

Spring Meeting, 2020

Videoconference

FIRST SESSION

The meeting was convened at 11:00 a.m. Eastern Time on Monday, May 18, 2020. General Executive Board members present were Richard Murphy, Janis Borchardt, Paul Bowen, Marcellus Barnes, Rafael Rivera, 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.

REPORT OF THE INTERNATIONAL PRESIDENT

International President John A. Costa convened the meeting. A motion was made and seconded, to approve the International President's Report. The motion was tabled pending clarification on certain parts of the 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 West 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 December 31, 2019, are as follows:

Federal

Senatorial Campaigns	\$ 15,000.00
Congressional Campaigns	\$102,500.00
Other	\$ 28,500.00

State

Senatorial Campaigns	\$ 61,450.00
Representative Campaigns	\$ 64,950.00
Other	\$ 67,525.00

Local

Mayoral Campaigns	\$ 2,350.00
Councilperson Campaigns	\$ 14,565.00
Other	\$ 50,200.00

Between July 1, 2019 and December 31, 2019, ATU-COPE took in contributions totaling \$505,954.77. As of December 31, 2019, the funds had a combined available balance of \$641,502.80.

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.

The 2019 ATU Scholarship Program, named in memory of retired International President Ronald J. Heintzman, who passed away in April 2018, and retired International Executive Vice President, Robert (Bob) Baker, Sr., who passed away in May 2018, was concluded with the issuance of checks in the amount of \$8,000.00 to: California State, Fullerton for the scholarship of Celine Tseng; the University of Pittsburgh for the scholarship of Linda Washburn; Stevenson University for the scholarship of Rylee Funk; Washington and Lee University for the scholarship of Valerie Puliafico and the University of Alberta for the scholarship of Olivia Sadilek-Thring.

The committee was chaired by Trip McLaughlin, Senior Vice President, Investments, Morgan Stanley. Committee members consisted of Cynthia Watson of Watson Labour Lawyers and Christian Phillips, CPA/President, Eberts & Harrison, Inc. Brian Doherty, Director of Marketing Development, Union Labor Life Insurance Company, was excused from the meeting.

The 2020 ATU Scholarship Program, named in memory of former International President Lawrence J. Hanley, who passed away in May 2019, commenced with the publication of the official application and guidelines, with a memo dated October 28, 2019, and addressed to all local unions. A copy of the application was also, printed in the 2019, September-December issue of the *In Transit*.

Applications have been received from U.S. and Canadian residents and, as customary, are being held pending review. The applicants were forwarded a list of the rules and required procedures to complete the application process. They also received a scholarship questionnaire and bibliography of suggested references for the required essay.

The required essay must be no less than 500 words and no more than 750 words in English, French or Spanish, on the subject of “Organized Labor’s Contribution to the Welfare of the People of the United States” (for residents of the United States), or “Organized Labour’s Contribution to the Welfare of the People of Canada” (for residents of Canada). Prospective applicants had until January 31, 2020, to file their application for this year’s scholarship. All subsequent materials had to be postmarked by March 15, 2020.

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
JULY 1, 2019 - DECEMBER 31, 2019

U. S. OPERATIONS

Cash in Bank - July 1, 2019	\$	4,065.02
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CASH RECEIPTS

General Contributions	\$	10,200.00
Local Union Contributions		8,612.50
Golf Tournament Proceeds:		
Program Ads		6,300.00
Green & Tee Sponsors		5,525.00
Green Sponsors		450.00
Cart Sponsors		375.00
Dinner Only		2,625.00

Golf Participants	23,220.00	
Sponsor Receipts	6,900.00	
Raffles/Auctions	1,220.00	
Merchandise	161.00	
Other Golf Tournament Receipts	790.00	
Booster Contributions	7,013.89	
Miscellaneous Income	<u>20.00</u>	
Total Cash Receipts		<u>73,412.39</u>
TOTAL CASH AVAILABLE		\$ 77,477.41
CASH DISBURSEMENTS		
Golf Tournament Expenses	\$ 22,077.43	
Donations	<u>50,000.00</u>	
Total Cash Disbursements		72,077.43
Cash in Bank - December 31, 2019		\$ <u>5,399.98</u>

