



International Reports

REPORT OF THE INTERNATIONAL PRESIDENT

to the Sixtieth International Convention of the Amalgamated Transit Union

Sister and Brother Delegates, Guests and Friends:

It is my privilege to welcome you to the 60th International Convention of the Amalgamated Transit Union. As your international president, it is my duty to present the work and accomplishments of the executive and International officers, representatives, and staff since the last convention.

It has been my profound honor and duty to direct and implement the efforts of the ATU during these last three years, and accordingly, I provide this accounting of the work of the International Union since our last Convention. The report, which is required by the Constitution and General Laws, covers the period of July 1, 2019, to June 30, 2022.

Introduction

The past three years have been unprecedented for ATU members and all working families in the U.S. and Canada. Since our last convention, we've mourned the loss of our International Secretary-Treasurer Oscar Owens, our ten fallen brothers at Local 265-San Jose, CA, and the 220 members lost to the COVID-19 pandemic.

In March 2020, the COVID-19 virus was rapidly spreading around the world and quickly became the most dangerous threat transit workers have faced since the 1918 Spanish Flu. In an effort to respond to the spread and to be proactive in dealing with issues that could arise as a result, the International set up a Command and Response Center. As you will read, every department played a key role in our union's response.

Throughout it all, the International Union has continued to proactively pursue the interests of our members and all those who depend on our labor since our last Convention. Moreover, we have done it all despite significant challenges.

The theme of our Convention – Stronger Together – is much more than a catchphrase, it's a testament to what we've overcome and accomplished by fighting together through these difficult times.

Right now, workers need union representation now more than ever. That is why the ATU has endeavored to spread the benefits of trade unionism by **organizing** new members into our ATU family and fighting to secure first contracts at our newly organized properties.

Thirty-eight locals accounted for 82 organizing victories during this period, adding over 2,968 new members to our ranks. It is extraordinary that the ATU succeeded in increasing the scale and frequency of new organizing wins, despite the pandemic.

Our **Collective Bargaining** Department supported our locals in negotiating better contracts throughout the pandemic. The department worked almost exclusively on responding to requests for assistance seven days per week and upwards of 18 to 20 hours per day. Issues related to furlough and recall, hazard pay, and health and safety were the most common requests. The department's team also continued to provide services to local unions, including training to develop bargaining strategies, performing cost analysis of revenue and collective bargaining agreements (CBAs), and assisting with the development of CBA language.

Over the last three years, 320 contract settlements were reported (20 from Canada; 300 from the U.S.). The average first-year increase was 4.74%, and the average annual increase over the life of the agreements was 3.65%. These averages were bolstered in large part by private-sector settlements at newly organized properties and settlements with employers which had struggled with recruitment and retention amid the COVID-19 pandemic and an unprecedented operator shortage, particularly in the paratransit and school bus industries.

During this convention cycle, much has been done to advance our coordinated efforts. Since inception, **Joint Industry Councils** (JICs) have continually worked to coordinate communication, information and resources between bargaining units with a common employer. JIC concepts and strategies, used in conjunction with coordinating resources of all departments at the International Office, have been key in many of the successes that the ATU has seen over the last three years.

ATU has continued to train members to conduct unified, industry-wide coordinated campaigns, and build industry-wide strategies to bargain with transnational contractors. Higher wages, better contracts and a path to retirement are the trends emerging from the JIC model.

Throughout the reporting period, the **Research** Department provided a variety of services to ATU locals, international officers, and staff.

During this convention period, as part of the International's coordinated Coronavirus Alerts (CVA) response system, the Department supported other international departments, conducted research and prepared analyses to confront the effects of the virus and empower ATU members in their workplaces.

In addition to the work carried out in response to the coronavirus pandemic, the Department continued with its primary responsibilities. The department continues to maintain the international's contract and arbitration database, which offers local officers 24/7 access to information on wages, working conditions, and contract language from bargaining units across North America.

