seniority rights without a contract.
6. If you do not like something at work, you are at the mercy of management.



The Union Difference



Higher Wages

- **\$191 per week than their nonunion counterparts.**

Better Benefits

- **More likely to have employer-provided pensions and health insurance.**

Safer Workplace

- **Safe working conditions that prevent death, illness and injury.**

Voice on the job

- **Better workplaces and working conditions without the fear of retaliation.**

Unions built the middle class

8-hour
workday

Lunch
breaks

Minimum
wage

Paid sick
leave

Overtime
pay

Child
labor laws

Health
benefits

Safety
standards



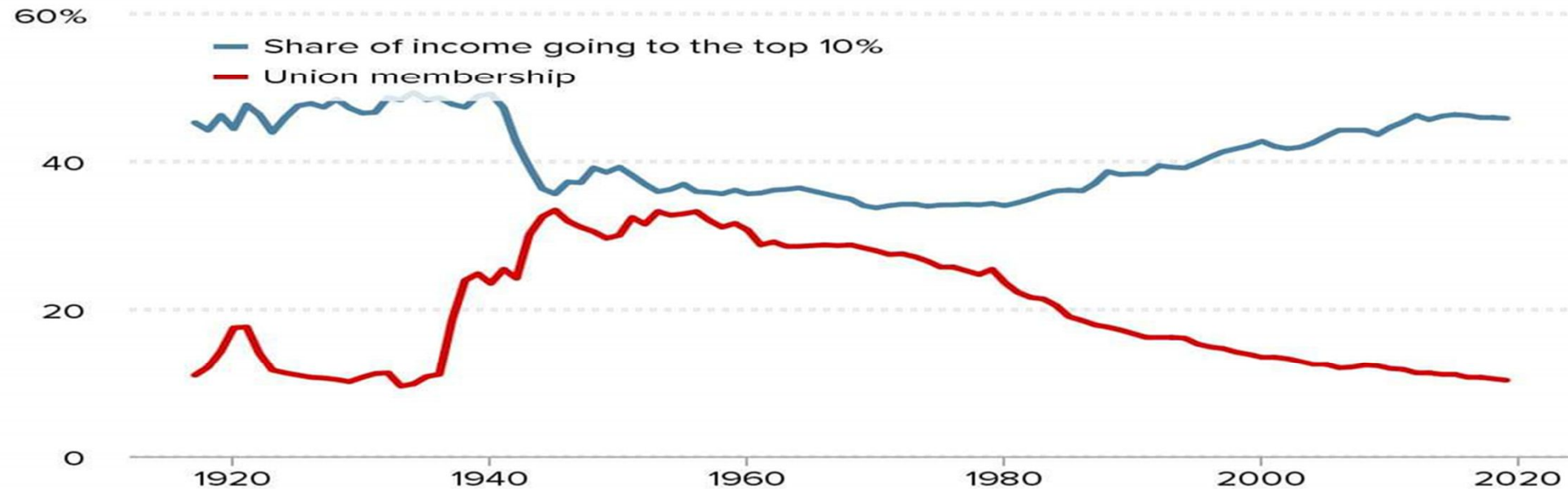
What percentage of workers are unionized across the United States?

1954 – 35%

2021 – 10.03%

As union membership declines, income inequality increases


Union membership and share of income going to the top 10%, 1917–2019



Source: Reproduced from Figure A in Heidi Shierholz, *Working People Have Been Thwarted in Their Efforts to Bargain for Better Wages by Attacks on Unions*, Economic Policy Institute, August 2019.

Economic Policy Institute

← SMART Local 0023



SMART Local 0023

34 subscribers • 7 videos

We are SMART Local 0023, the Union that represents fixed route and paratransit operators at Santa Cruz Metro.

Manage videos

VEOS PLAYLISTS COMMUNITY CHANNELS

Created playlists

- Liked videos**
SMART Local 0023
Updated today
22 videos
- How to Form a Union**
SMART Local 0023
2 videos
- Become a UNION Bus Operator**
SMART Local 0023
1 video

Alexander Martinez
Bus Operator
SMART Local 1505, Los Angeles, CA

Saved playlists

COMMITTEE OF REPRESENTATION
SMART University

Home Shorts Subscriptions Library

Union Educational Videos

SMART Local 0023 - 1/15

↺ ↻

- 1 **Is This The Beginning Of A New Labor Movement?**
Second Thought
13:53
- 2 **Union Busting: Last Week Tonight with John Oliver (HBO)**
LastWeekTonight
23:37
- 3 **Strike Breakers**
pulschar
2:50
- 4 **Why Unions Matter to You | Robert Reich**
Robert Reich
5:05
- 5 **How To Unionize Your Workplace**
Another Slice
31:23
- 6 **The Boss's Job (explained in 60 seconds)**
Another Slice
1:01



SHEET METAL | AIR | RAIL | TRANSPORTATION

SMART[®]



200,000 members across the US and Canada

- Sheet Metal Workers
- Air Workers
- Rail Workers
- Transit Workers



SMART WORKS FOR YOU!

