

# Speak Out Now! At AC Transit 12/04/2017

## The Silver Tsunami

If you've been keeping up on your AC Board notes lately, you may have noticed a report that was published on Sept 13th, 2017. Specifically, the 'District's retirement risk...' is a staff memo stating the risk that 10,000 Baby Boomers are going to turn 65 each day and 80 million are expected to retire within the next 19 years. Looking at the facts, the average age of a District employee is now 48 years old, with 26% ready to go now, and 44% (or 974) at RISK to retire in 5 years.

Imagine that, a little under half of us could get out of here and start our career/passion after work. But what would it mean for everyone left behind? This is a large number of people that would leave an even a larger hole. And we all know that everything we do here isn't easy; it would take them a long time to train and try to get better people than us. So whenever they try and make us feel like we aren't needed, offer us less in contracts, and pretend they could do without us, remember what they put Board reports out on, about the hole they have to try and fill if we leave!!!



If AC Transit had their way, we would never retire.

## Did You Get Your Holiday Bonus?

You might think that management at AC Transit might share some of the holiday spirit by offering a holiday bonus. With all of the pressures we feel to buy gifts during this time of year, it could certainly help out. But unless you are talking about a party in the Gillie Room, don't count on much.

## Seniority Rules

At a union shop like AC Transit seniority rules. It takes years to get access to better days off, schedules, and runs – and no one likes seeing a run they want, taken by a high seniority person.

But before seniority ruled, bosses decided often times based on favoritism, who got the “better” work. Workers came together to put an end to discrimination and the bosses' control over that form of work distribution. Seniority may seem like a drag until you put some time in. But it ends up being the fairest way to divide up work.

## Winning Hearts And Minds Or Losing Bodies And Minds?

Seniority means that those with the least amount of time at the company sometimes get the worst shifts and runs. But people who have paid their dues for years, putting up with the least desirable work, should have priority over those who have yet to put in their time.

We all age, and our bladder, vision or energy won't be the same as before. When we need it, we'll be happy when we can do work that is less hard on our bodies. But why is work organized to be so hard on our bodies and minds to begin with?

## Stop Requested? Better Signs Requested

On many of the buses, the “Stop Requested” sign in the front of the bus looks like it is lit up even when it isn't. When passengers want to let the bus operator know that they want to get off at the next bus stop and think that someone has already hit the button, they end up missing their stop.

When passengers get upset that they missed their stop, who ends up dealing with their frustration? Not management, but bus operators. Note to management: we request signs that are totally clear!

Save The Date! The Speak Out Now Holiday Party is on Dec. 16, 6pm – 9pm. Get your \$5 tickets from your Speak Out distributor.