

# TOLL TEAMSTER DRIVERS: ON THE ROAD TO THE MIDDLE CLASS

## WORKING UNION MEANS LIVING BETTER

**TOLL**  
EMPLOYEE /  
TEAMSTER  
DRIVER



**\$19-19.75 / hr\***  
plus overtime

- An instant hourly gain of \$6.28 for the day shift and a gain of \$6.53 for the night shift.
- Every driver will automatically be enrolled in the Teamsters pension at no cost to the employee.
- Overtime after 40 hours worked (time and a half rate of \$28.00+).
- \$800 contract signing bonus.

- Full family Vision, Dental, and Medical coverage, employer pays 90-95% of cost.
- Paid sick days, holidays, and vacation time.
- Annual raise guarantee.
- Fair grievance procedure for discipline.

TYPICAL  
PORT DRIVER



**\$9.41 / hr\*\***

- Denied W-2 employment and benefits in labor scheme.
- No workers' compensation protection.
- No disability insurance.
- No social security.
- No workplace health and safety protections.

- No right to form a union.
- Work an average of 59 hours per week with no over-time pay.
- Constant retaliation and abuse.
- No lunch and rest breaks.
- Hazardous workplace conditions.

- Chronic wage theft.
- Fees for parking and truck wash.
- Fees for liability insurance.
- Fees for truck rental and fuel.
- Maintenance and vehicle registration fees.

Jose Ortega Jr., a 36-year-old Toll port driver and single father, will see his earnings almost double with the newly ratified contract. Just last year, an Australian Broadcast Corporation (ABC) [Lateline news report](#) on the Toll contract fight revealed that Mr. Ortega earned \$23,773, in 2011 according to his W-2 filing.

Almost instantaneously, Mr. Ortega will rise from just above the poverty line to having a shot at the American Dream for himself and his daughter. Before this contract, only eleven drivers were active in the company's 401(k) plan. With the contract, Toll drivers will have a Teamsters retirement account through the Teamsters Western Conference Pension Trust. Now more than ever, Jose Ortega will be able to save for his daughter's college education, and look towards his twilight years with the comfort of knowing he has a safety net to retire with.

**Jose Ortega Jr.**  
Age: 36



\* Based on year 1 wages of a 3 year contract. Wages will rise to \$20-\$21 by year three.

\*\* Based on \$28,873 before FICA & other taxes from the report "[The Big Rig: Poverty, Pollution, and the Misclassification of Truck Drivers at America's Ports.](#)"