ATU M.S. RESEARCH FUND
STATEMENT OF RECEIPTS AND DISBURSEMENTS
JULY 1, 2019 - DECEMBER 31, 2019

CANADIAN OPERATIONS		
Cash in Bank - July 1, 2019		\$ 33,421.25
CASH RECEIPTS		
General Contributions	\$ 2,500.00	
Local Union Contributions	30,260.00	
Golf Tournament Proceeds:		
Program Ads	550.00	
Green & Tee Sponsors	325.00	
Golf Participants	3,600.00	
Interest Income	95.37	
Booster Contributions	<u>280.00</u>	
Total Cash Receipts		37,610.37

TOTAL CASH AVAILABLE		\$	71,031.62
CASH DISBURSEMENTS			
Bank charges	\$	10.20	
Donations		64,000.00	
Total Cash Disbursements			64,010.20
Cash in Bank - December 31, 2019		\$	<u>7,021.42</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. She reported the local union was financially healthy, and that she is in the process of reviewing the local union’s bylaws to determine if any amendments are necessary before holding elections for local union officers and lifting the trusteeship.

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

International Vice President Emanuele Sforza reported on the status of the trusteeship of Local 591 (Gatineau, QC). The trusteeship was imposed when the local’s officers undertook efforts to have the local 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. He reported that he successfully wound down the local union and all remaining funds of the local had been forwarded to the International Union.

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

International Vice Presidents Marcellus Barnes and Michelle Sommers reported on the status of the trusteeship of Local 1028 (Des Plaines, IL). The International initiated the trusteeship when the local union could not operate consistent with the ATU Constitution and General Laws (CGL) and its bylaws, due to the loss of its president-business agent, vice president and two executive board members. On December 30, 2019, amendments to the local union’s bylaws were approved by the General Executive Board. Vice Presidents Barnes and Sommers noted, they will move quickly to hold local union officer elections once the pandemic calms and circumstances permit them to do so safely.

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). The lack of local union officers at Local 1374, and the COVID-19 pandemic, complicated the ongoing efforts of Callahan to wind down the local union, but he expected to be able to do so once the pandemic abates.

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

International Vice President Emanuel Sforza reported on the status of the trusteeship of Local 1587 (Toronto, ON). The International initiated the trusteeship when the local union could not operate consistent with the ATU Constitution and General Laws (CGL) and its bylaws, after its three executive officers, including the president/business agent, executive vice president and financial secretary, were all suspended from office pursuant to charges filed consistent with CGL Section 22, *Charges, Trials and Penalties*. Sforza explained that he was preparing to propose amendments to the local union's bylaws, and plan for an election of local union officers once the pandemic lifts and he is able to do so consistent with safety and health concerns.

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

International Executive Vice President Javier M. Perez, Jr. reported on the trusteeship of Local 1593 (Tampa, FL), and the progress to date to address the local's financial issues, including payment of back taxes, outstanding legal fees, and per capita tax to the International. Amendments to Local 1593's bylaws have been approved, and training of the membership has been conducted. Perez stated that he will run elections for local union officers once the pandemic lifts and he is able to do so consistent with safety and health concerns.

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

International Vice President Janis Borchardt reported on the status of the trusteeship of Local 1745 (Kankakee, IL), and her progress to address the local's administrative and financial issues. She noted that the local union had reached a collective bargaining agreement with First Transit, the local's largest employer. Borchardt also reported, that she was working on revisions to the local's bylaws and would be moving to hold elections for local union officers as soon as practicable.

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 of money the former president/business agent owed the local union, as a result of overpayments he accepted in the run-up to the trusteeship.

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

International President John A. 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 noted, that while in trusteeship, the local union has entered into negotiations at a number of properties, and discussions have been held regarding the future of the local union and its members.

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

International Vice President Curtis Howard reported on the trusteeship of Local 1771 (Escambia County, FL). He reported that the local had been fully merged into Local 1395 (Pensacola, FL), and that the remaining open issue was signing Local 1771's bank account over to Local 1395. Howard hoped he could do so once the pandemic lifts.

