

Fall Meeting, 2020

Videoconference

FIRST SESSION

The meeting was convened at 11:00 a.m. Eastern Time on Monday, November 16, 2020. General Executive Board members present were Richard Murphy, Janis Borchardt, Paul Bowen, Marcellus Barnes, Yvette Trujillo, Gary Johnson, Sr., Robin West, Charles Watson, Bruce Hamilton, Michelle Sommers, James Lindsay, Emanuele Sforza, John Callahan, Curtis Howard, Natalie Cruz, Anthony Garland and Raymond Greaves. International President John A. Costa presided. Also, in attendance were International Secretary-Treasurer Kenneth R. Kirk, International Executive Vice President Javier M. Perez, Jr., General Counsel Robert Molofsky and Assistant General Counsel Dan Smith.

REPORT OF THE INTERNATIONAL PRESIDENT

International President John A. Costa convened the meeting. Upon a motion duly made and seconded, the GEB approved the International President's Report.

AUDIT COMMITTEE APPOINTED

International President Costa appointed to the Audit Committee, International Vice Presidents Robin West, Charles Watson, and Bruce Hamilton. International Vice President Watson was designated as Chair.

REPORT OF THE INTERNATIONAL SECRETARY-TREASURER ON ATU-COPE APPROVED

Upon a motion duly made and seconded, the General Executive Board approved the report of the International Secretary-Treasurer on the Amalgamated Transit Union Committee on Political Education. The report as presented, appears below.

ATU-COPE (Financial)

The Amalgamated Transit Union Committee on Political Education (ATU-COPE) program collects voluntary contributions from ATU members for the purposes of making contributions to and expenditures for candidates for federal, state, and local offices and addressing federal, state, and local political issues.

ATU-COPE consists primarily of the Voluntary Account, which is used to make contributions to candidates for federal elections (i.e., U.S. Senate, U.S. House, and U.S. President), and to state and local candidates in jurisdictions which strictly regulate political contributions. In addition to the Voluntary Account, ATU-COPE maintains the Special Holding Account for contributions to state and local candidates and also maintains separate accounts in Missouri, New York and Rhode Island as required by those states' laws.

The highlights of the contributions paid from the various funds (combined) for the six-month period ending June 30, 2020, are as follows:

Federal

Senatorial Campaigns	\$22,500.00
Congressional Campaigns	\$285,000.00
Other	\$20,000.00

State

Senatorial Campaigns	\$8,750.00
Representative Campaigns	\$31,150.00
Other	\$25,500.00

Local

Mayoral Campaigns	\$8,000.00
Councilperson Campaigns	\$6,700.00
Other	\$41,050.00

Other \$104,096.15

Between January 1, 2020 and June 30, 2020, ATU-COPE took in contributions totaling \$538,269.20. As of June 30, 2020, the funds had a combined available balance of \$661,650.69.

REPORT OF THE INTERNATIONAL SECRETARY-TREASURER ON THE ATU SCHOLARSHIP PROGRAM APPROVED

Upon a motion duly made and seconded, the members of the General Executive Board approved the report of the International Secretary-Treasurer on the ATU Scholarship Program. The report as presented, appears below.

Due to the unexpected quarantine mandated in March 2020, as a result of the Coronavirus, the selection process for the 2020 ATU Scholarship Competition, named in memory of former ATU International President Lawrence J. Hanley has been delayed.

The deadline for students to submit their final documents was postponed from March 15, 2020, to May 31, 2020.

On June 9, 2020, total of 197 applications were forwarded to Scholarship America, of which, a total of 109 applications met all of the program requirements.

On October 14, 2020, the applications were returned to the International with the 12 finalists selected.

On October 20, 2020, the application packages for the 12 finalists were electronically forwarded to the members of the Scholarship Committee.

After the Committee has reviewed all of the application packages, they will schedule a virtual committee meeting to select the winners and advise the ATU of their selections.

The Committee is Chaired by Trip McLaughlin, Senior Vice President, Investments, Morgan Stanley Dean Witter. Committee members consisted of Cynthia Watson of Watson Labour Lawyers, and Christian Phillips, CPA, President, Eberts & Harrison, Inc.

REPORT OF THE INTERNATIONAL SECRETARY-TREASURER ON THE ATU MS RESEARCH FUND APPROVED

Upon a motion duly made and seconded, the General Executive Board approved the report of the International Secretary-Treasurer on the ATU MS Research Fund. The report, as presented, appears below.

