

FALL MEETING, 2010

LAKE BUENA VISTA, FL, SEPTEMBER 20 – 24, 2010

FIRST SESSION

The meeting convened at 9:00 a.m. on Monday, September 20, 2010. General Executive Board members present were Joseph Welch, Rodney Richmond, Robert Baker, Larry Kinnear, Javier Perez, Jr., Richard Murphy, Bob Hykaway, Charles Cook, William McLean, Janis Borchardt, Paul Bowen, Lawrence Hanley, Kenneth Kirk, Gary Rauen, Marcellus Barnes, Rafael Rivera, Yvette Salazar, and Gary Johnson, Sr. International President Ron Heintzman presided.

Also in attendance were International Executive Vice President Randy Graham, International Secretary-Treasurer Oscar Owens, Chief of Staff Benetta Mansfield, General Counsel Aaron Hilligas, and Executive Assistant to the International President Beth Petrusic.

AUDIT COMMITTEE APPOINTED

Appointed to the Audit Committee were International Vice Presidents McLean, Borchardt, and Bowen. International Vice President McLean was designated as chair.

STRIKE SANCTIONS APPROVED

Upon the request of International Vice President Murphy, the Board granted strike sanction to the members of Local 1547 (Brockton, MA), employed by the Brockton Area Transit Authority.

Upon the request of International Vice President Kinnear, the Board granted strike sanction to the members of Local 966 (Thunder Bay, ON), employed by Thunder Bay Transit.

Upon the request of International Vice President Hanley, the Board granted strike sanction to the members of Local 1317 (Clifton, NJ), employed by DeCamp Bus Lines.

REPORT OF THE INTERNATIONAL SECRETARY-TREASURER ON MS RESEARCH FUNDS

It was reported that the 25th annual golf tournament for the benefit of multiple sclerosis research is scheduled for October 24-25, 2010, at Worthington Manor Golf Club in Urbana, MD. The announcement for this fundraiser is being designed, and the invitee list has been generated in anticipation of a full compliment of golfers.

During this period, Les Moore, longstanding financial secretary of Local 113 (Toronto, ON), and ardent supporter of ATU MS Research Funds, retired. Brother Moore's leadership efforts with fund-raising events including the Old Timers Hockey League, raised tens of thousands of dollars for MS research every year. His efforts are unprecedented, and his legacy will be long remembered as an example to those who follow him.

Financial Statements for the period of January 1, 2010, through June 30, 2010, for both the U.S. and Canadian MS Research Funds follow.

The U.S. fund had, as of January 1, 2010, available cash of \$2,445.91. The collections during the six-month period ended June 30, 2010, amounted to \$5,821.69. These receipts were as follows: General Contributions: \$4,078.69, Local Union Contributions: \$643.00, and Golf Tournament Receipts: \$1,100.00.

During the same six-month period, the fund paid no expenses, which created an available cash balance for charitable purposes and for future operations of \$8,267.60.

The Canadian fund had available cash, as of January 1, 2010, of \$1,664.47. The collections for the six-month period ended June 30, 2010, totaled \$1,109.57. These receipts consisted of General Contributions of \$198.45, Interest Income of \$11.12, and Booster Contributions of \$900.00.

During the period, the fund incurred miscellaneous administrative expenses of \$41.44. As a result, the fund

had \$2,732.60 available for contribution and future operations.

Financial statements for the United States and Canada for the six months ended June 30, 2010, were provided to the General Executive Board.

TRUSTEESHIPS

Report on Local 282 (Rochester, NY) Trusteeship

International Vice President Rauhen offered an accounting of the International Union's stewardship of Local 282 (Rochester, NY), which was first undertaken in January 2010. The Board was advised that considerable progress continues to be made to assist the local union in ultimately regaining its autonomy.

Report on Local 1754 (Lawrence, KS) Trusteeship

International Vice President Perez reported on the status of the trusteeship of Local 1754 (Lawrence, KS) first instituted in April 2009. The Board was informed that progress is continuing to be made in the administration of the local union's affairs. An initiative has been undertaken to develop and effectuate appropriate bylaw amendments and to otherwise assist the local union in ultimately regaining its autonomy.

Related to his duties as the appointed trustee of Local 1754, International Vice President Perez apprised the Board of his efforts to negotiate the parameters of MV's intended use of employee background records to limit the use to driving records.

REQUESTS FOR FINANCIAL ASSISTANCE

Local 1395 (Pensacola, FL)

Michael Lowery, president/business agent of Local 1395 (Pensacola, FL), requested financial assistance as a result of the local's incurred costs related to a ruling made by the Florida Public Employee Relations Commission (PERC) against Local 1395 determining that it was the responsibility of the local union to pay the legal fees incurred by the county commissioners in Escambia County for its unsuccessful defense of an unfair labor practice pursued by the union.

As a result of that Florida PERC decision, Local 1395 owes attorney fees of approximately \$29,000. Local 1395 states that it does not have the monies in its treasury to meet this expense due to the expenses spent fighting a recent decertification attempt.

The General Executive Board, after careful review and consideration of the facts, voted to authorize providing financial assistance to Local 1395 in the form of a six-month per capita tax waiver.

Local 1005 (Minneapolis/St. Paul, MN)

Michelle Sommers, president/business agent of Local 1005 (Minneapolis/St. Paul, MN), requested financial assistance due to the significant costs incurred by the local union in its contract dispute with the Met Council over work that was previously performed by ATU members but then reassigned to employees represented by AFSCME – a situation the International was initially made aware of in January 2007.

Through protracted litigation, Local 1005 was ultimately successful in its effort to retain these employees in their ATU bargaining unit, thereby preserving the local's bargaining unit work. It was reported by Local 1005 that it incurred expenditures totaling approximately \$130,000 in litigating this matter.

The General Executive Board, after careful review and consideration of the facts, voted to authorize providing financial assistance to Local 1005 in the form of a three-month per capita tax waiver.

Local 1591 (Broward County, FL)

Christine Jones, president/business agent of Local 1591 (Broward County, FL), requested financial assistance due to the local's financial difficulties arising from the effects of five-day furloughs and lost time expenses incurred related to contract negotiations.

The General Executive Board, after careful review and consideration of the facts, voted to authorize providing financial assistance to Local 1591 in the form of a three-month waiver of per capita tax.