The department publishes a wage bulletin, employer book and contract settlement reports on a regular basis. Locals with expiring contracts were issued packets containing wage comparisons, the latest wage bulletin, a collection of recent settlement reports, and strike authorization documents. And upon request, department staff have been available to assist local unions on topics of particular concern.

The department continued to monitor ATU's largest private-sector employers falling under the Joint Industry Council umbrella, maintaining extensive profiles of each of the major JIC employers, and assisting with wage proposal costing, revenue contract analysis, CBA language comparisons, and other critical tasks.

The research department responded to more than 200 direct requests for assistance from almost 100 individual local unions across the U.S. and Canada during this convention period.

During this three-year convention period, six **strikes** took place that lead to strike-ending agreements. There were no lockouts.

Voluntary interest **arbitration** in the public sector has been a philosophical underpinning of the ATU since the beginning which is one reason that almost 98% of 320 ATU contracts were settled without a strike or work stoppage during this convention cycle.

Following the 59th International Convention, we established the **Apprenticeships and Workforce Development** department. Mentoring programs, apprenticeships and joint labor-management partnerships were the focus areas of the department. Over 70 locals and transit agencies have received technical assistance and training. Jamaine Gibson was promoted to Director in 2021.

Notably, during this period, the ATU was instrumental in securing federal legislation and \$5 million in funding for the newly formed Transit Workforce Center. California Transit Works and ATU International applied for \$23,859,539 from the U.S. Economic Development Administration's Good Jobs Challenge grant. ATU played a key role in securing \$250 million for workforce development for ZEB technology through the FTA's Low-No program. I was also appointed to the Apprenticeship Advisory Committee of the Department of Labor (DOL). For its leadership in transit apprenticeships, the ATU has been named a DOL Apprenticeships Ambassador.

The **health and safety** of Amalgamated Transit Union members working across North America is a primary concern of the International Union. ATU has been committed to winning safety and better working conditions through local campaigns that put pressure on employers and elected officials, research to identify and assess hazards and solutions and political action to win protection through legislation and government initiatives. The last three years have been extremely difficult for transit workers as they continued to work and keep society running through a global pandemic that brought sickness and death to our union.

The International Union saw and supported local unions on campaigns to demand PPE, fresh air and ventilation, pandemic leave, hazard pay, rear door boarding and fare elimination, no layoffs, and reduction in bus capacity to curb crowding. Locals pushed back against mandatory overtime policies, which put workers and riders at risk and demanded that employers provide access to COVID-19 vaccines and testing while agencies suffered from staff shortages after failing to protect their employees.

The pandemic also exacerbated existing issues with violence towards transit workers, stress on the job, fatigue, restroom access and other safety issues. As we saw the COVID-19 pandemic strain society's access to resources and services, frontline transit workers felt the brunt, dealing with members of the public who may have been out of work, lost loved ones or experienced other trauma or harm. Sadly, our members have faced increased attacks from members of the public throughout the pandemic, despite the decrease in ridership across the continent. Adding to the daily fear of increased attacks, transit workers were also subject to mandatory overtime and extremely long working hours, leading to increased stress and fatigue. We also saw that as businesses closed and reduced hours in response to the pandemic, our members lost access to clean restrooms along their routes that they relied on.

The issue of workplace violence is not limited to passenger attacks on operators. Unfortunately, our members deal with bullying, harassment and violence on the job committed by coworkers. Local 265 in San Jose, CA, experienced this with the tragic mass shooting that took nine ATU brothers' lives on May 26, 2021, and one brother who took his own life in the aftermath. The event forced the ATU to refocus its effort on safety, security and addressing the mental health issues that our members may be dealing with. In response to the tragic shooting, ATU International deployed partners at FHE Health to respond on the ground with counseling and support resources. FHE Health has also been a partner in providing training on mental health, including the addressing of stigma, noticing warning signs of distress or substance abuse and helping members seek care for local union members as part of conferences and union meetings.