SHEET METAL | AIR | RAIL | TRANSPORTATION
SMART®



- SMART is AFL-CIO-affiliated
- SMART member insurance
- SMART has National & State Legislative Directors
- SMART provides locals with multiple resources & legal assistance



SMART Local 0023 Represents

ParaCruz



Fixed Route



Local 0023's Unique Structure

- **We elect our own representation.**
- **Our primary union representative (Base Rep) is paid by METRO.**
- **Union reps have the same incentives to protect the union's interests.**





CEO/General Manager



Chief Operations Officer



Shebreh Kalantari-Johnson
City of Santa Cruz Appointment

Term Expires:
December 2025



Donna Meyers
City of Santa Cruz Appointment

Term Expires:
December 2022

Photo
Not
Available

Ari Parker
City of Watsonville Appointment

Term Expires:
December 2025



Jimmy Dutra
City of Watsonville Appointment
Vice Chair (2022)

Term Expires:
December 2024



Bruce McPherson
County of Santa Cruz Appointment

Term Expires:
December 2024



Manu Koenig
County of Santa Cruz Appointment

Term Expires:
December 2025



Larry Pageler
County of Santa Cruz Appointment
Board Chair (2022)

Term Expires:
December 2024



Rebecca Downing
County of Santa Cruz Appointment

Term Expires:
December 2025



Mike Rotkin
County of Santa Cruz Appointment

Term Expires:
December 2022



Dan Henderson
UCSC Ex-Officio

UCSC Appointment

Term Expires:
December 2022



Kristen Brown
City of Capitola Appointment

Term Expires:
December 2024



Donna Lind
City of Scotts Valley Appointment

Term Expires:
December 2022



Alta Northcutt
Cabrillo College Ex-Officio

Cabrillo College Appointment

Term Expires:
December 2022



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SMART



Established July 14, 1980 as United Transportation Union (Merged into SMART in 2007)

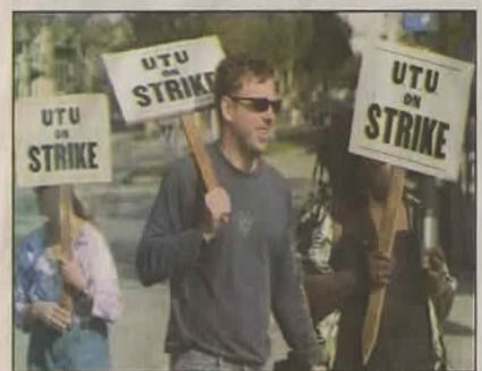
1st strike 1980
10 days

2nd Strike 2005
37 days

Members of the past have sacrificed for the benefits we enjoy today.



Metro strike stalls county



Tammy Hennula/Register-Pajaronian

Metro bus operators stage a strike at the Metro Center in downtown Santa Cruz on Tuesday.



Tammy Hennula/Register-Pajaronian

Metro bus drivers, including Domingo Tovar (from right) and Coco Conklin, team up on the strike line at the Watsonville Metro Center early Tuesday morning.

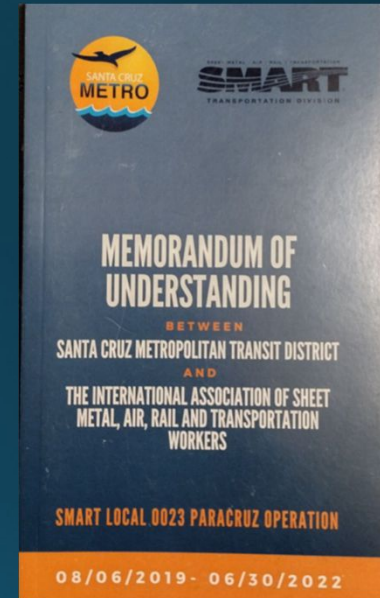
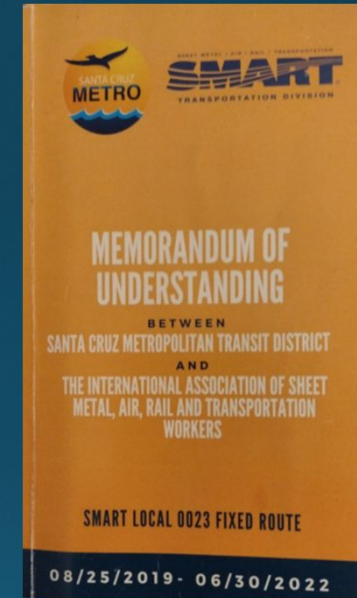


Our Contract Highlights

Over 40-year-old document



- Medical benefits
- Double time
- Annual leave
- Occurrences
- Base Rep
- Plus, many other benefits



All of this must be negotiated

NOTHING is just given to us

WHO PROTECTS THE CONTRACT?