ATU M.S. RESEARCH FUND
STATEMENT OF RECEIPTS AND DISBURSEMENTS
JANUARY 1, 2020 – JUNE 30, 2020

U. S. OPERATIONS

Cash in Bank – January 1, 2020	\$	5,399.98
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CASH RECEIPTS

General Contributions	\$		
Local Union Contributions		51.50	
Golf Tournament Proceeds:			
Booster Contributions		679.00	
Total Cash Receipts			730.50

TOTAL CASH AVAILABLE	\$	6,130.48
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CASH DISBURSEMENTS

Total Cash Disbursements		0.00
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Cash in Bank – June 30, 2020	\$	6,130.48
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ATU M.S. RESEARCH FUND
STATEMENT OF RECEIPTS AND DISBURSEMENTS
JANUARY 1, 2020 – JUNE 30, 2020

CANADIAN OPERATIONS

Cash in Bank - January 1, 2020		\$	7,021.42
CASH RECEIPTS			
General Contributions	\$		
Local Union Contributions		5.00	
Golf Tournament Proceeds:			
Interest Income		58.63	
Booster Contributions		55.00	
Total Cash Receipts			<u>118.63</u>
TOTAL CASH AVAILABLE		\$	7,140.05
CASH DISBURSEMENTS			
Audit Fees	\$	904.00	
Bank Charges	\$	<u>11.25</u>	
Total Cash Disbursements			915.25
Cash in Bank – June 30, 2020		\$	<u><u>6,224.80</u></u>

REPORT ON THE TRUSTEESHIP OF LOCAL 268 (CLEVELAND, OH)

International Vice President Natalie Cruz reported on the status of the trusteeship of Local 268 (Cleveland, OH). The trusteeship was instituted in part to address excessive spending by the local union following its failure to amend its bylaws to reduce the number of full-time officers, monthly stipends, and other expenses. IVP Cruz reported that the issues giving rise to the trusteeship have been resolved, and that she is in the process of conducting local union elections with a ballot count scheduled for January 6, 2021.

REPORT ON THE TRUSTEESHIP OF LOCAL 1374 (CALGARY, AB)

International Vice President John Callahan reported on the status of the trusteeship of Local 1374 (Calgary, AB). The trusteeship was instituted to assist with the restructuring of the local union following a large drop in membership of over 400 members, resulting from the cessation of service by Greyhound Lines, Inc. in Alberta, Canada. In May 2019, Local 1374's members employed by the Red Deere Transit System were transferred to Local 569 (Edmonton, AB). In August 2019, Local 1374's remaining Greyhound members, and its members employed by the intercity carrier Brewster Transport Company, Ltd., were transferred to Local 1415 (Toronto, ON). IVP Callahan reported that the lack of local union officers at Local 1374 and the loss of Local 1374's server had complicated the ongoing efforts to wind down the local union.

REPORT ON THE TRUSTEESHIP OF LOCAL 1546 (BATON ROUGE, LA)

International Vice President Anthony Garland reported on the status of the trusteeship of Local 1546 (Baton Rouge, LA). The trusteeship was instituted because the local union lacked the

necessary complement of officers employed by the Capital Area Transit System, with access to the employer's property, and day-to-day contact with their members in the workplace. IVP Garland reported that he is currently working with outside counsel to arbitrate seven terminations, including those of several officers, and working to stabilize the administration of the local union.

REPORT ON THE TRUSTEESHIP OF LOCAL 1756 (ARCADIA, CA)

International Vice President Yvette Trujillo reported on the status of the trusteeship of Local 1756 (Arcadia, CA). The trusteeship was instituted to address financial and operational issues. Trujillo reported that internal organizing was going well, and that the local union was in the midst of determining the amount that the former president/business agent owed the local union as a result of overpayments he accepted in the run-up to the trusteeship. She reported that the process for electing local union officers has begun and that the local union should be ready for release from trusteeship in January 2021.

REPORT ON THE TRUSTEESHIP OF LOCAL 1764 (WASHINGTON, DC)

International President John Costa reported on the trusteeship of Local 1764 (Washington, DC). The trusteeship was imposed in large part to address the failure of the local union to bargain, and to prepare to bargain contracts at its largest properties. Costa reported that the membership of Local 1764 had voted to have its Washington-area properties merge into Local 689 (Washington, DC), and its Baltimore-area properties merge into Local 1300 (Baltimore, MD). It was reported further that it appeared that the merger of the Washington-area properties into Local 689 would be completed by the end of November 2020, and that the merger of the Baltimore-area properties into Local 1300 should follow shortly thereafter.