The ATU was instrumental in the passage of the Infrastructure Investment and Jobs Act (IIJA), which won protections for ATU members and transit workers across the U.S. The new law requires urban transit agencies of certain sizes to establish joint labor-management safety committees to identify hazards,

improve safety performance, and approve safety plans. The law also has language requiring agencies to record incidences of assault more comprehensively and to establish risk-reduction programs to address assaults on operators and vehicle blind spots. The law was passed in November of 2021, and ATU has provided local unions with training and resources such as information requests, committee governing documents and safety committee training to help locals effectively establish committees which meet the requirements of the IIJA.

Since the last convention, we restructured and renamed the Field Mobilization Department. The new **Campaigns** Department was established to assist in the development and execution of strategic campaigns by recruiting and training staff and member-organizers, preparing local unions for battle; and coordinating field work for new organizing, contract, political action, and community organizing campaigns.

To accomplish this intensive work, I expanded the department from a team of three full-time staff and three International Reps to 11 full-time staff, two part-time organizers, and two International Reps.

Since the 2019 report, the Field Mobilization Department has assisted and consulted with 211 local unions in 51 U.S. states and five Canadian provinces. They provided direct assistance to 88 local unions in 33 states and provinces, materially impacting more than 57,500 members. As part of these campaigns, 2,300 members were trained in basic member-organizer skills, holding at least 39,100 charted conversations with the coworkers. These campaigns produced an average 66% turnout in union ratification votes with an average of 86% voting in favor of agreements, based on available data.

Since the last Convention, both **Autonomous Vehicles** and **Transportation Network Companies** have emerged as significant challenges to public transit and to the safety and livelihoods of ATU members and the riding public. We are not only staying abreast of these developments; we are at the forefront of efforts to develop strategies that protect our members and the public in the face of these technological changes.

This three-year period saw a drop in the number of properties where employers have adopted one of the **ATU-sponsored retirement programs**. The number of properties that participated in the plans decreased by 39 at the end of this reporting period, bringing the total number of properties to 136, as of June 30, 2022 – representing a 22% decrease over the prior reporting period.

However, notwithstanding the drop in the number of participating properties, the plans have seen solid growth in participants and assets. In the past three years, the number of employees and retirees participating in ATU-sponsored retirement plans increased by more than 14%, with 12,126 employees and retirees participating in the plans and investing assets totaling more than \$193 million – a 3.8% growth in assets over the prior reporting period.

During this convention cycle, the International Union continued to assume primary responsibility for the ongoing implementation and enforcement in the U.S. of the employee protection provisions under the Federal Public Transportation Act, commonly known as “**Section 13(c).**”

During this convention cycle, we reviewed an enormous number of grant applications – 3,883 in total – an increase of over 1,000 grants from the previous cycle. The work safeguarded members in over 200 locals.

Litigation to protect the rights and benefits of transit workers across North America, and the Union itself, continues to be a significant function of the International. During the convention cycle ATU engaged in legal battles to protect our members from the threats of privatization, transit system restructurings, infringement on free speech rights, and managements that fail to respect our right to collective bargaining. Over the past three years, the Legal Department advocated on behalf of the International and our local unions before federal, state, and provincial courts and in a wide array of administrative proceedings.

Throughout this convention period, the International Union tracked and responded to proposed federal **regulations** and guidelines affecting our interests that were issued by the U.S. Departments of Transportation, Labor, and Health and Human Services. We also responded to state-level rulemaking. Our areas of focus included: Autonomous vehicles; drug and alcohol testing; COVID-19 safety; Federal contract worker wages; and Federal service contracts.

The Amalgamated Transit Union's Legal Department supported local unions and the Organizing Department in proceedings before the federal and state labor relations boards. The vast majority of election petitions reached election agreements without resorting to hearings, and the vast majority of unfair labor practice charges were settled before complaint. However, the Legal Department did litigate a number of petitions before the U.S. National Labor Relations Board (NLRB) and the Florida Public Employees Relations Commission.

During this three-year reporting period, the **Government Affairs** Department focused on legislation to save the jobs of workers in the transit, school bus and motor coach industries in response to the onset of the coronavirus. On the political side, we endorsed Joe Biden for President very early in the process, a move that has paid off time and time again during his time in the White House. We also added staff to the department giving us the ability to better deal with state legislation impacting our members and upgrade our COPE program.