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

International Vice President Yvette Trujillo reported on the trusteeship of Local 1772 (Englewood, CO). The local union had won an all-union agreement election and ran into trouble with the NLRB over the rollout of the union security clause. She expected to get draft amendments for the local bylaws shortly, and to terminate the trusteeship thereafter.

REPORT OF THE INTERNATIONAL PRESIDENT APPROVED

Upon a motion duly made and seconded, the General Executive Board approved the International President's Report with the following amendments: page 9, to reflect Raymond Greaves was appointed the 18th International Vice President effective January 1, 2020; page 17, to reflect that the per capita waivers for Locals 1548 and 1779, were pursuant to International President action consistent with ATU Constitution and General Laws Section (CGL) 18.1(b); and on page 19, the discussion of the Thrifty Transportation election vote tally, to be amended to read "by a 45-to-31 margin."

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 12:33 p.m., to reconvene at 11:00 a.m. on Tuesday, May 19, 2020.

SECOND SESSION

The meeting was convened at 11:00 a.m. Eastern Time on Tuesday, May 19, 2020. General Executive Board members present were Richard Murphy, Janis Borchardt, Paul Bowen, Marcellus Barnes, Rafael Rivera, 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, and General Counsel Robert Molofsky.

MOTION TO TERMINATE THE TRUSTEESHIP OF LOCAL 591 (GATINEAU, QC)

Upon a motion duly made and seconded, the members of the General Executive Board voted to terminate the trusteeship of Local 591 (Gatineau, QC). This action followed a decision by the local to supplant the ATU as their bargaining representative and join the Canadian Union of Public Employees.

APPEAL TO THE GENERAL EXECUTIVE BOARD

Local Union 689 (Washington, DC)

Frederick Neal

There came before the General Executive Board, an appeal by former Local 689 member Frederick Neal, of the September 4, 2019, decision of International President John A. Costa. Therein, President Costa denied Mr. Neal's appeal seeking to overturn the decision of Local 689, not to arbitrate a grievance involving his termination by the Washington Metropolitan Area Transit Authority (WMATA). President Costa concluded there was no indication that Local 689 failed to adhere to the applicable standards in processing the underlying grievance. Mr. Neal appeared before the Board via an arranged conference call and provided a detailed summary of his case, and the representation provided by Local 689.

After a thorough deliberation of all the facts and evidence in this case, a majority of the General Executive Board, upon a motion duly made and seconded, voted to sustain the September 4, 2019, decision of President Costa, and denied the appeal.

REPORT ON ORGANIZING

International Executive Vice President Javier M. Perez, Jr. reported on the International's efforts to organize over the reporting period, as more fully described in the President's Report to the GEB. He stated that 11 successful campaigns, led to or assisted in, organizing some 317 transit and allied workers into Locals 689, 1091, 1336, and 1493. He reported on the extraordinary efforts by the officers and members of Locals 689 (Washington, DC), and 1764 (Washington, DC), as well as the organizing and campaign staff of Local 1764, contributing to the successful contract campaigns involving Transdev and WMATA, and the locals in stemming the contracting out of area bus and rail service. Overall, Perez reported that the International's organizing program was moving forward aggressively under the leadership of President Costa. He also noted, to further

enhance the ATU's new organizing and field programs, four addition staff members were added to the Campaigns Department.

MINUTES OF THE OCTOBER 22-23, 2019, SPECIAL MEETING OF THE GENERAL EXECUTIVE BOARD APPROVED, AS AMENDED

Upon a motion duly made and seconded, the minutes of the October 22-23, 2019, Special Meeting of the General Executive Board, were approved with the following amendments: (1) Page 1, and page 4, were amended to list International Executive Vice President Javier M. Perez, Jr. as in attendance; (2) The 4th paragraph on page 2, was amended by striking the word "the" and inserting "a majority of" before "General Executive Board."; (3) The 5th paragraph on page 2, was amended by striking the word "the" and inserting "a majority of" before "General Executive Board."; (4) The 2nd paragraph on page 3, was amended by striking the word "the" and inserting "a majority of" before "General Executive Board."