Local 1499 (Muncie, IN)

International Vice President Javier Perez brought forth a motion stating that, upon review of the financial records of Local 1499 (Muncie, IN), the executive officers be vested with the authority to provide appropriate financial assistance to the local union to assist with its arbitration related costs.

The Board then engaged in a general discussion about the sizable arbitration and legal costs incurred by Local 1499 for the purpose of contesting the actions of Muncie Indiana Transit System. Upon a duly seconded motion, the General Executive Board voted to approve the motion.

GENERAL DISCUSSIONS

The remainder of the session was devoted to discussions among the board members of current issues. The meeting adjourned at 4:00 p.m. to reconvene Tuesday, September 21, 2010, at 9:00 a.m.

SECOND SESSION

The meeting convened at 9:00 a.m. on Tuesday, September 21, 2010. General Executive Board members present were Joseph Welch, Rodney Richmond, Robert Baker, Larry Kinnear, Javier Perez, Jr., Richard Murphy, Bob Hykaway, Charles Cook, William McLean, Janis Borchardt, Paul Bowen, Lawrence Hanley, Kenneth Kirk, Gary Rauen, Marcellus Barnes, Rafael Rivera, Yvette Salazar, and Gary Johnson. International President Ron Heintzman presided.

Also in attendance were International Executive Vice President Randy Graham, International Secretary-Treasurer Oscar Owens, Chief of Staff Benetta Mansfield, General Counsel Aaron Hilligas, and Executive Assistant to the International President Beth Petrusic.

APPEALS TO THE GENERAL EXECUTIVE BOARD

Appeal No. 1: Denise Callens Local 689 (Washington, DC)

There came before the General Executive Board a filing of Local 689 member Denise Callens that contested a February 17, 2010, decision of International President George denying the appeal of Sister Callens regarding the decision of the local membership not to authorize her March 3, 2009, grievance for advancement to arbitration.

Sister Callens made a personal appearance before the General Executive Board and provided a detailed summary of the grievance underlying her appeal. Upon a thorough deliberation of all the facts and evidence in

this case, the General Executive Board voted to uphold the decision of the international president.

Appeal No. 2: Mack Terrell Local 713 (Memphis, TN)

There came before the General Executive Board a filing of Local 713 Member Mack Terrell which contested the January 26, 2010, decision of International President George denying Brother Terrell's appeal from a decision of the Local 713 membership not to proceed to trial on charges brought against Local 713 Financial Secretary/Business Agent Larry Miller.

Upon a thorough deliberation of all the facts and evidence in the case, the General Executive Board voted to uphold the decision of the international president.

Appeal No. 3: Bernard Womack Local 689 (Washington, DC)

There came before the General Executive Board a filing of Local 689 Member Bernard Womack which contested the May 26, 2010, decision of International President George regarding Brother Womack's appeal from a decision of Local 689 to decline all of his challenges regarding the local's December 2009 election of officers.

Brother Womack made a personal appearance along with witnesses before the General Executive Board and provided a detailed summary of the issues underlying his appeal. Upon a thorough deliberation of all the facts and evidence in this case, the General Executive Board voted to uphold the decision of the international president.

REPORT OF THE INTERNATIONAL SECRETARY-TREASURER APPROVED

Upon a motion duly made and seconded, the Report of the International Secretary-Treasurer for the six-month period ended June 30, 2010, was approved.

GENERAL DISCUSSIONS

The remainder of the session was devoted to discussions among the board members of current issues. The meeting adjourned at 4:00 p.m. to reconvene Wednesday, September 22, 2010, at 9:00 a.m.

THIRD SESSION

The meeting convened at 9:00 a.m. on Wednesday, September 22, 2010. General Executive Board members present were Joseph Welch, Rodney Richmond, Robert Baker, Larry Kinneer, Javier Perez, Jr., Richard Murphy, Bob Hykaway, Charles Cook, William McLean, Janis Borchartdt, Paul Bowen, Lawrence Hanley, Kenneth Kirk, Gary Rauen, Marcellus Barnes, Rafael Rivera, Yvette Salazar, and Gary Johnson. International President Ron Heintzman presided.

Also in attendance were International Executive Vice President Randy Graham, International Secretary-Treasurer Oscar Owens, Chief of Staff Benetta Mansfield, General Counsel Aaron Hilligas, and Executive Assistant to the International President Beth Petrusic.

INTEREST ARBITRATION GRANTED TO LOCAL 256 (SACRAMENTO, CA)

Upon motion made by International Vice President Chuck Cook and duly seconded, pursuant to Section 19.2 of the International Constitution and General Laws, Local 256 was authorized to enter into interest arbitration with Sacramento Regional Transit.

REPORT OF THE INTERNATIONAL SECRETARY-TREASURER ON ATU-COPE

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.

In addition to the Voluntary Account, ATU-COPE maintains the Special Holdings Account for contributions to state and local candidates and also maintains separate accounts in Florida, Maryland, Massachusetts, Missouri, New York, Virginia and Wisconsin, as required by those states' laws.

A complete financial report has been provided in a separate report. However, the highlights of the contributions paid from the various funds (combined) for the six-month period ending June 30, 2010, are as follows:

Federal

Senatorial Campaigns	\$ 28,000.00
Congressional Campaigns	\$ 233,700.00
Other	\$ 33,000.00

State

Senatorial Campaigns	\$ 2,000.00
Representative Campaigns	\$ 5,700.00
Other	\$ 33,408.00

Local

Mayoral Campaigns	\$ 1,000.00
Councilperson Campaigns	\$ 500.00
Other	\$ 4,300.00

Between January 1, 2010, and June 30, 2010, ATU-COPE took in contributions totaling \$298,929.46. As of June 30, 2010, the funds had a combined available balance of \$450,050.39.

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

The selection process for the Amalgamated Transit Union 2010 scholarship competition named in memory of Bruce Foster, retired international vice president, was completed during this period by the scholarship selection committee. The committee was chaired by James Kennedy, Jr., consultant, Union Labor Life Insurance Company. Committee members consisted of John W. Harrison, III, president of Eberts & Harrison; and Cynthia Watson of Watson Labour Lawyers.

A total of 82 applications met all of the program's requirements. These were reduced to 15 finalists and one vocational finalist.

The committee complimented the applicants for their interesting biographical statements and essays. Checks for \$5,000 were sent to the schools of five academic awardees as well as a \$2,000 check for our vocational scholarship winner.