Early in this period, when the United States shut down due to COVID-19, commuters sheltered at home and transit ridership dropped to minuscule levels sending fair-box revenue plunging. With no money to operate, agencies would soon be forced to shut down.

In response, the ATU led a labor coalition urging the U.S. Congress to provide \$25 billion in direct emergency funding to public transit agencies. In March of 2020, Congress passed the ***Coronavirus Aid, Relief, and Economic Security*** (CARES) Act, a massive \$2.2 trillion economic stimulus bill to save the U.S. economy. The bill included the \$25 billion requested by the ATU.

Unfortunately, the CARES Act funding was mostly depleted in large, urbanized areas by the late fall of 2020. Massive layoffs across the transit industry were announced, and thousands of our members were set to lose their jobs by Christmas.

Again, the ATU acted by calling for a second COVID relief bill. Congress came to an agreement at the very end of 2020, passing the **Coronavirus Response and Relief Supplemental Appropriations Act of 2021** (CRRSAA). The bill included \$14 billion for public transit. Throughout this reporting period, we worked with Congress to ensure that private-sector workers received relief to the same extent as those on the public side. We led a labor-management coalition to correct insufficient language from the CARES Act.

On January 20, 2021, Joe Biden was sworn in as President of the United States. He immediately got to work on putting forth a rescue package to save American workers and industries still being ravaged by the COVID-19 pandemic. Biden proposed the **American Rescue Plan** (ARP), a \$1.8 trillion economic stimulus bill, to speed up the United States' recovery from the economic and health effects of the COVID-19 pandemic and the ongoing recession.

In February 18, 2021, I testified before the U.S. Senate Committee on Banking, Housing and Urban Affairs in support of the additional operating aid for public transit in the ARP. We advocated for an additional \$30 billion in emergency funding to provide essential service all across the nation. I also noted that Congress should provide hazard pay for all frontline workers.

The ARP was passed by Congress and signed into law on March 11, 2021 and included the additional \$30 billion in transit operating assistance.

ATU led a labor-management coalition which resulted in the development of a new bill called the **Coronavirus Economic Relief for Transportation Services** (CERTS) Act of 2020. The CERTS Act

would provide \$10 billion in emergency relief funding to motor coach operators, school bus companies, U.S. flag passenger vessel operators and other U.S. transportation service providers.

Throughout this reporting period, we worked to get the CERTS Act included into the CRRSAA. Our effort was successful. Although funding was cut to \$2 billion, it served as a lifeline to struggling companies represented by ATU. Thousands of jobs were saved.

During this period, we sent Congress our comprehensive proposal for reauthorization of the FAST Act, the federal surface transportation bill, which was set to expire in the fall of 2021. In our proposal, we also called on Congress to incorporate the Transit Worker and Pedestrian Protection Act into the next surface transportation bill.

Furthermore, ATU called for the establishment of the national frontline workforce training center to make sure that transit workers have the skills necessary to keep up with the proper maintenance of new technology.

In May of 2021, the House Transportation and Infrastructure Committee released its multi-year surface transportation bill. The ATU ended up endorsing the Investing in a New Vision for the Environment and Surface Transportation in America (INVEST in America) Act. Unfortunately, the House bill was never taken up by the Senate. The Senate formed a small bipartisan coalition and worked with the Biden Administration to come up with a new five-year bill known as the Infrastructure Investment and Jobs Act (ILJA – H.R. 3684) which was signed into law on November 15, 2021.

The bill provides \$106.9 billion for public transit, an increase of \$41.1 billion (63%) from current levels. It increases each of the formula and competitive grant programs by 35 to 37% compared to current levels. It also provides \$15 billion of General Fund authorizations for Capital Investment Grants (CIG) and \$750 million for the Washington Metropolitan Transit System (WMATA) over the five-year period.