General Chairperson

Vice Chairpersons

The Members



There are timelines to file a Grievance



SMART LOCAL 0023



James Sandoval



Brandon Freeman



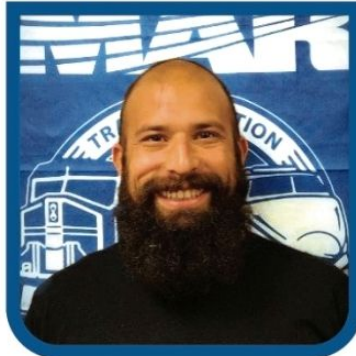
Jaime Renteria



Jose Carranco



Nathanael Abrego



Rosie Gutierrez



Darna Stewart



COMMITTEE OF ADJUSTMENT

COMMITTEE OF ADJUSTMENT

- Negotiates the Contract
- Enforces the Contract (Grievance)
- Representing members in disciplinary hearings & Arbitrations
- Keeping members informed
- The Voice

COMMITTEE OF ADJUSTMENT



LOCAL OFFICERS

PRESIDENT

Presides over Local meetings and enforces SMART Constitution and bylaws.

VICE PRESIDENT

Fills the role of the president when the president is unavailable.

TREASURER

The Local's financial steward is responsible for maintaining accurate records, managing finances, and filing reports.

SECRETARY

Writes the minutes at monthly union meetings. Keeper of the minutes and updates bulletin boards.

TRUSTEES

Audits the treasurer once a year.

LEGISLATIVE REP

Local safety stewards answer questions, work with State Legislative Director, and encourage members to register to vote.

SMART Local 0023 Officer's Contact Information

0023 Local 0023

0023	MATA, IGNACIO	Local President	831-601-0019	metro614@yahoo.com	
0023	SELLS, MARY T	Local Vice President	831-840-6063	mtsells4gls@gmail.com	
0023	FARRELL, CINDI	Local Secretary	831-706-5306	cindifarrell@icloud.com	
0023	LONA, AMY	Local Treasurer	831-359-5062	amyiona0023@gmail.com	
0023	SANDOVAL, JAMES C	Local Legislative Representative	831-247-0400	jasandoval607@yahoo.com	
0023	LOPEZ, GERMAN	Local Alternate Legislative Representative	831-840-9908	831-840-9908	germanvelasco24@gmail.com
0023	(Vacant)	Local Delegate			
0023	(Vacant)	Local Alternate Delegate			
0023	GALLEGOS, JORGE A	Local Trustee	831-840-5369		
0023	GARCIA, JUAN	Local Trustee	831-288-4043	reneperezgto6@gmail.com	
0023	PEREZ, MANUEL A	Local Trustee	831-431-3914	831-431-3914	mperez549@gmail.com

0023 LCA SCM - SC METRO TRANS

0023	SANDOVAL, JAMES C	Local Chairperson	831-247-0400	jasandoval607@yahoo.com	
0023	FREEMAN, BRANDON D	Vice Local Chairperson (1st)	831-247-5200	brandondfreeman@gmail.com	
0023	ABREGO, NATHANAEL	Vice Local Chairperson	831-206-0062	nathanaelabrego@gmail.com	
0023	CARRANCO THIRD, JOSE I	Vice Local Chairperson	831-539-6014	Joe.carranco831@gmail.com	
0023	GUTIERREZ, ALMA	Vice Local Chairperson	831-539-3408	cpicrn1979@yahoo.com	
0023	RENTERIA, JAIME H	Vice Local Chairperson	831-750-2872	831-750-2872	redphoenix271@gmail.com
0023	STEWART, DARNA C	Secretary of LCA	831-295-0800	stewarddarna@yahoo.com	

Election Terms

SMART Transportation Division Elections

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Local officers			X			X			X	
Local committees				X				X		
Delegate				X					X	
Legislative Representative	X				X				X	
General Chairpersons	X			(1)	X			(1)	X	
State Legislative Director		X				X				X
International					X					X

(1) For chairperson ~ if elected by referendum

SUB-COMMITTEES FOR LOCAL 0023

Service Planning and Review

Accident Review

Health, Safety and Wellness

Newsletter

Morale & Welfare

Community Outreach

Webmaster



Local 0023 recent victories

- 2019 negotiations (solidarity action)
- Two successful arbitrations
- Stopped METRO from unilaterally changing our medical coverage.
- Vote of no confidence petition
- New amendments to CEO's contract
- SB 957 Legislation
- Interview Panel
- Enforced training in contract



What is your role as a SMART member?