GENERAL DISCUSSIONS

The remainder of the session was devoted to discussions among the board members of current issues. The meeting adjourned at 4:00 p.m. to reconvene Thursday, September 23, 2010, at 9:00 a.m.

FOURTH SESSION

The meeting convened at 9:00 a.m. on Thursday, September 23, 2010. General Executive Board members present were Joseph Welch, Rodney Richmond, Robert Baker, Larry Kinnear, Javier Perez, Jr., Richard Murphy, Bob Hykaway, Charles Cook, William McLean, Janis Borchardt, Paul Bowen, Lawrence Hanley, Kenneth Kirk, Gary Rauen, Marcellus Barnes, Rafael Rivera, Yvette Salazar, and Gary Johnson. International President Ron Heintzman presided.

Also in attendance were International Executive Vice President Randy Graham, International Secretary-Treasurer Oscar Owens, Chief of Staff Benetta Mansfield, General Counsel Aaron Hilligas, and Executive Assistant to the International President Beth Petrusic.

Also in attendance were International Representatives Anthony Withington, Dennis Antonellis, Karen Miller, Mike Mahar, and Canadian Council Director Robin West.

REPORT OF THE GENERAL COUNSEL

During the reporting period of January 1, 2010, through June 30, 2010, the Legal Department continued to provide counsel and representation to the International Union and ATU locals in connection with a wide range of issues.

It was reported that the Legal Department again devoted considerable resources to the Section 13(c) processing of U.S. transit grants and assisted local unions and outside counsel in the ongoing administration, interpretation and enforcement of employee protections applied to federal funding assistance to public transportation services.

The Department also handled a number of other litigation matters in which the International or its local unions were involved before the courts and administrative agencies. It was reported that we continued to see success in our legal action to enforce a subcontracting arbitration award against the Boise, ID, transit system, but were frustrated by the legal posturing of the City of Colorado Springs, CO, as it brought its wide-ranging attack on the Section 13(c) program to a federal court of appeals.

Throughout the reporting period, the Legal Department otherwise responded to a multitude of

inquiries concerning issues implicating the *National Labor Relations Act*, the *Family and Medical Leave Act*, the *Fair Labor Standards Act*, pension and 401(k) retirement plan rights, drug and alcohol testing requirements, and other federal, state and provincial labor law matters.

The availability of economic “stimulus” funding pursuant to the *American Recovery and Reinvestment Act* (ARRA) continued to impact the Legal Department’s workload in this area. Signed into law earlier in 2009, the ARRA authorized millions of additional federal dollars for struggling transit agencies across the United States. Over the course of these six months, we reviewed approximately 120 ARRA grant applications in addition to the hundreds of grant requests more traditionally processed.

On behalf of approximately 178 individual local unions and the New Jersey Council, the Legal Department reviewed an impressive total of some 483 applications in the first half of 2010. Of those, 294 were full applications for federal transit assistance, while the remaining 189 matters came in the form of grant amendments.

Almost a dozen of the funding requests were filed in applications for statewide grants awarded under the Section 5311 funding program for rural and small, urbanized area providers. As such, they were presented on behalf of multiple transit providers and implicated a variety of potentially distinct employee protective considerations.

During these six months a total of 41 new first-time protective arrangements were implemented in connection with 35 grant applications. While some new sets of protections were necessitated because the grant applicant and/or sub-recipient had never before received federal funding – and therefore no previously-certified Section 13(c) terms were available – or to extend protective coverage over recently-organized bargaining units, most of the arrangements were put in place simply to replace an operating and/or capital arrangement previously imposed by the Department of Labor but now determined, through the agency’s new regulations, to no longer be appropriate.

Freshly implemented Section 13(c) protections included application of the new “Unified Protective Arrangement” (UPA) formulated by the Department of Labor to govern operating assistance awarded under the formula funding program, and where applicants for federal assistance sought to offset expenses of various capital projects falling under the formula grant program, such as the purchase of buses, passenger

shelters, and other maintenance items. In total, protective arrangements arising under the formula funding led to utilization of the UPA as a Section 13(c) certification basis in 33 instances.

Over these six months, the Legal Department reviewed some 38 grant applications seeking JARC assistance. Five of those implicated adoption of the new UPA for the benefit of a total of six recipients.

The last set of new Section 13(c) protections developed in this reporting period arose in cases where the applicant sought federal funding under the *American Recovery and Reinvestment Act*. The ARRA grants accounted for about 25% of the funding matters reviewed by the Legal Department during these months.

They also resulted in a little less than half a percentage of the new protections put into place over this period. Those two arrangements are identified as follows: between the City of Stamford, CT, and Locals 281 (New Haven, CT), 425 (Hartford, CT), and 443 (Stamford, CT); and the Michiana Area Council of Governments and Local 996 (South Bend, IN).

Throughout these six months and in previous reporting periods, we filed a series of objections to the Department of Labor's UPA and petitioned for various modifications to those standardized terms. While the DOL continues to claim several of our stated objections are insufficient to compel any further proceedings between the involved parties, the agency instituted several changes to its certification language that effectively acknowledged the validity of our concerns.

During this reporting period, we further challenged the apparent specification in the UPA limiting an employee affected as a result of the project to filing a 13(c) claim only through his or her union representative. This issue remained pending at the close of this period.

Section 13(c) Claim Activities

We invoked the employee protections afforded to Local 19 (Colorado Springs, CO) by attacking one rather inexplicable employee termination that resulted from the company's new corporate-wide emphasis on criminal background checks. At the beginning of this reporting period, a mutually acceptable resolution of our Section 13(c) claim on behalf of the worker in question was successfully accomplished.

Acting on behalf of Local 1560 (New Orleans, LA), we initiated a Section 13(c) claim seeking satisfaction

of full "contractor-to-contractor" rights upon the transition to a new employing entity on the Regional Transit Authority's (RTA) bus and light rail system.

After efforts of our retained counsel to confront RTA representatives directly about the compelling need for complete and proper satisfaction of the Section 13(c) arrangements attached to its federal funding, it appeared settlement of these issues were likely forthcoming at the end of this reporting period.

In yet another Section 13(c) claim, the Legal Department assisted in addressing a dispute over a "status quo" provision which was first imposed more than two decades ago, over our objections, as part of a fact-finding procedure said to replace the interest arbitration clause originally negotiated in the employee protective arrangements between Local 382 (Salt Lake City, UT) and the Utah Transit Authority (UTA).