ATU has also worked on the legislative process on the federal level to create historic change in the area of transit maintenance. We have succeeded in steering millions of dollars in fiscal years 2020 and 2021 Transportation Appropriations bills to a non-profit group with experience in developing transit labor-management apprenticeship programs. As a result, in August of 2021, FTA announced the creation of the first ever National Transit Workforce Center for frontline employees. The Workforce Center will be headquartered at the International Transportation Learning Center, where I chair the board.

The bill also includes major changes to the Public Transportation Safety Program. Although agencies must submit a safety plan to access FTA funding, workers and unions had a very little role at all. In the new

bill, a safety committee of the transit industry must develop and approve the plan and any updates. The committee will consist of equal numbers of frontline employee representatives, selected by a labor organization representing the plurality of the frontline workforce employed by the transit system. For the first time, federal law now also includes a definition of “Assault on a transit worker.”

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. Between July 1, 2019, and June 30, 2022, ATU-COPE took in contributions totaling \$3,222,791.69. As of June 30, 2022, the funds had a combined available balance of \$283,104.84.

The goals of **ATU Canada** have remained steadfast with respect to dedicated operational funding for transit operations. Since 2019 the messaging has been consistent, and the pandemic has shown us that funding is of paramount importance. The ATU'S Keep Transit Public Initiative, alongside the Keep Transit Moving coalition, was the major influence that pushed the Federal government to deliver operating subsidies during COVID.

Transit safety and reducing assaults have been another highly prioritized issue that ATU Canada has been working on with the development of the ATU national task force made up of Local presidents from across Canada to deliver recommendations and risk mitigation ideas to transit agencies.

Regionalization and amalgamation of transit by provincial agencies such as Metrolinx continue to plague our industry with the real threats of increased privatization models as agencies explore cost-cutting measures and the ATU in the Niagara Region are banning together as one Local to tackle these measures. All of these factors combined to reinforce ATU Canada's commitments to organizing around federal, provincial, and municipal elections across the country. Our continued involvement has led to some victories but, more importantly, brought recognition that the ATU is a political player in elections and decision-making by government officials.

During this convention cycle, there were five instances in which the International Union needed to impose a **trusteeship** upon a local union. In addition, eight trusteeships reported from the previous convention cycle continued into this reporting period. Three local unions continue to be in trusteeship as of the close of this period.

During the three-year period, the General Executive Board brought **charges**, in only one instance, under ATU Constitution and General Laws Sections 12.4 Discipline: LU Officers.

The **ATU Multiple Sclerosis Research Funds** have been supporting medical research aimed at finding a cure or preventative treatment for multiple sclerosis for over two decades. During this convention period, the funds contributed over \$181,500 to medical research, bringing total contributions since inception to over \$2.5 million.

The **ATU Scholarship Program**, which was established by the General Executive Board over two decades ago, makes available five annual college scholarships. Scholarships were awarded to 17 outstanding children of ATU members during this period.

During this convention period, we utilized the **ATU Disaster Relief Fund** for several unfortunate natural disasters.

In 2020, members helped fellow ATU members who were devastated by Southern and Midwestern tornados and storms, flooding in Brandon, MB, west coast fires, and hurricane Sally. In 2021 contributions to the fund helped brothers and sisters affected by Texas winter storms, the San Jose shooting, Hurricane Ida, and Pacific Northwest flooding. This year the fund helped members hurt by the eastern Canada storms.

Training has been a major priority over the last three years. Due to restrictions on in-person meetings and in the interest of safety, the ATU Education and Training Department committed much of 2020 to adapting existing programs for virtual delivery over Zoom. Despite the pandemic, we continued to have an incredibly robust training curriculum and schedule, training over 3,000 members in over 100 different training programs during the last three years.

Over the past three years, the International has continued to expand and modernize ATU's internal and external **communications** capabilities to raise the profile of the Union as it is viewed by the public, the media, politicians, and most importantly – active members and retirees. The Union's award-winning Communications Department continues to publish the bi-monthly In Transit magazine, the weekly ATU Dispatch email newsletter, and manages and posts content to the newly redesigned ATU website – ATU.org, the ATU mobile app, ATU's Facebook page, Twitter feed, Instagram and TikTok in addition to conducting telephone town halls, and robocalls.