MINUTES OF THE DECEMBER 13, 2019, SPECIAL MEETING OF THE GENERAL EXECUTIVE BOARD APPROVED, AS AMENDED

Upon a motion duly made and seconded, the minutes of the December 13, 2019, Special Meeting of the General Executive Board, were approved with the following amendments: (1) The 2nd sentence on page 1, was amended by striking the words "was raised to delay the session to provide Board members an opportunity to review the just released agenda" and inserting the words "concerning Robert's Rules," after the phrase "*a point of order*"; (2) The 3rd paragraph on page 1, was amended by striking the word "the" and adding "a majority of" before "General Executive Board."; (3) The 2nd paragraph on page 2, was amended by striking "(D-IL)" and inserting "(D-OH)".

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 12:30 p.m., to reconvene at 11:00 a.m. on Wednesday, May 20, 2020.

THIRD SESSION

The meeting was convened at 11:00 a.m. Eastern Time on Wednesday, May 20, 2020. General Executive Board members present were Richard Murphy, Janis Borchardt, Paul Bowen, Marcellus Barnes, Rafael Rivera, 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, Assistant General Counsel Dan Smith, and ATU Training and Education Center Deputy Controller Salma Yousefi.

FINANCIAL ASSISTANCE

LOCAL 1574, SAN MATEO, CA

By email dated December 27, 2019, Local 1574 Financial Secretary Allen Elmore, requested financial assistance in the form of waiver of per capita tax, due to unexpected expenses directly associated with a recent arbitration case.

The financial statement of Local 1574, for the period ending June 30, 2019, listed a beginning balance of \$30,215. Receipts for the period amounted to \$278,765, and disbursements were \$283,133, leaving a balance at the end of the period of \$25,847.

Currently, Local 1574 has 430 active members.

The General Executive Board, after careful review and consideration of the facts, voted not to extend financial assistance to Local 1574.

LOCAL 1546, BATON ROUGE, LA

By letter dated September 12, 2019, Local 1546 President/Business Agent Yvette Rhines, requested financial assistance for the local to help assist with the local's per capita tax arrearage, which was amassed prior to the local's current officers taking office on July 1, 2019.

The financial statement of Local 1546, for the period ending June 30, 2019, listed a beginning balance of \$10,951.65. Receipts for the period amounted to \$24,949.78 and disbursements were \$27,538.89, leaving a balance at the end of the period of \$8,362.54.

Currently, Local 1546 has 90 active members. The General Executive Board, after careful review and consideration of the facts, voted to grant Local 1546 a six-month waiver of per capita tax contingent on the local union entering into an agreement to pay its per capita tax arrearage.

AUDIT COMMITTEE REPORT APPROVED

After discussion, upon a 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 December 31, 2019.

REPORT ON THE ATU TRAINING AND EDUCATION CENTER

ATU Deputy Controller Salma Yousefi reported to the General Executive Board on the ATU-TEC, for the period of January 1, 2020, through April 30, 2020. Controller Yousefi reported that the ATU-TEC's Tommy Douglas Conference Center, closed on March 19, 2020, in response to the COVID-19 pandemic. Prior to the closure, a number of guests cancelled their scheduled bookings as a result of the building pandemic. ATU TEC is taking advantage of available federal programs for businesses impacted by the pandemic. Yousefi reviewed the ATU-TEC's expenses, revenue, and balance sheet. The Board discussed the effects of the pandemic and the future outlook for the ATU-TEC.

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 July 1, 2019, through December 31, 2019.

REPORT OF THE GENERAL COUNSEL

Robert Molofsky, ATU General Counsel reported that attorney Chris Bangs joined the Legal Department. He also, reported on the broad scope of work performed by the Legal Department.

Molofsky reported on major litigation the ATU had been involved in since July 1, 2019. He explained there had been no developments in the litigation surrounding the trusteeship of Local 113 (Toronto, ON), since the 2019 International Convention.

Molofsky explained that after the litigation in the U.S. District Court for the Eastern District of California was unfavorably resolved for the ATU, the U.S. Department of Labor began certifying grants for properties affected by California's Public Employees' Pension Reform Act. He explained further, that on August 22, 2019, the ATU filed suit against the U. S. Department of Labor for its certification of the grants, in the U.S. District Court for the District of Columbia, but on April 29, 2020, the case was transferred to the Eastern District of California upon a motion requesting the transfer by the State of California.