When the parties' most recent labor contract expired, the transit authority unilaterally implemented modifications in employment terms, asserting that an impasse had been reached in negotiations and that the status quo language approved by the secretary of labor was of no effect if fact-finding had not yet been invoked.

Shortly after lodging our formal claim in this matter, the filing of a grant application by the UTA afforded us an opportunity to suggest that the Department of Labor adopt clarifying language to swiftly address the purported issue. The agency simply declined to act, however, on the asserted basis that we were already in the midst of a Section 13(c) arbitration.

Following that avoidance on the part of the secretary, we demanded third-party arbitration of this dispute. While pending the arbitration of the 13(c) disputes, the UTA, in a further attempt to side-step its good faith bargaining obligation, filed a complaint in Utah State Court, seeking declaratory judgment that the parties reached impasse in their bargaining, and therefore, the UTA had the right to modify the terms and conditions of employment.

It remained the local's contention, however, that the parties were not at impasse and that this precise issue should be submitted to arbitration and consolidated with the other ongoing issues. Consequently, acting through outside counsel, the local filed a motion to compel arbitration pursuant to the Section 13(c) arrangement and oral arguments were scheduled by the judge to consider the parties' respective motions.

The Board was also briefed on the Section 13(c) issues raised by an arrangement between Chatham Area Transit (CAT) and Veolia, effective January 1, 2009, especially with respect to the re-organization of the paratransit operation. More specifically, Veolia failed to recognize and honor the 13(c) protections afforded to those employees of CAT's former contractor, First Transit.

Local 1324 (Savannah, GA) therefore filed a Section 13(c) claim in early 2010, alleging that CAT and Veolia reduced the terms and conditions of employment negotiated between the local and Veolia's predecessor and consequently, reduced the overall compensation of all paratransit drivers, including pay, health and welfare, hours and work assignments, pensions and others benefits of employment.

A panel of arbitrators was selected and the local now awaits arbitration, which is scheduled for the end of August 2010. Currently, the local, through its retained counsel is in the midst of the negotiating with the public body and Veolia in connection with the rearrangement of the working forces of the fixed route service, with the hope of reaching an implementation agreement avoiding further disputes.

Litigation

The Board was updated on the continuing state court actions on behalf of Local 19 (Colorado Springs, CO) against the City of Colorado Springs, CO related to the supposed constitutional issue of interest arbitration with a private sector employer providing services for a public transit system.

In other matters, our lawsuit on behalf of Local 398 (Boise, ID) seeking satisfaction of an arbitration award finding the Boise, ID transit system in violation of subcontracting language in the parties' labor contract remained pending throughout this period. At the end of this period, the local was simultaneously exploring settlement of the lawsuit while moving forward with the previously agreed upon briefing schedule before the arbitrator.

A collective bargaining impasse between Local 1064 (Terre Haute, IN) and the City of Terre Haute, IN prompted additional litigation over interest arbitration rights during this period. Unable to reach an agreement in wage re-opener talks, the local union sought to have the parties' labor dispute resolved by a neutral party, but the employer responded by seeking a state court order that

interest arbitration was not available under the current labor contract. Our expressed position was validated by a judicial order to affirmatively compel arbitration.

Our previously-reported assumption of principal responsibility for the litigation contesting a Massachusetts state statute which abolished the health care plan for Massachusetts Bay Transportation Authority (MBTA) employees and amended the terms of the transit system's retirement plan continued during this period.

The Union challenge alleges that the law violates constitutional protections of earned pension rights, and by effectively precluding bargaining over the subjects addressed, contravenes applicable Section 13(c) obligations of the transit authority.

It was reported that after failed attempts to negotiate a new successor collective bargaining agreement between Local 192 (Oakland, CA) and Alameda-Contra Costa Transit District (AC Transit), and in light of the District's prior stated refusal to continue bargaining with the local union after June 30, 2010, the local requested interest arbitration pursuant to the applicable Section 13(c) agreement.

The district, however, refused the local's request, stating that the local's only recourse to resolve the bargaining dispute was to strike. The union filed a petition to compel arbitration and requested the court expedite the hearing on the matter.

At the conclusion of this reporting period a decision by the state court judge on the issue of whether AC Transit is bound to participate in interest arbitration proceedings.

The International also came to the support of Local 1624 (Peterborough, ON) in what ultimately evolved into a convoluted series of disputes involving Local 1624, Trentway Wagar, and a union in Montreal, QC – the Syndicat des travailleuses et travailleurs de Coach Canada – CSN (the "Syndicat").

In July 2009, Local 1624 – the certified bargaining agent for "all employees of Trentway Wagar employed as coach drivers and airport operator drivers, excluding dispatchers, and those above the rank of dispatcher, office and clerical staff" – discovered that the syndicat had applied to the Canada Industrial Relations Board ("CIRB") to be certified as the bargaining agent for a group of Trentway Wagar employees in Montreal.

Local 1624 wrote to the CIRB and took the position that the employees in question fell within the scope of

its bargaining unit and requested intervener status in the syndicat's application for certification.

The CIRB granted Local 1624's request for intervener status, but subsequently granted the certification to the syndicat in October 2009. Through outside counsel, we appealed the CIRB decision to the Federal Court of Appeal, which held a hearing on the matter in May 2010. The court, however, refused to overrule the CIRB's decision and held that it was not unreasonable under the understood circumstances.

In June 2010, the CIRB held a hearing to determine the common employer and sale of business applications. Final arguments on these issues are expected to be heard within a few months after the close of this reporting period.

As previously reported, acting on behalf of ATU-represented employees of First Transit and First Student throughout the United States, we initiated an aggressive legal assault contesting each company's violation of the due process safeguards of the *Fair Credit Reporting Act* by undertaking and acting upon nationwide criminal background checks of its employees.

An additional, broader aim of this effort was to impress upon First Group's British executives that the rights of those in ATU-represented bargaining units must be honored. At the close of the three-year reporting period, our retained litigation counsel was pursuing discovery and other pre-trial proceedings.

The International Union was also compelled to defend itself in a federal court action brought by a member of Local 282 (Rochester, NY) under Title VII of the *Civil Rights Act of 1964*. Asserting he was the victim of racial discrimination at the workplace, the plaintiff's suit maintained that the union had breached its fair representation obligations in connection with various work-related grievances he lodged.