THREE THINGS:

STAY INFORMED

SAVE YOUR MONEY


GET INVOLVED

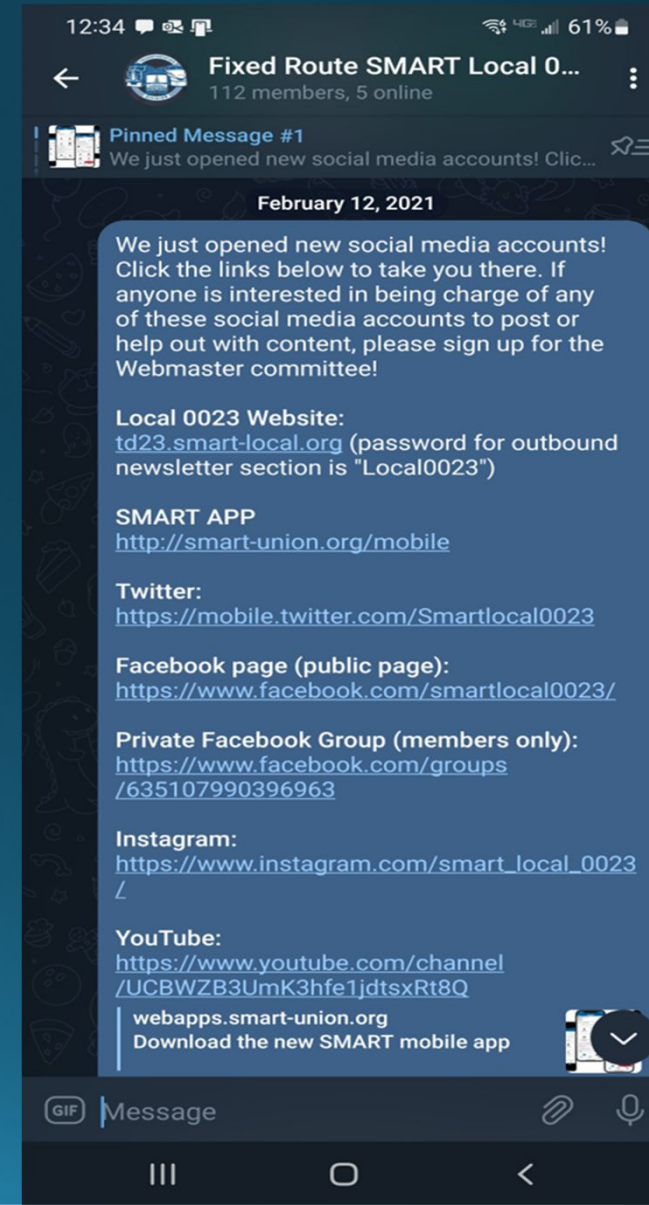


This is how you keep your union strong! Think about running for an officer role one day!



HOW DO YOU STAY INFORMED?

- **Monthly union meetings**
 - 903 Pacific Ave Ste 205, Santa Cruz, CA 95060
- **Telegram** 
- **Social Media**
- **Union Bulletin Boards**



HOW & WHY DO WE WANT YOU TO SAVE YOUR MONEY?