REPORT ON THE TRUSTEESHIP OF LOCAL 1772 (ENGLEWOOD, CO)

International Vice President Yvette Trujillo reported on the trusteeship of Local 1772 (Englewood, CO). IVP Trujillo reported that the local union had been involved in protracted proceedings with the NLRB which had frustrated her ability to complete the trusteeship. She expected to get draft amendments for the local bylaws shortly, and that the local union would then be ready to be released from trusteeship.

REPORT ON THE TRUSTEESHIP OF LOCAL 591 (GATINEAU, QC)

International Vice President Emanuel Sforza reported on the conclusion of the trusteeship of Local 591 (Gatineau, QC). The trusteeship was imposed on Local 591 when its officers undertook efforts to have Local 591 supplanted by a different union as the bargaining representative at the local union's only property. The local union officers were ultimately successful in convincing the rank-and-file members to abandon the ATU. IVP Sforza reported that he successfully wound down the local union, effective May 19, 2020.

REPORT ON THE TRUSTEESHIP OF LOCAL 1028 (DES PLAINES, IL)

International Vice President Michelle Sommers reported on the conclusion of the trusteeship of Local 1028 (Des Plaines, IL). The International Union initiated the trusteeship when the local union could not operate consistent with the Constitution and General Laws (CGL) and its bylaws, due to the loss of its president-business agent, vice president and two executive board members. IVP Sommers noted that local union elections were successfully completed, and that the local union had been released from trusteeship, effective September 19, 2020. She continues to work with the local union, and it appears to be doing well.

REPORT ON THE TRUSTEESHIP OF LOCAL 1587 (TORONTO, ON)

International Vice President Emanuel Sforza reported on the conclusion of the trusteeship of Local 1587 (Toronto, ON). The International Union initiated the trusteeship when the local union could not operate consistent with the Constitution and General Laws (CGL) and its bylaws after its three executive officers, including the president/business agent, executive vice president and financial secretary-treasurer, were all suspended from office pursuant to charges filed consistent with CGL Section 22, Charges, *Trials and Penalties*. IVP Sforza explained that he had conducted elections for local union officers, and that the local union had been released from trusteeship, effective October 1, 2020.

REPORT ON THE TRUSTEESHIP OF LOCAL 1593 (TAMPA, FL)

International Vice President Curtis Howard reported on the conclusion of the trusteeship of Local 1593 (Tampa, FL). Amendments to Local 1593's bylaws had been approved, training of the membership had been conducted, and elections had been completed. He noted that the local union was released from trusteeship, effective September 6, 2020.

REPORT ON THE TRUSTEESHIP OF LOCAL 1745 (KANKAKEE, IL)

International Vice President Janis Borchardt reported on the conclusion of the trusteeship of Local 1745 (Kankakee, IL), and her resolution of the local's administrative and financial issues. She reported that she had held elections for local union officers and the local union was released from trusteeship, effective October 1, 2020.

REPORT ON THE TRUSTEESHIP OF LOCAL 1771 (ESCAMBIA COUNTY, FL)

International Vice President Howard reported on his work with Local 1771. He reported that the local had been fully merged into Local 1395, effective September 2, 2020, and that all open matters have been addressed and the trusteeship has been terminated.

GENERAL DISCUSSIONS

The remainder of the session was devoted to discussion among the International Executive Officers and the members of the Board.

The meeting adjourned at 12:30., to reconvene at 11:00 a.m. on Tuesday, November 17, 2020.

SECOND SESSION

The meeting was convened at 11:00 a.m. Eastern Time on Tuesday, November 17, 2020. General Executive Board members present were Richard Murphy, Janis Borchardt, Paul Bowen, Marcellus Barnes, Yvette Trujillo, Gary Johnson, Sr., Robin West, Charles Watson, Bruce Hamilton, Michelle Sommers, James Lindsay, Emanuele Sforza, John Callahan, Curtis Howard, Natalie Cruz, and Raymond Greaves. International President John A. Costa presided. Also, in attendance were International Secretary-Treasurer Kenneth R. Kirk, International Executive Vice President Javier M. Perez, Jr., Assistant General Counsel Daniel Smith

International Vice President Anthony Garland was excused from the meeting.

Director of Communications David Roscow was also in attendance.