In challenging the allegations, we argued that no legal action could properly be brought against the International Union, which had no involvement whatsoever in any of the underlying facts, because it never served as the plaintiff's exclusive collective bargaining agent. At the conclusion of this reporting period, we were awaiting the court's consideration of our motion to dismiss the complaint.

As previously reported, in acting on behalf of the ATU National 401(k) Pension Plan, we attempted to recover assets owed to the Plan by Edenfield Stages, Inc., on behalf of its former employees represented by

Local 1738 (Latrobe, PA). In light of the potential liability as a successor, the Transit Authority agreed to remit nearly all monies owed to the Plan on behalf of the affected employees.

During this six-month period, we were compelled to intervene in a lawsuit brought by a consortium of bus companies against the New York City Department of Education (DOE) for what the bus companies claimed were anti-competitive practices regarding the DOE's solicitation of contracts. The bus companies sought to remove from the bidding requirements for contracts certain employee protection provisions that would ensure basic employment standards.

Among the employee protections sought to be abolished were provisions such as requiring contractors who needed new employees to rehire employees laid off by competitors and the maintenance of welfare and pension contributions.

We argued that the employee protection provisions served to ensure labor peace and contractual performance, ensured the use of skilled and experienced workers, and provided standard wages, benefits and job security, all of which enhanced the operations of the employers.

Unfortunately, the New York Supreme Court held that the employee protection provisions failed to demonstrate a link to the public interest promoted by the state's competitive bidding statutes for contracts. The Court stated that the employee protection provisions served to inflate the bids on contracts for school transportation services and had an anti-competitive impact on the bidding process and were therefore contrary to public policy.

We obviously disagreed with the court's ruling and supported Local 1181's efforts to have the case reviewed by the New York State Court of Appeals on the basis that the New York Supreme Court's justifications for striking the employee protection provisions were without merit and contradicted prior case law.

Although at the end of this six-month reporting period we were still waiting for a ruling on our Motion for Leave to Appeal to the Court of Appeals, we are hopeful of the opportunity to further state the case in favor of the employee protection provisions.

Through outside counsel, we were compelled to contest the improper inclusion of the International Union in a case brought by a former Local 689 member who was terminated from employment for failing to

disclose information about a prior criminal conviction when applying for a position with the Washington Metropolitan Area Transit Authority (WMATA).

Based on the unsubstantiated basis for including the International in the case, we filed a motion with the court to dismiss the matter. A final ruling in this matter was pending at the conclusion of this reporting period.

As has been reported previously, we provided legal representation to Local 1576 (Lynwood, WA) in connection with the National Labor Relations Board's deferral of unfair labor practice charges which contested the unilateral implementation of a "national" handbook at two First Transit bargaining units represented by the local.

When the union became aware of the rule changes, it demanded the opportunity to bargain over such, but the company simply proceeded to distribute the new handbook. Because questions of contract interpretation were not necessarily implicated by the changes and recognizing that the policies were being implemented nationwide as part of an apparent pattern of enmity toward employees' exercise of protected rights, we retained counsel to appeal a decision of the NLRB regional office to defer consideration of the underlying charges pending arbitration between the parties.

Unfortunately, by a single page letter, the NLRB general counsel upheld the deferral of the unfair labor practice charges to the applicable grievance-arbitration procedure.

During this reporting period, we have continued providing assistance to Local 685 (Brantford, ON) related to prior efforts in the reinstatement of a key union supporter in the organizing drive that the local successfully pursued among employees of Operation Lift, Inc.

In an unfair labor practice complaint filed through retained counsel contemporaneous with the union's application for certification, we strenuously challenged the pretextual termination of the dispatcher, which we asserted to be a product of her vocal advocacy for ATU representation, and otherwise contested various employer actions aimed at intimidating prospective union members.

It was only a matter of days before the company agreed to reinstate the discharged worker with full backpay and to otherwise post a notice in the days immediately preceding the scheduled representation vote, which affirmed the legal rights of employees during an organizing drive.

Although we were successful in having her reinstated to employment, the harassment and bullying by the employer continued. Even after securing a collective agreement in January 2009, the employer refused to recognize or adhere to that agreement and continued its harassing and demeaning behavior toward the organizer/steward.

We have therefore sought, among other relief, a declaration from the Ontario Labour Relations Board (OLRB) that the employer has breached the *Ontario Labour Relations Act* (OLRA) and an order requiring that the employer cease and desist from any further breaches of the Act.

As of the close of these six months, we were still awaiting action by the OLRB on the unfair labor practices charges brought against Operation Lift.

TRUSTEESHIPS

At the beginning of these six months, two local unions were under the stewardship of the International. The previously reported trusteeships in place at the opening of this period involved Local 770 (Mobile, AL), which was initially placed in trusteeship on June 11, 2008, and Local 1754 (Lawrence, KS), whose stewardship commenced on April 16, 2009.

The trusteeship of Local 770 came to a successful conclusion during this reporting period with a restoration of the local union's representative functions and a full compliment of duly elected local union officers assuming responsibility for the affairs of the local.

Upon a polling of its membership conducted pursuant to Section 12.6 of the Constitution and General Laws, the General Executive Board authorized the termination of the trusteeship of Local 770, effective April 1, 2010.

The previously reported trusteeship of Local 1754 that was prompted by the local union's abdication of its responsibilities, on the other hand, remained in effect throughout this period.

Unfortunately, we were effectively compelled to assume jurisdiction over one additional local during this reporting period. Thus, acting upon authorization granted by the General Executive Board, Local 282 (Rochester, NY) was placed into immediate temporary trusteeship on January 22, 2010.

The imposed receivership resulted from several seeming problems severely impacting upon the effective administration and functioning of Local 282.

With assistance from the Legal Department, International Representative Anthony Withington conducted a February 17, 2010, hearing on this matter. Based on the information adduced into the record, he found that Local 282's identified deficiencies justified the imposition of the trusteeship. Further, the appointed hearing officer determined that the stewardship should be continued in order to provide the appointed trustees, International Vice Presidents Gary Rauen and Joseph Welch, with a reasonable opportunity to remedy the witnessed deficiencies and ultimately resume the appropriate operation of Local 282.

Pursuant to the procedures set forth in Section 12.6 of the Constitution, on March 31, 2010, the General Executive Board adopted the hearing officer's report as its Decision and Order in the matter of the trusteeship of Local 282.