Step 1: SAVE \$1,000
EMERGENCY FUND

Step 2: PAY OFF ALL DEBT
EXCEPT FOR THE HOUSE

Step 3: SAVE 3-6 MONTHS
OF EXPENSES FOR EMERGENCIES

Step 4: INVEST 15%
OF YOUR INCOME FOR RETIREMENT

Step 5: SAVE FOR COLLEGE
FOR YOUR CHILDREN

Step 6: PAY OFF HOUSE

Step 7: BUILD WEALTH AND GIVE



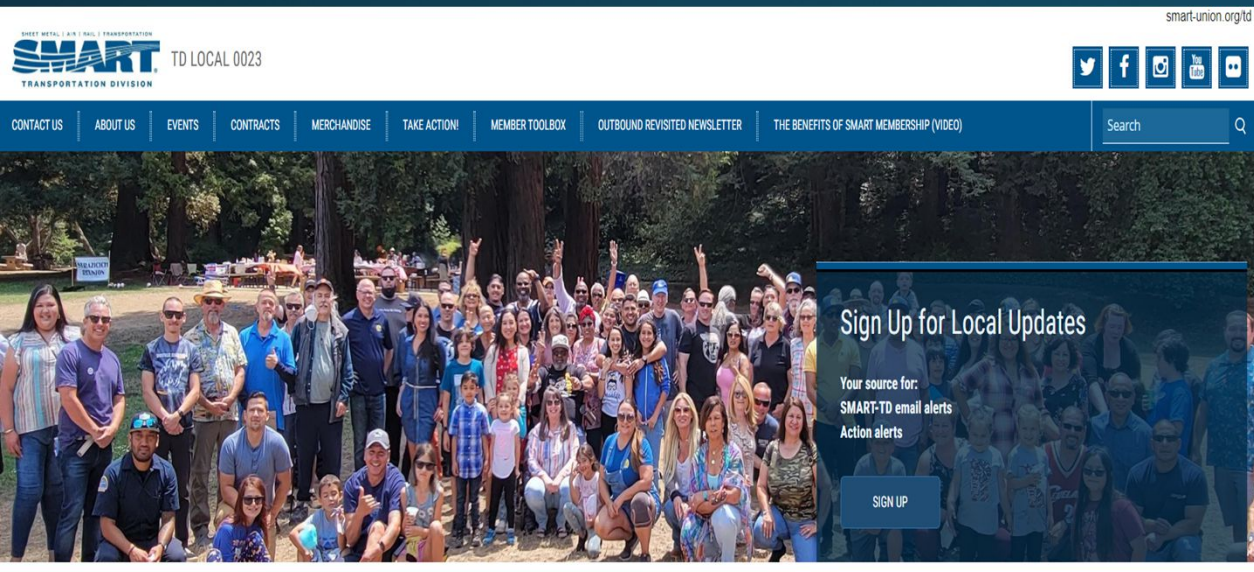
HOW DO YOU GET INVOLVED?



- Come to our union meetings where you can help make decisions and vote
- Run for an officer position
- Be involved in sub-committees and community efforts
- Ask questions

td23.smart-local.org

PASSWORD IS: Local0023



smart-union.org

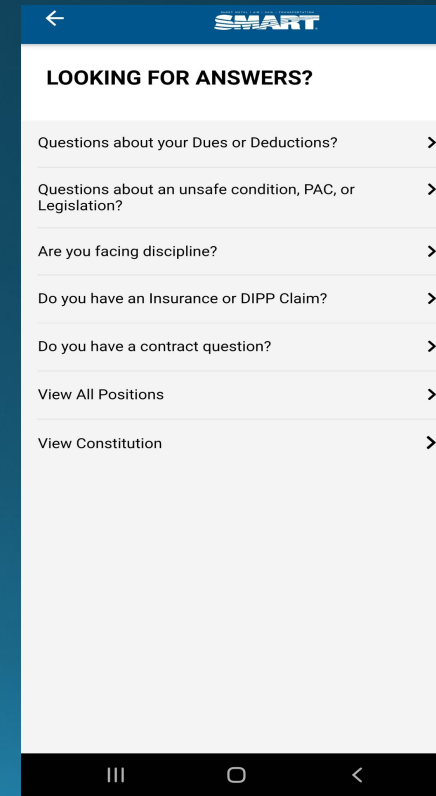
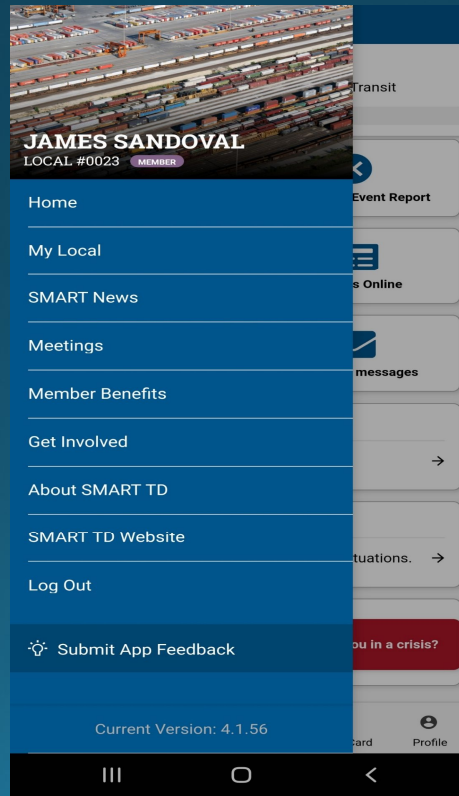
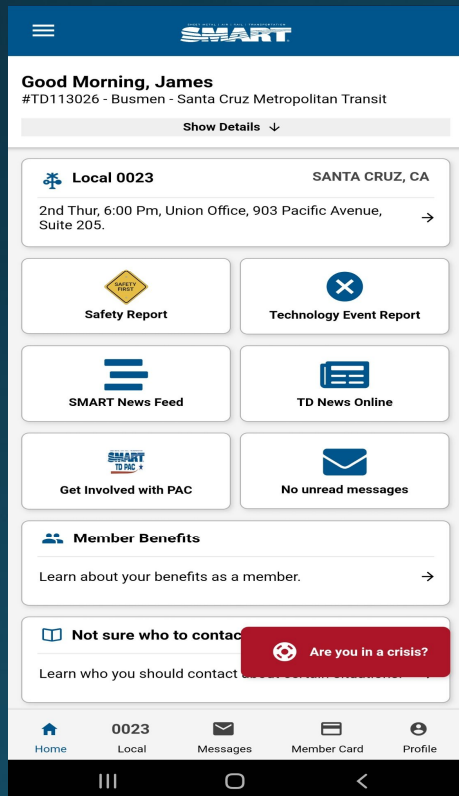