MINUTES OF THE 2020 SPRING GENERAL EXECUTIVE BOARD MEETING APPROVED, AS AMENDED, AND SPECIAL MEETINGS OF THE GENERAL EXECUTIVE BOARD HELD ON JANUARY 31, 2020, MARCH 31, 2020, APRIL 3, 2020, MAY 15, 2020, JUNE 1, 2020, AND JUNE 25, 2020

Upon a motion duly made and seconded, the members of the General Executive Board approved the Minutes of the 2020 Spring GEB Meeting, as amended, with the following amendments: (1) to reflect that International Representative Stephan MacDougall was excused from the fourth and fifth sessions of the 2020 Spring General Executive Board Meeting; and (2) to reflect that IEVP Perez reported regarding the trusteeship of Local 1593 during the first session of the 2020 Spring General Executive Board Meeting, and the Minutes of the Special Meetings of the General Executive Board held on January 31, 2020, March 31, 2020, April 3, 2020, May 15, 2020, June 1, 2020 and June 25, 2020.

PRESENTATION AND DISCUSSION ON THE 60TH INTERNATIONAL CONVENTION

After discussion, upon motion duly made and seconded, the members of the General Executive Board voted to hold the 60th ATU International Convention September 19 - 23, 2022, in Las Vegas, Nevada, at Caesars Palace.

MOTION APPROVED TO PROVIDE COLA INCREASE TO INTERNATIONAL OFFICERS

After discussion, upon motion duly made and seconded, a majority of the members of the General Executive Board voted to increase the salaries provided to International Officers with a cost-of-living adjustment of 1.41% retroactive to November 1, 2020.

GENERAL DISCUSSIONS

The remainder of the session was devoted to discussion among the International Executive Officers and the members of the Board.

The meeting adjourned at 11:50 a.m., to reconvene at 11:00 a.m. on Wednesday, November 18, 2020.

THIRD SESSION

The meeting was convened at 11:00 a.m. Eastern Time on Wednesday, November 18, 2020. General Executive Board members present were Richard Murphy, Janis Borchardt, Paul Bowen, Marcellus Barnes, Yvette Trujillo, Gary Johnson, Sr., Robin West, Charles Watson, Bruce Hamilton, Michelle Sommers, James Lindsay, Emanuele Sforza, John Callahan, Curtis Howard, Natalie Cruz, Anthony Garland and Raymond Greaves. International President John A. Costa presided. Also, in attendance were International Secretary-Treasurer Kenneth R. Kirk, International Executive Vice President Javier M. Perez Jr., General Counsel Robert Molofsky, and Assistant General Counsel Dan Smith.

FINANCIAL ASSISTANCE LOCAL 1700, (CHICAGO, IL)

By email dated June 2, 2020, Local 1700 Finance Secretary Sammie Howard, Jr., requested financial assistance in the form of a waiver of back per capita tax owed to the International, which was discovered during a recent reconciliation of the local's membership records.

The financial statement of Local 1700, for the period ending December 31, 2019, listed a beginning balance of \$162,816.00. Receipts for the period amounted to \$840,301.00, and disbursements were \$759,858.00, leaving a balance at the end of the period of \$243,259.00.

Currently, Local 1700 has 90 active members.

After careful review and consideration of the facts, the majority of the General Executive Board voted not to extend financial assistance to Local 1700.

AUDIT COMMITTEE REPORT APPROVED

After discussion, upon motion duly made and seconded, the members of the General Executive Board approved the report of the Audit Committee, for the six-month period ending June 30, 2020.

REPORT ON THE ATU TRAINING AND EDUCATION CENTER

ATU Senior Accountant Alexis Cowan reported to the General Executive Board on the ATU-TEC for the fiscal year ending June 30, 2020. Sister Cowan reported that the ATU-TEC's Tommy Douglas Conference Center closed on March 19, 2020, in response to the COVID-19 pandemic. It was reported that ATU-TEC is taking advantage of available federal programs for businesses impacted by the pandemic. Sister Cowan reviewed ATU-TEC's expenses, revenue, and balance sheet. She reported that both income and expenses were down as a result of the closing of business due to the ongoing pandemic and the Maryland governor's executive order on business closings and social distancing. The General Executive Board discussed the effects of the pandemic and the future outlook for the ATU-TEC.

MOTION APPROVED AUTHORIZING AN ADDITIONAL \$1.5 MILLION LOAN TO ATU-TEC

Upon motion duly made and seconded, the General Executive Board authorized an additional \$1.5 million loan to ATU-TEC Properties, LLC to be repaid on the same basis as the prior loans.