The Board was also briefed on the successful conclusion of different First Amendment lawsuits defending the right of transit workers at public-sector properties in the U.S., to speak out about matters of public concern regarding their transit agencies. It was noted that in the last six months, the International had successfully pursued attorneys' fees in litigation involving the Spokane Transit Authority and the Hillsborough Area Regional Transit Authority, and was currently in the process of petitioning for attorneys' fees after the court decided in favor of the

ATU, in a case involving the Chattanooga Area Regional Transportation Authority, in which the court confirmed Local 1212's (Chattanooga, TN), right to speak at the agency's board meetings about labor relations and service concerns.

It was observed that in recent months, the National Labor Relations Board had found merit to three separate unfair labor practice charges against Transdev in Virginia, and Michigan, demonstrating the utility of filing charges as we deal with private contractors and their frequent failure to respect our collective bargaining rights.

Molofsky informed the Board, that by a May 4, 2020, order, the litigation over the trusteeship of Local 1637 (Las Vegas, NV), was dismissed on summary judgement and a request for reconsideration was denied. The litigation, although always wholly without merit, was vexatious and time consuming.

Lastly, Molofsky reviewed the work of the Legal Department during the course of the union's response to the COVID-19 pandemic, including traditional legal work, U.S. federal and state legislative matters, and safety and health duties.

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 12:35 p.m., to reconvene at 11:00 a.m. on Thursday, May 21, 2020.

FOURTH SESSION

The meeting was convened at 11:00 a.m. Eastern Time on Thursday, May 21, 2020. General Executive Board members present were Richard M. Murphy, Janis M. Borchardt, Paul Bowen, Marcellus Barnes, Rafael Rivera, 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, and General Counsel Robert Molofsky.

International Representatives Dennis Antonellis, Sesil Rubain, Antonette Bryant, Marilyn Williams, Mike Harms and Michael Cornelius; ATU Canada President John Di Nino; Director of Field Mobilization Todd Brogan; Director of Collective Bargaining John Lyons; Director of Communications David Roscow and Director of Government Affairs Jeff Rosenberg joined the meeting during the Report on ATU Canada. Workforce Development Coordinator Jamaine Gibson joined the meeting during the workforce development report. Assistant General Counsel Dan Smith joined the meeting during the discussion of trusteeships.

International Representative Stephan MacDougall was excused from the meeting.

MINUTES OF THE SEPTEMBER 27, 2019, SPECIAL MEETING OF THE GENERAL EXECUTIVE BOARD APPROVED

Upon a motion duly made and seconded, the minutes of the September 27, 2019, Special Meeting of the General Executive Board were approved.

REPORT ON ATU CANADA

ATU Canada President John Di Nino briefed the General Executive Board about the state of ATU Canada, over the past year. Di Nino discussed the finances of ATU Canada. He noted that unlike the Canadian Council before it, ATU Canada did not have a mandated per capita, and instead, had operated on the basis of a “voluntary per capita.” He also noted that the organization increased the registration fees and accepted sponsorship fees from vendors for its 2019 Conference, thereby reducing the overall cost to ATU Canada substantially.

Di Nino further reported on the pre-pandemic activities. He stated that ATU Canada has developed a policy statement laying out a national transit strategy, and that it had participated effectively in the 2020 federal elections. He also reported that ATU Canada’s organizers had won two organizing campaigns in Airdrie, Alberta and St. Thomas, Ontario, and had assisted Local 1505 (Winnipeg, MB), in organizing a small paratransit property in Winnipeg, Manitoba. These victories and a general raising of the profile of ATU Canada during the pandemic, has led to a number of organizing inquiries from unorganized workers.

He also informed the Board of the activities of ATU Canada during the COVID-19 pandemic. ATU Canada has been the leading voice in Canada on issues involving the transit

industry and its workforce, while working constructively with Unifor which represents workers at a handful of transit systems. He reported that the efforts of ATU Canada have assisted in changing the debate regarding federal assistance to the nation's transit systems, which Prime Minister Justin Trudeau had initially opposed. He also noted that ATU Canada has conducted weekly telephone town hall meetings among Canadian local unions during the pandemic, and that they have been well received by the local unions as a means to be updated on developments, share concerns and develop responses.