Transportation Local Toolbox

SMART TD APP



- Officer contact Information
- Local meeting date and time
- Benefit Information
- SMART News
- Breakdown of your dues



What are union dues?



What makes us powerful?

NUMBERS!

BUT

It costs money to fight back!



What makes your employer powerful?

MONEY!



Where do your union dues go?

- SMART Transportation Division
- State Legislative Board
- Local 0023
- LCA-SCM Committee of Adjustment

Dues begin after your probation is up

Do you have to pay union dues?

No

BUT

You will not be able to:

1. Vote on your contract
2. Attend our union meetings
3. Run for officer positions

You have no say

What will happen if nobody pays dues?

- We will not be able to negotiate or protect our contract
- We will not be able to fight back
- We will be at the mercy of our employer



We will lose our union

Weingarten Rights



"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at the meeting. Without representation, I choose not to answer any questions."

This is my right under a Supreme Court decision called Weingarten.

**KNOW
YOUR
RIGHTS**

UNION PLUS – A SMART Member Benefit



Discounts On:

Goodyear Service Centers

Auto buying services

Motor Club

College textbooks (both digital and printed)

Scholarships

College testing tutoring for ACT, SAT etc.

Legal Services

Theme Parks

Theaters

Mortgage programs with hardship benefits if you are unemployed, disabled, on strike or locked out

And much more...

UNION Bullseye

So, where do you land?



THE CORE:
Members who are always thinking about organizing our members and how to get others involved by sharing ideas on how to make our union stronger and run for officer positions.

THE ACTIVISTS:
Members who can be counted on to help when needed. They get involved, help get the word out, and recruit others to act.

THE SUPPORTERS:
Members who will come to meetings, vote, wear union merchandise, stay informed and don't fall for rumors. They ask questions, know our contract, fill out surveys and sign petitions, but don't take responsibility for getting others involved.

THE DISENGAGED:
These members don't see the relevance of the union in their lives. They don't care to know what is going on with the union and they don't participate. They tend to see themselves as too busy to be involved with the union and rely on the core members to pull the weight of responsibility.

THE HOSTILE:
Not team players, these people are outside the circle, creating rumors and division within our membership with no intention of being supporters, activists, or core members of the union.

YOU are the UNION...
and a union's true strength comes from the loyalty and devotion of all of us.
Good officers and a sound financial structure are essential, but YOU determine the success of your union.
Help make your union stronger, and it will serve you more effectively!

It is this simple:

[WEAK Contract](#) ◀ [Weak Union](#) ◀ [Hostility](#) ◀ [The Union](#) ▶ [Solidarity](#) ▶ [Strong Union](#) ▶ [STRONG Contract](#)

Let's commit to being CORE members!

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Special credit to Labor Notes (labornotes.org) for some of this content

Helpful Tips

- Get past probation (60 days after you are on your own)
- Be trainable
- Do not be late or call in sick
- Read your contract
- Report EVERYTHING
- Reach out if you have any questions



Progress Through Unity!

WE LEAD
WE PROTECT
WE HONOR

WE FIGHT
WE UNITE
WE'RE STRONG!

SHEET METAL | AIR | RAIL | TRANSPORTATION
SMART



<https://youtube.com/playlist?list=PLH0GMjZ7SZv1B0YZomgD7WQBDk3ce0nTI>

Any Questions?