REPORT OF THE INTERNATIONAL SECRETARY-TREASURER APPROVED

Upon a motion duly made and seconded, the General Executive Board approved the report of the International Secretary-Treasurer for the period January 1, 2020, through June 30, 2020.

REPORT OF THE ASSISTANT GENERAL COUNSEL

Dan Smith, ATU Assistant General Counsel, reported on the work of the Legal Department. He opened by noting that the COVID-19 pandemic affected the work and breath of activities performed by the department. He reported on the effect of the pandemic and the CARES Act on the department's 13(c) program. He noted that there had been a doubling of grant referrals from the FTA to the DOL as a result of the \$26 billion in CARES Act funding for transit systems in the U.S., and that the department had been involved in advising local unions and International Officers on issues related to those new grants. The increasing number of grants for micro transit service was highlighted. The 13(c) report was concluded with noting that the longstanding PEPRA litigation was continuing, and that the parties had filed cross-motions for summary judgment on October 2, 2020, in the most recent lawsuit brought by the ATU.

With regard to non-13(c) litigation, it was noted that the stay has been lifted on the *Brown v. Hanley* litigation regarding members of Local 113 and their attempt to invalidate the trusteeship and other provisions of the CGL and to allow members to vote to disaffiliate their local unions from the International Union. It was further noted that cross-motions for summary judgment would be filed before the end of the year in the case. Lastly, it was reported that there was currently only one First Amendment lawsuit pending, *Bruce v. Worcester Regional Transit Authority* involving Local 22.

Assistant General Counsel Smith reported that the Legal Department had been involved heavily in developing safety and health standards in response to COVID-19 and producing safety and health guidance to local union officers and members. He also reported on the involvement of the department in the notice and comment rulemaking procedures by state occupational safety and health agencies in Virginia and Oregon related to COVID-19 Emergency Temporary Standards.

Finally, the impact of the federal elections in the United States on the National Labor Relations Board was discussed.

GENERAL DISCUSSIONS

The remainder of the session was devoted to discussion among the International Executive Officers and the members of the Board.

The meeting adjourned at 12:25 p.m. to reconvene at 11:00 a.m. on Thursday, November 19, 2020.

FOURTH SESSION

The meeting was convened at 11:00 a.m. Eastern time on Thursday, November 19, 2020. General Executive Board members present were Richard M. Murphy, Janis M. Borchardt, Paul Bowen, Marcellus Barnes, Yvette Trujillo, Gary Johnson Sr., Robin West, Charles Watson, Bruce Hamilton, Michelle Sommers, James Lindsay, Emanuele Sforza, John Callahan, Curtis Howard, Natalie Cruz, Anthony Garland and Raymond Greaves. International President John A. Costa presided. Also, in attendance were International Secretary-Treasurer Kenneth R. Kirk, International Executive Vice President Javier M. Perez Jr., Chief of Staff Jessica Chu, General Counsel Robert Molofsky and Assistant General Counsel Dan Smith.

International Representatives Dennis Antonellis, Stephan MacDougall, Sesil Rubain Marilyn Williams, and Michael Cornelius; ATU Canada President John Di Nino; Director of New Organizing Chris Townsend; Director of Field Mobilization Todd Brogan; Director of Collective Bargaining and Joint Industry Coordinator John Lyons; Director of Communications David Roscow; Director of Government Affairs Jeff Rosenberg, National Political Director Clem Balanoff, and Education and Training Administrator Russell Bateman were also in attendance.

Retired International Vice President Raphael Rivera joined the meeting for the recognition of his service to the ATU.

International Representative Mike Harms was excused from the meeting.

REPORT ON THE 2020 U.S. ELECTIONS

Clem Balanoff, National Political Director, reported on the recent federal elections in the United States. He opened by discussing the election of Vice President Joe Biden whom the ATU endorsed on February 1, 2020. He reported on the runoff elections for the two U.S. Senate seats in Georgia and reminded the Board that the Democrats will control the Senate if they win both seats. Balanoff reported on the efforts the ATU was undertaking in support of the two Democratic candidates in those races. The report concluded with a discussion of the priorities for the first 100 days of the new administration.

REPORT ON ATU CANADA

ATU Canada President John Di Nino briefed the Board about the state of ATU Canada during the pandemic. He noted that COVID cases were spiking in Canada, and that lockdowns were expected in a number of provinces which will have implications for ATU members. Brother Di Nino informed the GEB that ATU Canada has been able to successfully organize and steer a coalition of groups fighting for federal operating assistance for Canadian transit agencies during the pandemic.