Di Nino concluded by thanking International President Costa for his support of ATU Canada and stating that he thought that ATU Canada had never been more effective than it has been in the last year.

REPORT OF THE COVID-19 COMMAND TEAM

The COVID-19 Command Team briefed the General Executive Board on its work in responding to the pandemic.

Director of Field Mobilization Todd Brogan provided a presentation on the Campaigns Department. He noted that the department had been restructured and was operating more effectively than ever before. He briefly touched on the department's involvement in Local 1548's (Plymouth, MA), strike at Martha's Vineyard RTA, the loss of Local 591 (Hull, QC), and strikes by Locals 689 (Washington, DC), and 1764 (Washington, DC), in Northern Virginia.

With regard to the department's response to the COVID-19 pandemic, Brogan discussed the COVID-19 ticketing system which his department developed, and its success in ensuring that local union requests did not fall through the cracks, and allowing the International to have an overview of the effects of the pandemic on the membership. He concluded, by noting that the department's staff is assisting a large number of local unions with campaigns related to safety and health issues, and the economic fallout of the pandemic.

REPORT OF THE CAMPAIGNS DEPARTMENT

Campaigns Department Director John Lyons discussed the bargaining landscape during the pandemic. He noted that, recent requests from local unions for assistance have centered around hazard pay and issues related to preparations for the lifting of stay-at-home orders, such as return to work agreements. He also reported, by region, on the number of laid-off members that our local unions have experienced.

REPORT ON LEGISLATIVE AND POLITICAL AFFAIRS

Director of Government Affairs Jeff Rosenberg opened his presentation by noting how critical federal transit assistance has been in the U.S. He contrasted that with the desperate situation of the over-the-road industry, where there is virtually no federal assistance. He also compared it to the school bus industry, noting that the New York City Department of Education was refusing to use its federal assistance to pay school bus contractors, so that they could provide assistance to the 16,000 laid-off school bus workers.

Rosenberg briefly discussed the pre-pandemic success of the ATU in furthering the profile of the Operator Assault legislation and assisting the Transportation Learning Center in procuring \$2.5 million in federal funding for workforce development training.

General Counsel Robert Molofsky then reported on state legislation. He noted that states are planning for the reopening of public life and the economy, and that eleven states have created reopening committees which have included labor representatives. Molofsky also, reported that the ATU was working with the AFL-CIO, to make sure that the ATU's concerns are brought to these committees through the labor representatives.

Assistant General Counsel Dan Smith reported on the safety and health work of the International, including responding to individual local union concerns, as well as providing guidance and updates on transit specific health concerns.

COMMUNICATIONS REPORT

Director of Communications David Roscow reported on the International's successful communications strategy. He noted that during the pandemic, the ATU created a pandemic page on its website, and members and the public have increasingly engaged with our social media. He further noted, that the International has provided substantial communications support to local unions, including setting up text messaging systems, Facebook pages, and conducting telephone town hall meetings.

WORKFORCE DEVELOPMENT REPORT

Workforce Development Coordinator Jamaine Gibson briefed the Board on the progress of the ATU's workforce development program. He noted that labor-management cooperation was important in the training and apprenticeship programs needed to train workers to meet workforce demands, upskill our members for future technologies, and work safely during the pandemic. He discussed the prevalence of non-registered apprenticeship programs on ATU properties, the lack of a national standard for bus mechanic apprenticeships and the advantages of such a standard, to prepare members for the coming of battery electric buses.

FHE HEALTH EMPLOYEE ASSISTANCE PROGRAM

Janet Gerhard, of FHE Health, addressed the Board to discuss employee assistance programs, for employees facing untreated behavioral health issues such as addiction, depression, and stress. She discussed the services that FHE Health provides to certain participating local unions, which includes identifying problems for members and their families, and referring them to appropriate health services including FHE Health's residential care facility in Florida. She also noted that the program works with health insurance carriers in the U.S.