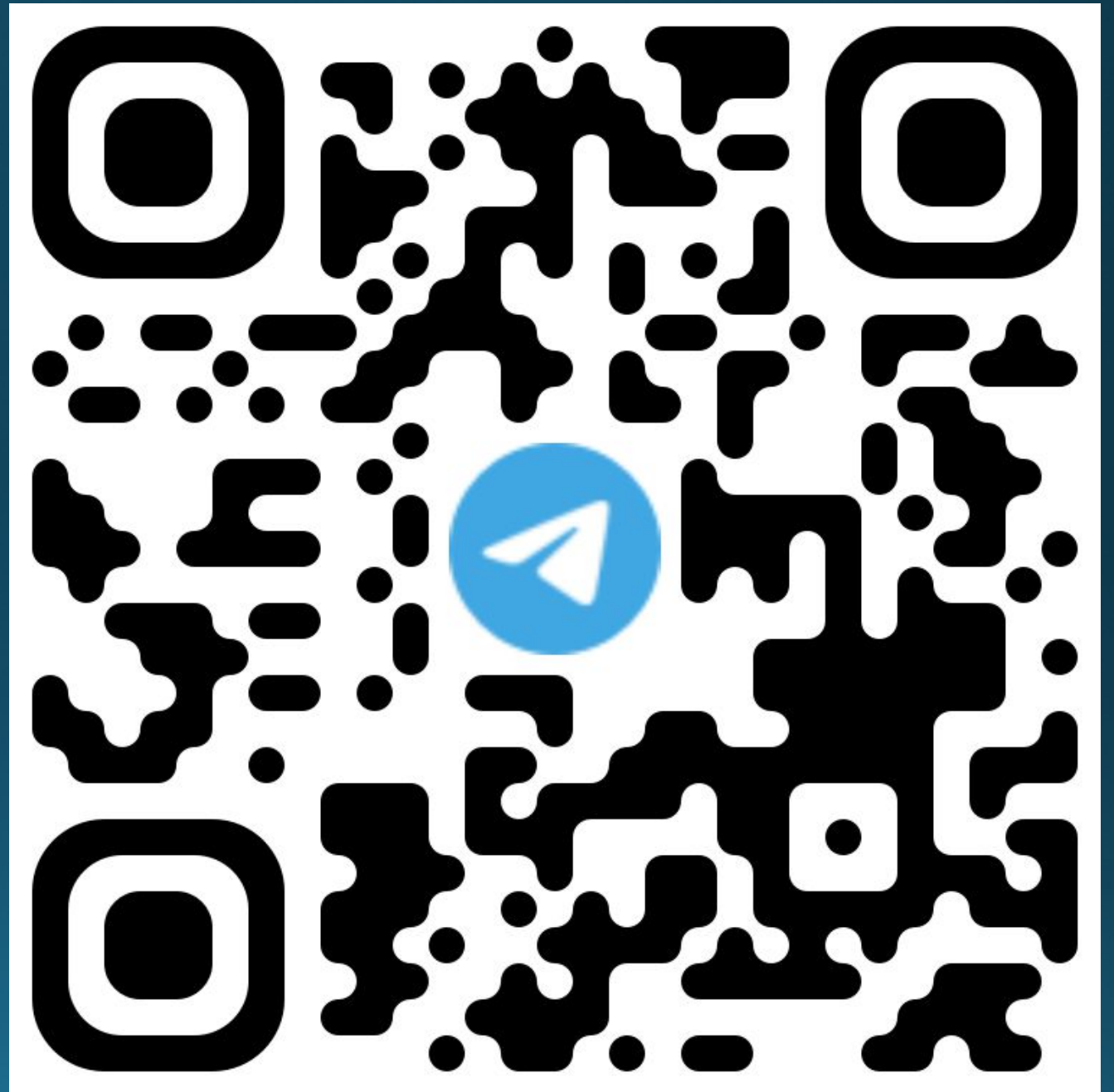
James Sandoval

831-247-0400

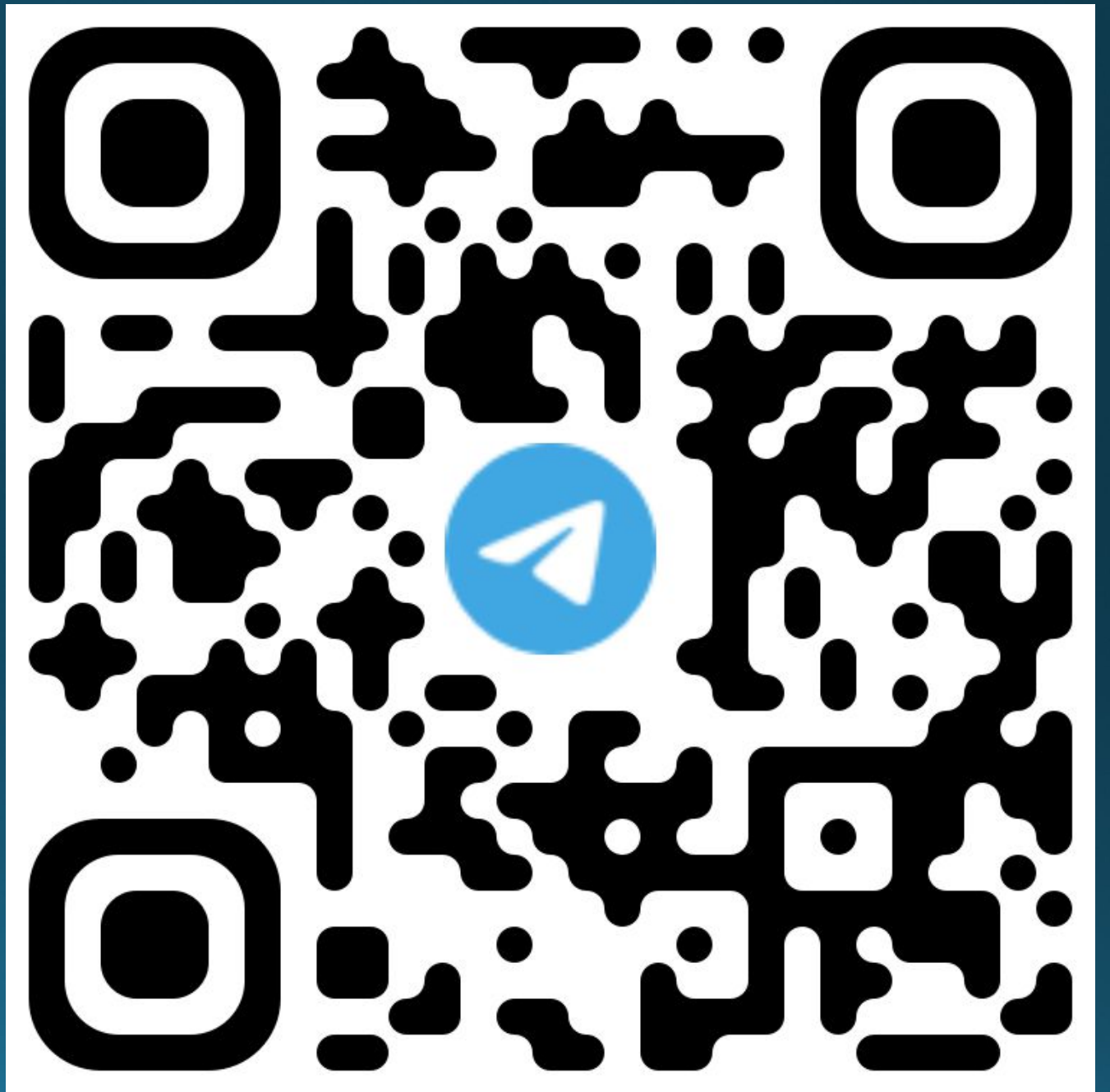
jsandoval@smart-union.org



Fixed Route Telegram



ParaCruz
Telegram



Scan

To download a copy of the PowerPoint

Personal Details

1. Name
(First) (Middle) (Last) (Jr./Sr./Etc.)
2. Address
- City State Zip
3. Primary Phone Home Cell 4. Date of Birth
(Month/Day/Year)
5. Email 6. SSN (last 4)
7. Gender (response optional) Male Female

Membership Details

8. Local Number 0023 9. Requested Membership Date (todays date)
(Month/Day/Year)
10. GCA SCM 11. LCA SCM

Employment Details

12. Home Terminal SCMTD 15. Hire date
13. Employer/Carrier SCMTD 16. Craft (check one to the right)
14. Employee ID/ Badge No.

U.S. Military Veteran Status

17. I am a veteran Yes No 18. Branch 19. Dates
(Month/Year - Month/Year)

EMERGENCY CONTACT:

(Name//phone)

Craft Codes

- | | |
|-------------------------------------|--------------------------|
| <input type="checkbox"/> | Brakeman |
| <input checked="" type="checkbox"/> | Bus Operator/Other Bus |
| <input type="checkbox"/> | Carman |
| <input type="checkbox"/> | Clerk |
| <input type="checkbox"/> | Conductor |
| <input type="checkbox"/> | Diesel Electrician |
| <input type="checkbox"/> | Dispatcher |
| <input type="checkbox"/> | Electrician |
| <input type="checkbox"/> | Engineer |
| <input type="checkbox"/> | Fireman |
| <input type="checkbox"/> | Flight Attendant |
| <input type="checkbox"/> | Hostler |
| <input type="checkbox"/> | Lawyer |
| <input type="checkbox"/> | Machinist |
| <input type="checkbox"/> | Maintenance of Equipment |
| <input type="checkbox"/> | Maintenance of Way |
| <input type="checkbox"/> | Pilot |
| <input type="checkbox"/> | Police/Investigator |
| <input type="checkbox"/> | Signal Maintenance |
| <input type="checkbox"/> | Signalman |
| <input type="checkbox"/> | Station Master |
| <input type="checkbox"/> | Switchman |

IMPORTANT: Please immediately submit this application directly to a TD officer, email