Brother Di Nino provided an update on Local 113. First, he noted that Unifor continues to try to disrupt the local union and sow division among the membership with the ultimate goal of raiding the ATU. Second, he noted that the local union had lost a bargaining unit of 300 members at Transdev when the employer lost a service contract with York Region Transit.

Brother Di Nino concluded his remarks by reporting on an upcoming steward training session that ATU Canada will be conducting as part of its continuing work with Canadian local unions.

REPORT ON INTERNAL ORGANIZING

Director of Field Mobilization Todd Brogan began the presentation by speaking more broadly about the Campaigns Department. Brogan reported that the department's organizers had been active throughout the U.S. and Canada. He reviewed a number of the campaigns with which the department has been involved. The underlying message was that the union has been successful in fighting layoffs and pushing bargaining forward where local unions have implemented an organizing model of responding to challenges faced by our members. He highlighted the success of the California local unions, in particular, in developing their capacity to move their members through an organizing model as they worked to oppose California's Proposition 22 regarding independent contractor status of Transportation Network Companies.

REPORT ON NEW ORGANIZING

New Organizing Director Chris Townsend reported that the ATU has continued to organize new properties as the pandemic has continued, including units in Florida, Texas, Oklahoma, Kentucky, Oregon, and California. Brother Townsend noted that after beating Transdev in its effort to decertify Local 1778 in Lansing, Michigan, Transdev launched a decertification campaign against Local 256 at its Yolo County property which the union is confident it will win. He concluded his report with discussing the current campaigns underway.

REPORT ON BARGAINING

Collective Bargaining Director and Joint Industry Council Coordinator John Lyons discussed the bargaining landscape during the pandemic. He started by noting that a sale of FirstGroup's North American holdings to a private equity company appears to be likely and reported on discussions with some of the large private employers. Brother Lyons explained the assistance which his department has provided regarding the RFP process, bargaining and trusteeships.

REPORT OF THE RESEARCH DEPARTMENT

Research Director Andrew Gena reviewed the different types of assistance that the department had provided in order to assist with bargaining and contract enforcement. He discussed the efforts of the department to prepare for strategic bargaining. He also discussed the department's monitoring of industry trends, including layoffs at both transit and school bus properties, and battery-electric buses.

REPORT ON ATU SCHOOL BUS MEMBERSHIP

Assistant General Counsel Dan Smith reported on ATU's school bus membership. He noted that Local 1181, the ATU's largest school bus local union, is facing a school closing at New

York City's Department of Education. He said that many school bus members are working but plagued by precarious schedules subject to closings caused by outbreaks. He also said that a large number of members are not working but receiving full pay while out. Lastly, the remaining members have been laid off by their employers and are relying on unemployment insurance, but increasingly, are exhausting their benefits.

REPORT OF THE COMMUNICATIONS DEPARTMENT

Director of Communications David Roscow reported on the International Union's increasingly successful communications strategy. He noted that during the pandemic, the ATU has seen a growth in people following the ATU on social media and has seen greater reader engagement with the Dispatch. He noted that his department has continued to support local unions and International staff with communications support.

REPORT ON LEGISLATIVE AND POLITICAL AFFAIRS

Director of Government Affairs Jeff Rosenberg reported on President-Elect Joe Biden's transition process. He discussed the likelihood of a relief bill during either the Trump or Biden administration. He discussed the upcoming surface transportation bill in Congress.

RECOGNITION OF SERVICE OF IVP RAFAEL RIVERA UPON HIS RETIREMENT

IP Costa recognized the service to the ATU of retired International Vice President Rafael Rivera as an International Vice President, International Representative and organizer, and his service to the numerous local unions, of which he was a member and leader, over his career as a driver for Greyhound. International Executive Vice President Javier M. Perez, Jr., and current International Vice Presidents thanked Brother Rivera for his camaraderie and service to the ATU.

GENERAL DISCUSSIONS

The remainder of the session was devoted to discussion among the International Executive Officers and the members of the Board.

The meeting adjourned at 2:10 p.m., to reconvene at 11:00 a.m. on Friday, November 20, 2020.