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 2:15 p.m., to reconvene at 11:00 a.m. on Friday, May 22, 2020.
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FIFTH SESSION

The meeting was convened at 11:00 a.m. Eastern Time on Friday, May 22, 2020. General Executive Board members present were Richard Murphy, Janis Borchardt, Paul Bowen, Rafael Rivera, 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, General Counsel Robert Molofsky, and Assistant General Counsel Dan Smith.

International Representatives Dennis Antonellis, Sesil Rubain, Antonette Bryant, Marilyn Williams, Mike Harms, and Michael Cornelius, and ATU Canada President John Di Nino joined the meeting during the General Discussion.

International Vice Presidents Marcellus Barnes and Curtis Howard and International Representative Stephan MacDougall was excused from the meeting were excused.

MOTION TO RELEASE LOCAL 1593 (TAMPA, FL) FROM TRUSTEESHIP

Upon a motion duly made and seconded, the General Executive Board moved to release Local 1593 (Tampa, FL), from trusteeship upon the conclusion of elections for local union officers.

MOTION TO RELEASE LOCAL 1028 (DES PLAINES, IL) FROM TRUSTEESHIP

Upon a motion duly made and seconded, the General Executive Board moved to release Local 1028 (Des Plaines, IL), from trusteeship upon the conclusion of elections for local union officers.

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 11:48 a.m. *sine die*.

INTERIM ACTIONS AND RULINGS BY THE
GENERAL EXECUTIVE BOARD
FOR THE PERIOD JULY 1, 2019, THROUGH DECEMBER 31, 2019

1. AUTHORIZATION FOR LOCAL 1573 (BRAMPTON, ON)
TO ENTER INTO AN AGREEMENT EXCEEDING THREE YEARS

Under authority vested in International President Costa, by action of the General Executive Board and pursuant to Section 34.1 of the ATU Constitution and General Laws, on July 1, 2019, Local 1573 (Brampton, ON), was authorized to enter into a five-year agreement, with The City of Brampton.

2. MERGER OF LOCAL 276 (STOCKTON, CA) INTO
LOCAL 256 (SACRAMENTO, CA)

Upon a polling of its membership, conducted pursuant to Section 16 of the ATU Constitution and General Laws, on July 20, 2019, the General Executive Board voted in favor to adopt the recommendation of the International President to effectuate the merger of Local 276 (Stockton, CA), into Local 256 (Sacramento, CA).

3. AUTHORIZATION FOR LOCAL 618 (PROVIDENCE, RI)
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 August 16, 2019, Local 618 (Providence, RI), was authorized to enter into Interest Arbitration with the Rhode Island Public Transit Authority (RIPTA).

4. AUTHORIZATION TO APPROVE THE MINUTES OF THE 2019 SPRING GEB
AND SPECIAL GEB MEETING MINUTES

Upon a polling of its membership, conducted pursuant to Section 12.8 of the ATU Constitution and General Laws, on September 9, 2019, the General Executive Board voted in favor to adopt the recommendation of the International President to approve the minutes of the 2019 Spring GEB and Special GEB meetings.

5. STRIKE SANCTION GRANTED TO LOCAL 192 (OAKLAND, CA)

Under authority vested in International President Costa, by action of the General Executive Board and pursuant to Section 20.2 of the ATU Constitution and General Laws, on October 10, 2019, Strike Sanction was granted to the members of Local 192 (Oakland, CA), employed by the Alameda Contra-Costa Transit District.

6. STRIKE SANCTION GRANTED TO LOCAL 689 (WASHINGTON, DC)

Under authority vested in International President Costa, by action of the General Executive Board and pursuant to Section 20.2 of the ATU Constitution and General Laws, on October 30, 2019, Strike Sanction was granted to the members of Local 689 (Washington, DC), employed by Transdev (Cinder Bed Road).

7. AUTHORIZATION TO PLACE LOCAL 1587 (TORONTO, ON)
INTO TEMPORARY TRUSTEESHIP

Upon a polling of its membership, conducted pursuant to Section 12.6 of the ATU Constitution and General Laws, on November 15, 2019, the General Executive Board authorized the International President to place Local 1587 (Toronto, ON), into Temporary Trusteeship.