Accordingly, at the conclusion of these six months two ATU locals remained under the stewardship of the International: Local 1754 (Lawrence, KS), and Local 282 (Rochester, NY).

ATU 401(k)/457 RETIREMENT PROGRAMS

Despite continued instability in the U.S. and global financial markets, during these six months ATU-sponsored retirement plans have sustained the historical trend of expanded participation. At the close of this period, there were a total of 135 employers across the United States enrolled in an ATU retirement plan, reflecting an increase of five additional employers, with the number of employees participating in ATU-sponsored plans totaling 5,049 participants.

In light of the aforementioned market volatility, there was a 1.5% reduction in the total amount of assets invested in ATU-sponsored retirement plans – which totaled slightly more than \$64 million at the conclusion of the reporting period.

GENERAL DISCUSSIONS

The remainder of the session was devoted to discussions among the board members of current issues. The meeting adjourned at 4:00 p.m. to reconvene Friday, September 24, 2010, at 9:00 a.m.

FIFTH SESSION

The meeting convened at 9:00 a.m. on Friday, September 24, 2010. General Executive Board members present were Joseph Welch, Rodney Richmond, Robert Baker, Larry Kinnear, Javier Perez, Jr., Richard Murphy, Bob Hykaway, Charles Cook, William McLean, Janis Borchardt, Paul Bowen, Lawrence Hanley, Kenneth Kirk, Gary Rauen, Marcellus Barnes, Rafael Rivera, Yvette Salazar, and Gary Johnson, Sr. International President Ron Heintzman presided.

Also in attendance were International Executive Vice President Randy Graham, International Secretary-Treasurer Oscar Owens, Chief of Staff Benetta Mansfield, General Counsel Aaron Hilligas, Executive Assistant to the International President Beth Petrusic, International Representatives Anthony Withington, Dennis Antonellis, Karen Miller, Mike Mahar, and Canadian Council Director Robin West.

AUDIT COMMITTEE REPORT ADOPTED

Based on the Audit Committee's review, they are satisfied that it is clean, that it balances, and that it is reasonable. All of the fund balances are in good shape. The committee found no problems and was satisfied with responses received. The formal report of the six-month period ended June 30, 2010, was thereupon approved as written.

INTERNATIONAL PRESIDENT'S REPORT ADOPTED

The Report of the International President for the six-month period ended June 30, 2010, was approved as printed.

MINUTES APPROVED

The minutes of the previous General Executive Board meeting were approved as written.

REPORT OF THE INTERNATIONAL EXECUTIVE VICE PRESIDENT

Organizing

Efforts to organize workers in transportation-related industries and other areas, as designated by

the General Executive Board pursuant to Section 1 of the International Constitution and General Laws, continued over the course of these six months. The progress of organizing slowed down during this period due, in part, to a number of decertifications and as a result of the economic downturn in the economy.

Nevertheless, a number of organizing campaigns took place during the period. In cooperation with the Strategic Campaigns Department, the Organizing Department worked to organize strategically and participated in weekly meetings.

The Organizing Department, under the direction and supervision of then International Executive Vice President Ron Heintzman, continued to lead and/or assist local union organizing efforts. During the six-month period, the International led or assisted in the successful organizing of over 685 transit, paratransit and school bus workers including over 300 school bus operators and attendants employed by Illinois Central School Bus into Local 1733 (Vernon Hills, IL); 325 school bus operators and matrons employed by GC School Bus into Local 1181 (New York, NY); 25 terminal workers employed by Greyhound Lines into Local 1415 (Toronto, ON); 20 mechanics employed by Stock School Bus into Local 1573 (Brampton,

ON) and 15 paratransit operators employed by Veolia Transportation, Inc., into Local 1535 (Harahan, LA).

During and at the end of the period, hundreds of transit workers were actively organizing toward an NLRB representation election or recognition including 100 drivers at Supershuttle DFW being organized by Local 1338 (Dallas, TX), and 80 drivers employed by DFW Airport Shuttle also being organized by Local 1338; 150 drivers and monitors at Minnesota Central School Bus were being organized by Local 1005 (Minneapolis/St. Paul, MN); and a residual unit of workers at the Chicago Transit Authority with approximately 600 employees was being organized by Local 241 (Chicago, IL).

Campaigns Won During the Period

At the end of this period, the previously reported campaign led by Local 627 (Cincinnati, OH) to organize approximately 22 foremen and dispatchers at the Southwestern Ohio Regional Transit Authority remained pending, as did a campaign by Local 279 (Ottawa, ON) to organize approximately 500 school bus operators at Stock Transportation.

Local/Location	Employer	# of Employees	Type of Employees
1181 (New York, NY)	GC School Bus	325	school bus operators; matrons
1415 (Toronto, ON)	Greyhound Lines, Inc.	25	terminal workers
1535 (Harahan, LA)	Veolia Transportation, Inc.	20	paratransit operators
1733 (Vernon Hills, IL)	IL Central School Bus-Southside	105	school bus operators; attendants
1733 (Vernon Hills, IL)	IL Central School Bus-Westside	101	school bus operators; attendants
1733 (Vernon Hills, IL)	IL Central School Bus-Northside	95	school bus operators; attendants
TOTAL			671

Decertification Campaigns

In early 2010, operators at Can-Ar Transit Services represented by Local 1587 (Toronto, ON) filed an application with the Canadian Industrial Relations Board (CIRB) to decertify from Local 1587. In an election conducted on April 14, 2010, the employees voted to decertify by a vote of 143 to 27. Shortly thereafter the CIRB issued an order decertifying the bargaining unit.

Raids

On November 16, 2009, a petition was filed for an election by the Citizen's Area Transit Union (CAT Union) for the employees of Veolia Transportation who operate the CAT system in Las Vegas, NV, and are represented by Local 1637 (Las Vegas, NV). Shortly thereafter, Local 1637, through retained counsel, filed unfair labor practice "blocking charges."

After an election of officers in Local 1637 in which the incumbents were defeated, the defeated president/business agent of Local 1637 immediately went to the NLRB and withdrew all of the "blocking charges," and the NLRB proceeded to schedule an election.

At the end of the period, with the assistance of AFL-CIO President Richard Trumka, ATU was in discussions with Teamster General President James Hoffa to stop funding the CAT union's attempts. (We were aware that IBT Local 631 was funding the CAT union and that their counsel was representing the CAT union.)