FIFTH SESSION

The meeting was convened at 11:00 a.m. Eastern time on Friday, November 20, 2020. General Executive Board members present were Richard M. Murphy, Janis M. Borchardt, Paul Bowen, Marcellus Barnes, Yvette Trujillo, Gary Johnson Sr., Robin West, Charles Watson, Bruce Hamilton, Michelle Sommers, James Lindsay, Emanuele Sforza, John Callahan, Natalie Cruz, Anthony Garland and Raymond Greaves. International President John A. Costa presided. Also, in attendance were International Secretary-Treasurer Kenneth R. Kirk; International Executive Vice President Javier M. Perez Jr.; Chief of Staff Jessica Chu, and Assistant General Counsel Dan Smith.

International Vice President Curtis Howard was excused.

International Representatives Dennis Antonellis, Stephan MacDougall, Sesil Rubain, Marilyn Williams, Michael Harms, and Michael Cornelius; Education and Training Administrator Russell Bateman; and Workforce Development Coordinator Jamaine Gibson were also in attendance. ATU Canada President John Di Nino were excused from the meeting.

EAP PRESENTATION

Janet Gerhard of Florida House Experience Health (FHE Health) addressed the GEB regarding employee assistance programs. She explained that FHE Health is a union oriented EAP which is sensitive to the needs of workers who are having personal difficulties which can spill over to their work lives. She explained further that FHE Health is not driven by reducing employer liability as employer oriented EAPs are, but rather driven by assisting employees. As further example, she reported that FHE Health employees assist in Loudermill hearings while preserving employees' HIPPA rights to explain that the employee in question is getting treatment.

Ms. Gerhard noted that behavioral and addiction issues are often stress- and anxiety-related, and that the stress and anxiety people are facing during the current COVID pandemic make EAPs more important the ever. She stated that FHE Health has a wide network of different specialists to whom they refer people in order to address people's mental health, behavioral and addiction issues.

IP Costa highlighted the importance of people getting assistance when they are facing difficult times.

REPORT ON ATU TRAINING

Training Administrator Russell Bateman reported on the developments in the International Union's training programs. He noted that the COVID-19 pandemic has affected the training programs by both preventing in-person training at the TDCC and other locations, and by necessitating a change in focus to safety and health issues and how local unions can take advantage of telephone and video conference services and technology.

Brother Bateman informed the GEB that traditional ATU trainings are being adapted for video conferences, and that the recent new officers training was successfully held by video conference. He noted also that new trainings, including shop steward and executive board trainings, are being developed.

WORKFORCE DEVELOPMENT REPORT

Workforce Development Coordinator Jamaine Gibson briefed the General Executive Board on the progress of the ATU's workforce development program. He explained that the International Union has been able to make progress on its workforce development program despite the ongoing pandemic. He explained further that the mentoring program has successfully addressed the need for a unique form of training for operators and other transit workers. Additionally, training has been developed and conducted for Mentorship Coordinators to ensure that mentorship programs can be sustained on our properties. He noted also that the International Union has developed a pre-apprenticeship program to assist in recruiting and preparing future generations of workers for the transit industry.

Brother Gibson discussed the International Union's work regarding battery-electric buses (BEBs). He reported that the ATU and the TLC have jointly created, by working with the original equipment manufacturers, the only BEB training program for maintenance employees.

Lastly, Brother Gibson discussed the ongoing work with the Transit Cooperative Research Program of the Transportation Research Board, California Transit Workers Consortium and Canadian Urban Transit Association.

GENERAL DISCUSSION

The remainder of the session was devoted to discussion among the International Executive Officers and members of the Board.

The meeting adjourned at 2:05 p.m. *sine die*.

INTERIM ACTIONS AND RULINGS BY THE
GENERAL EXECUTIVE BOARD
FOR THE PERIOD JANUARY 1, 2020, THROUGH JUNE 30, 2020

1. AUTHORIZATION TO ADOPT THE REPORT OF THE HEARING OFFICER
IN THE MATTER OF TRUSTEESHIP OF LOCAL 1587, (TORONTO, ON)

Upon a polling of its membership, conducted pursuant to Section 12.6 of the ATU Constitution and General Laws, on January 23, 2020, the General Executive Board voted to approve the recommendation of International President Costa, to adopt the Findings and Determination of the Hearing Officer as the Decision and Order of the General Executive Board, in the matter of Trusteeship of Local 1587 (Toronto, ON).

2. AUTHORIZATION FOR LOCAL 1342 (BUFFALO, NY)
TO ENTER INTO INTEREST ARBITRATION

Under authority vested in International President Costa, by action of the General Executive Board and pursuant to Section 19.2 of the ATU Constitution and General Laws, on January 30, 2020, Local 1342 (Buffalo, NY), was authorized to enter into Interest Arbitration with Niagara Frontier Transportation Authority (NFTA Metro).