8. STRIKE SANCTION GRANTED TO LOCAL 1225 (SAN FRANCISCO, CA)

Under authority vested in International President Costa, by action of the General Executive Board and pursuant to Section 20.2 of the ATU Constitution and General Laws, on November 18, 2019, Strike Sanction was granted to the members of Local 1225 (San Francisco, CA), employed by MV Transportation.

9. STRIKE SANCTION GRANTED TO LOCAL 1764 (WASHINGTON, DC)

Under authority vested in International President Costa, by action of the General Executive Board and pursuant to Section 20.2 of the ATU Constitution and General Laws, on November 18, 2019, Strike Sanction was granted to the members of Local 1764 (Washington, DC), employed by Transdev (Fairfax Connector).

10. STRIKE SANCTION GRANTED TO LOCAL 1575 (SAN RAFAEL, CA)

Under authority vested in International President Costa, by action of the General Executive Board and pursuant to Section 20.2 of the ATU Constitution and General Laws, on November 18, 2019, Strike Sanction was granted to the members of Local 1575 (San Rafael, CA), employed by Golden Gate Transit.

11. AUTHORIZATION OF ELECTRONIC VOTING IN CANADA
FOR LOCAL UNION OFFICER ELECTIONS

Upon a polling of its membership, conducted pursuant to Section 43 of the ATU Constitution and General Laws, on November 26, 2019, the General Executive Board authorized the International President to waive any reference in Section 14 of the ATU Constitution and General Laws, that would appear to limit the acceptable voting methods to in-person and mail-in voting, in order to permit electronic voting for local union officer elections in Canada.

12. AUTHORIZATION TO ADOPT THE AMENDED BYLAWS
OF LOCAL 1593 (TAMPA, FL)

Upon a polling of its membership, conducted pursuant to Section 13.2 of the ATU Constitution and General Laws, on November 24, 2019, the General Executive Board voted to approve the recommendation of the International President, to approve the amended Bylaws of Local 1593 (Tampa, FL), as the Decision and Order of the General Executive Board.

13. AUTHORIZATION TO WAIVE TWO-WEEK WAITING PERIOD
TO PAY STRIKE BENEFITS TO LOCAL 1764 (WASHINGTON, DC)

Upon a polling of its membership, conducted pursuant to Section 43 of the ATU Constitution and General Laws, on December 5, 2019, the General Executive Board voted in favor to adopt the recommendation of the International President to waive the two-week waiting period to begin receiving strike benefits, for the members of Local 1764 (Washington, DC).

14. AUTHORIZATION TO ADOPT THE REPORT OF THE HEARING OFFICER IN
THE MATTER OF THE TRUSTEESHIP OF LOCAL 1028 (DES PLAINES, IL)

Upon a polling of its membership, conducted pursuant to Section 12.6 of the ATU Constitution and General Laws, on December 5, 2019, the General Executive Board voted to approve the recommendation of the International President, 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 1028 (Des Plaines, IL).

15. AUTHORIZATION TO APPOINT INTERNATIONAL VICE PRESIDENT
KENNETH RAY KIRK TO SERVE AS
INTERNATIONAL SECRETARY-TREASURER

Upon a polling of its membership, conducted pursuant to Section 7.2 of the ATU Constitution and General Laws, on December 13, 2019, the General Executive Board authorized the International President, to appoint International Vice President Kenneth Ray Kirk, to serve as the International Secretary-Treasurer.

16. AUTHORIZATION TO ADOPT THE AMENDED BYLAWS
OF LOCAL 1028 (DES PLAINES, IL)

Upon a polling of its membership, conducted pursuant to Section 13.2 of the ATU Constitution and General Laws, on December 30, 2019, the General Executive Board voted to approve the recommendation of the International President, to approve the amended Bylaws of Local 1028 (Des Plaines, IL), as the Decision and Order of the General Executive Board.

17. AUTHORIZATION TO APPOINT ATU NEW JERSEY STATE CHAIR
RAYMOND GREAVES TO SERVE AS THE
18th INTERNATIONAL VICE PRESIDENT

Upon a polling of its membership, conducted pursuant to Section 7.2 of the ATU Constitution and General Laws, on December 30, 2019, the General Executive Board authorized the International President, to appoint ATU New Jersey State Chair Raymond Greaves to serve as the 18th International Vice President.