In February 2010, the CAT union apparently again funded by IBT Local 631 raided the union of First Transit employees represented by Local 1758 (Las Vegas, NV). The International did not learn of this raid until it was alerted by Local 1637 in mid-March. In an election held in April 2010, the employees voted overwhelmingly to support the CAT union. Within weeks, the CAT union affiliated with IBT Local 631.

On April 8, 2010, we learned that Teamsters Local 683 in San Diego, CA, had intervened on a decertification petition filed by a former Local 1309 executive board member. The petition was for the employees at Veolia Transportation in Chula Vista, CA, represented by Local 1309 (San Diego, CA).

We immediately worked with the local to put together a plan of action, including training of local union supporters on the property. We also assisted Local 1309 in filing a claim against Teamster Local 683 with the

San Diego Central Labor Council (CLC) for violating the solidarity agreement.

Although the local, along with the ATU Organizing Department and International Vice President Chuck Cook filed a complaint with the Central Labor Council (CLC), the CLC executive board voted not to hear the complaint until after the election was scheduled. In an election held on May 14, 2010, the vote was conducted and the results were 281 for Teamsters Local 683, 28 votes for ATU Local 1309 and five votes for no union. Therefore, over 400 members were lost as a result of this raid.

In May 2010, Teamsters Local 170 filed a petition to represent the school bus drivers employed by First Student, Inc., in Stoughton, MA, represented by Local 690 (Fitchburg, MA). We immediately assigned an organizer to work with the local. In a vote conducted in early June 2010, the employees overwhelmingly chose to be represented by the Teamsters. On the same date as the election, the Teamsters posted the victory on their website, which made it clear that the raids were at that time being orchestrated from Teamsters headquarters.

On June 2, 2010, we were advised that Teamsters Local 839 filed a petition with the Washington Public Employees Relations Commission raiding Local 1599 (Tri-Cities, WA) for the operators at Ben Franklin Transit. We immediately acted not only to contact the Washington State AFL-CIO and the local CLC, but we also reached out to the AFL-CIO, who then began talks with the Teamsters in an attempt to reach an agreement ending the raiding of ATU bargaining units.

On June 25, 2010, we were advised by the AFL-CIO that the Teamsters had agreed to stop raiding ATU. As of the end of the convention period, however, the Teamsters had not withdrawn the petition and had indicated that the local Teamsters president was refusing to obey a directive from President Hoffa.

Strikes

On March 1, 2010, the newly organized members of Local 1208 (Jackson, MS) employed by First Student in Tuscaloosa, AL, who operate the Crimson Ride shuttle at the University of Alabama went out on a one-day strike over the refusal of the employer to offer a fair contract. They returned to work on March 2, 2010, when the employer agreed to resume negotiations.

Expenses

Approximately \$189,309 was spent during this report period on organizing. This figure includes the salaries and expenses for the Organizing Department and lost time and miscellaneous expenses for the member organizers. It also includes full-time international representatives' salaries and expenses for those who assisted in these organizing campaigns. Local union members assigned to assist with these drives were reimbursed by the International for their wages and expenses incurred.

The meeting adjourned sine die at 2:00 p.m.

INTERIM ACTIONS AND RULINGS BY THE GENERAL EXECUTIVE BOARD

For the Period January 1, through June 30, 2010

- 1. AUTHORIZATION FOR LOCAL 618 (PROVIDENCE, RI) TO ENTER INTO INTEREST ARBITRATION**

Under authority vested in International President George by action of the General Executive Board and pursuant to Section 19.2 of the Constitution and General Laws, on January 5, 2010, Local 618 was authorized to enter into interest arbitration with the Rhode Island Public Transit Authority.
- 2. STRIKE SANCTION GRANTED TO MEMBERS OF LOCAL 587 (SEATTLE, WA) EMPLOYED BY PARATRANSIT SERVICES, INC.**

Under authority vested in International President George by action of the General Executive Board and pursuant to Section 20.2 of the Constitution and General Laws, on January 8, 2010, strike sanction was granted at the request of International Vice President Hansen to the members of Local 587 employed by Paratransit Services, Inc.
- 3. AUTHORIZATION FOR LOCAL 1209 (NEW LONDON, CT) TO ENTER INTO INTEREST ARBITRATION**

Under authority vested in International President George by action of the General Executive Board and pursuant to Section 19.2 of the Constitution and General Laws, on January 15, 2010, Local 1209 was authorized to enter into interest arbitration with First Transit.
- 4. AUTHORIZATION FOR LOCAL 923 (AMSTERDAM, NY) TO ENTER INTO INTEREST ARBITRATION**

Under authority vested in International President George by action of the General Executive Board and pursuant to Section 19.2 of the Constitution and General Laws, on January 15, 2010, Local 923 was authorized to enter into interest arbitration with the City of Amsterdam.
- 5. AUTHORIZATION FOR INTERNATIONAL PRESIDENT TO PLACE LOCAL 282 (ROCHESTER, NY) IN TEMPORARY TRUSTEESHIP**

Upon a polling of its membership conducted pursuant to Section 12.6 of the Constitution and General Laws, on January 21, 2010, the General Executive Board authorized International President George to place Local 282 in temporary trusteeship, effective immediately.
- 6. AUTHORIZATION FOR LOCAL 587 (SEATTLE, WA) TO ENTER FIVE-YEAR AGREEMENT**

Under authority vested in International President George by action of the General Executive Board and pursuant to Section 33.1 of the Constitution and General Laws, on January 25, 2010, Local 587 was authorized to enter into a five-year agreement with the Clallam Transit System.
- 7. AUTHORIZATION FOR LOCAL 1039 (LANSING, MI) TO ENTER INTO FACT-FINDING**

Under authority vested in International President George by action of the General Executive Board and pursuant to Section 19.2 of the Constitution and General Laws, on January 25, 2010, Local 1039 was authorized to enter fact-finding with the Capital Area Transit Authority.
- 8. APPROVAL OF PROPOSED RESOLUTION CONCERNING 2010 U.S. CENSUS**

Upon a polling of its membership conducted pursuant to 12.8 of the Constitution and General Laws, on January 27, 2010, the General Executive Board approved the recommendation of International President George to adopt the resolution to cooperate with 2010 U.S. Census by sending a letter to all U.S. local unions to get the message to their members to complete and return the census forms.