3. AUTHORIZATION FOR LOCAL 1505 (WINNIPEG, MB)
TO RETAIN A LOWER DUES STRUCTURE

Under authority vested in International President Costa, by action of the General Executive Board and pursuant to Section 18.3 of the ATU Constitution and General Laws, on March 6, 2020, Local 1505 (Winnipeg, MB), was granted permission to retain a Lower Dues Structure.

4. AUTHORIZATION TO APPROVE AN ALTERNATE REVENUE STRUCTURE FOR
LOCALS FOR THE MONTHS OF APRIL, MAY, AND JUNE 2020

Upon a polling of its membership, conducted pursuant to Section 18.3 of the ATU Constitution and General Laws, on March 31, 2020, the General Executive Board voted in favor to adopt the recommendation of International President to approve an Alternate Revenue Structure for the months of April, May, and June 2020, due to the Coronavirus (COVID-19).

5. AUTHORIZATION FOR LOCAL 1741 (LAFAYETTE, IN)
TO RETAIN A LOWER DUES STRUCTURE

Under authority vested in International President Costa, by action of the General Executive Board and pursuant to Section 18.3 of the ATU Constitution and General Laws, on May 21, 2020, Local 1741 (Lafayette, IN), was granted permission to retain a Lower Dues Structure.

6. AUTHORIZATION FOR LOCAL 1743 (PITTSBURGH, PA)
TO RETAIN A LOWER DUES STRUCTURE

Under authority vested in International President Costa, by action of the General Executive Board and pursuant to Section 18.3 of the ATU Constitution and General Laws, on June 8, 2020, Local 1743 (Pittsburgh, PA), was granted permission to retain a Lower Dues Structure.

7. AUTHORIZATION FOR LOCAL 1447 (LOUISVILLE, KY)
TO RETAIN A LOWER DUES STRUCTURE

Under authority vested in International President Costa, by action of the General Executive Board and pursuant to Section 18.3 of the ATU Constitution and General Laws, on June 25, 2020, Local 1447 (Louisville, KY), was granted permission to retain a Lower Dues Structure.

8. AUTHORIZATION FOR LOCAL 1701 (SARASOTA, FL)
TO RETAIN A LOWER DUES STRUCTURE

Under authority vested in International President Costa, by action of the General Executive Board and pursuant to Section 18.3 of the ATU Constitution and General Laws, on June 25, 2020, Local 1701 (Sarasota, FL), was granted permission to retain a Lower Dues Structure.

9. STRIKE SANCTION GRANTED TO LOCAL 1181 (NEW YORK, NY) – BROOKLYN
RETROACTIVE TO MAY 27, 2020

Upon a motion duly made and seconded, the members of the General Executive Board granted strike sanction to Local 1181 (New York, NY), in connection with the ongoing dispute Transportation, Brooklyn, NY, retroactive to May 27, 2020.

10. AUTHORIZATION TO WAIVE TWO-WEEK WAITING PERIOD FOR STRIKE
BENEFITS AND INCREASE BENEFIT AMOUNT TO \$400 PER WEEK FOR
LOCAL 1181 (NEW YORK, NY)

Upon a motion duly made and seconded, the General Executive Board voted to waive the two-week waiting period as required under Section 19.3 *Strike Benefits*, for Local 1181 (New York, NY), for the payment of strike benefits, and to increase the benefit from \$200 to \$400.00 per week, retroactive to May 27, 2020.

11. STRIKE SANCTION GRANTED TO LOCAL 1181 (NEW YORK, NY) – STATEN
ISLAND SUBJECT TO A MEMBERSHIP VOTE

Upon a motion duly made and seconded, a majority of the members of the General Executive Board voted to grant strike sanction to Local 1181 (New York, NY), against MV Transportation, Staten Island, subject to a strike vote by the membership.

12. AUTHORIZATION TO WAIVE TWO-WEEK WAITING PERIOD FOR STRIKE BENEFITS AND INCREASE BENEFIT AMOUNT TO \$400 PER WEEK FOR LOCAL 1181 (NEW YORK, NY)

Upon a motion duly made and seconded, a majority of the General Executive Board voted to waive the two-week waiting period as required under Section 19.3 *Strike Benefits*, for Local 1181 (New York, NY) – Staten Island, for the payment of strike benefits, and to increase the benefit from \$200 to \$400.00 per week, subject to a strike vote by the membership,