9. STRIKE SANCTION GRANTED TO MEMBERS OF LOCAL (WAUKEGAN, IL) EMPLOYED BY PACE

Under authority vested in International President George by action of the General Executive Board and pursuant to Section 20.2 of the Constitution and General Laws, on February 18, 2010, strike sanction was granted at the request of International Vice President Borchardt to the members of Local 900 employed by PACE.

10. AUTHORIZATION FOR LOCAL 819 (NEWARK, NJ) TO ENTER FIVE-YEAR AGREEMENT

Under authority vested in International President George by action of the General Executive Board and pursuant to Section 33.1 of the Constitution and General Laws, on February 18, 2010, Local 819 was authorized, at the request of International Vice President Hanley, to enter into a five-year agreement with PABCO Transit.

11. STRIKE SANCTION GRANTED TO MEMBERS OF LOCAL 1220 (RICHMOND, VA) EMPLOYED BY THE OLD DOMINION MANAGEMENT COMPANY (GREATER RICHMOND TRANSIT CO.)

Under authority vested in International President George by action of the General Executive Board and pursuant to Section 20.2 of the Constitution and General Laws, on February 23, 2010, strike sanction was granted at the request of International Vice President Rivera to the members of Local 1220 employed by the Old Dominion Management Company (Greater Richmond Transit Company).

12. AUTHORIZATION TO CHANGE REGISTRATION FEES FOR THE 56TH CONVENTION

Upon a polling of its membership conducted pursuant to 12.8 of the Constitution and General Laws, on February 24, 2010, the General Executive Board approved the recommendation of International President George to increase the registration fee for the 56th Convention to \$175.00 for each delegate and/or guest 12 years of age or older and \$50.00 for guests under 12 years old.

13. STRIKE SANCTION GRANTED TO MEMBERS OF LOCAL 1208 (JACKSON, MS) EMPLOYED BY FIRST STUDENT, INC.

Under authority vested in International President George by action of the General Executive Board and pursuant to Section 20.2 of the Constitution and General Laws, on February 26, 2010, strike

sanction was granted at the request of International Vice President Kirk to the members of Local 1208 employed by First Student, Inc.

14. STRIKE SANCTION GRANTED TO MEMBERS OF LOCAL 1181 (NEW YORK, NY) EMPLOYED BY NEW YORK PUBLIC SCHOOLS

Under authority vested in International President George by action of the General Executive Board and pursuant to Section 20.2 of the Constitution and General Laws, on March 19, 2010, strike sanction was granted to Local 1181 for the members employed by New York Public Schools.

15. TERMINATION OF PREVIOUSLY IMPOSED TRUSTEESHIP OF LOCAL 770 (MOBILE, AL)

Upon a polling of its membership conducted pursuant to Section 12.6 of the Constitution and General Laws, on March 22, 2010, the General Executive Board voted to terminate the trusteeship of Local 770 effective April 1, 2010.

16. AUTHORIZATION FOR LOCAL 591 (HULL, QC) TO ENTER SIX-YEAR AGREEMENT

Under authority vested in International President George by action of the General Executive Board and pursuant to Section 33.1 of the Constitution and General Laws, on March 24, 2010, Local 591 was authorized, at the request of International Vice President Graham, to enter into a six-year agreement with the City of Gatineau, QC.

17. ADOPTION OF HEARING OFFICER'S REPORT REGARDING THE TRUSTEESHIP OF LOCAL 282 (ROCHESTER, NY)

Upon a polling of its membership conducted pursuant to Section 12.6 of the Constitution and General Laws, on March 30, 2010, the General Executive Board adopted the Hearing Officer's Report as its Findings and Determinations in the matter of the trusteeship hearing of Local 282.

18. STRIKE SANCTION GRANTED TO MEMBERS OF LOCAL 1001 (DENVER, CO) EMPLOYED BY VEOLIA TRANSPORTATION, INC.

Under authority vested in International President George by action of the General Executive Board and pursuant to Section 20.2 of the Constitution and General Laws, on April 16, 2010, strike sanction was granted at the request of International Vice President Kirk to the members of Local 1001 employed by Veolia Transportation, Inc.

**19. AUTHORIZATION FOR LOCAL 256 (SACRAMENTO, CA)
TO ENTER INTO INTEREST ARBITRATION**

Under authority vested in International President George by action of the General Executive Board and pursuant to Section 19.2 of the Constitution and General Laws, on April 29, 2010, Local 256 was authorized to enter into interest arbitration with the Sacramento Regional Transit District.

**20. AUTHORIZATION FOR LOCAL 694 (SAN ANTONIO, TX)
TO RETAIN A LOWER DUES STRUCTURE**

Under the authority vested in International President George by action of the General Executive Board and pursuant to Section 18.3 of the Constitution and General Laws, on May 18, 2010, Local 694 was granted permission to retain a lower dues structure.

**21. STRIKE SANCTION GRANTED TO MEMBERS
OF LOCAL 1624 (PETERBOROUGH, ON)
EMPLOYED BY COACH CANADA**

Under authority vested in International President George by action of the General Executive Board and pursuant to Section 20.2 of the Constitution and General Laws, on May 18, 2010, strike sanction was granted at the request of International Vice President Graham to the members of Local 1624 employed by Coach Canada.

**22. AUTHORIZATION FOR LOCAL 1591
(FT. LAUDERDALE, FL) TO RETAIN
A LOWER DUES STRUCTURE**

Under the authority vested in International President George by action of the General Executive Board and pursuant to Section 18.3 of the Constitution and General Laws, on May 21, 2010, Local 1591 was granted permission to retain a lower dues structure.

**23. AUTHORIZATION FOR LOCAL 1729
(PITTSBURGH, PA)
TO RETAIN A LOWER DUES STRUCTURE**

Under the authority vested in International President George by action of the General Executive Board and pursuant to Section 18.3 of the Constitution and General Laws, on June 3, 2010, Local 1729 was granted permission to retain a lower dues structure.

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

Under the authority vested in International President George by action of the General Executive Board and pursuant to Section 18.3 of the Constitution and General Laws, on June 4, 2010, Local 1743 was granted permission to retain a lower dues structure.

**25. AUTHORIZATION FOR LOCAL 690 (FITCBURG, MA)
TO RETAIN A LOWER DUES STRUCTURE**

Under the authority vested in International President George by action of the General Executive Board and pursuant to Section 18.3 of the Constitution and General Laws, on June 22, 2010, Local 690 was granted permission to retain a lower dues structure.