The department has produced many videos over the past three years and encouraged locals to take advantage of a new effective text messaging service. The department has provided locals with a new UnionHall internet service to create their own websites.

The Communications Department also engages in **media outreach** to make the public aware of the Union's activities and provides support to almost every department and activity undertaken by the International. The ATU's public profile has been raised by aggressive media outreach that has been conducted around the pandemic, assaults on transit operators, bathroom breaks, state legislative battles, strikes, contract campaigns, autonomous vehicles, elections, social justice, political issues and other events and topics. The Department has generated media coverage in international, national, and local media outlets across the U.S. and Canada.

Over the convention period, our **affiliations** with the **AFL-CIO** and the **Canadian Labour Congress** were of considerable benefit to our organizing, strategic campaigns, legislative, political and research activities.

The ATU actively participated on AFL-CIO Executive Council Committees and attended its semi-annual and special meetings and regular convention.

In accordance with our custom, at this time I would like to recognize and acknowledge the contributions of those international officers who gave so much to this great Union who have passed from our midst since our last Convention. We will miss them.

Oscar Owens

On October 25, 2019, the Amalgamated Transit Union (ATU) lost a revered leader with the passing of International Secretary-Treasurer Oscar Owens after a brief illness.

Devoting more than 53 years of his life to the ATU, Owens maintained a fierce desire to continue serving the ATU up until his death. A revered leader and tireless activist, Oscar leaves behind an extraordinary legacy of service and commitment to the ATU and the entire labor movement.

Oscar was a beloved leader and a friend to our more than 200,000 members across the U.S. and Canada. He helped lead our Union through some very turbulent and difficult times. Yet throughout his long tenure, Oscar was a savvy, stabilizing, and calming influence, unafraid to call out injustice and fight for a better life for our members, those they serve, and all working people.

A U.S. Army veteran, Owens joined ATU Local 192-Oakland, CA, in 1966, as a bus operator for AC Transit. In 1973, he became a shop steward and rose to become its President and Business Agent. He then served the International for more than 37 years alongside six International Presidents, as a Special Organizer, an International Representative, an International Vice President, and International Secretary-Treasurer.

A founding member of the ATU Black Caucus, he was a strong voice in support of civil rights and the rightful place of African-Americans within the leadership of the ATU and the entire labor movement. Like

Dr. Martin Luther King, Jr., Oscar believed 'The labor movement was the principal force that transformed misery and despair into hope and progress.' Affectionally known as 'Double O,' his signature call-to-arms, 'Fired up and ready to go,' will echo in our Union forever.

Owens is survived by his wife Betty, his beloved children, Damon, Shuron, DaShawn, Charity, eight grandchildren, and three great-grandchildren.

Tommy Mullins

From playing a key role in the Greyhound strikes to organizing new members, to fighting for strong contracts to better the lives of our brothers and sisters, Tommy dedicated almost 40 years of his life to the ATU.

A native of Wise County, Virginia, Mullins first joined the ATU in March 1970 as a member of Local 1544-Washington, DC, working for a subsidiary of Trailways. He rose through the ranks of his Local to be President and also served as President of the ATU Trailways Joint Council. In January 1980, he became an International Representative/Special Organizer. In September 1985, he was appointed as an International Vice President. Mullins was elected to that post at the 1986 Convention and re-elected until he retired in March 2009.

Ellis Franklin

The son of a coal miner, Franklin went to work on the assembly line in Detroit in 1946 after Navy service in the South Pacific during World War II. The following year Franklin came home to work in the coal mines of West Virginia. In 1953 he went to work for Greyhound Lines and helped organize ATU Local 1493-Charleston, WV, that same year.

Franklin's first Union position was "Dues Collector" and Job Steward. He rose through the ranks serving as Executive Board member, Secretary-Treasurer and Assistant Business Agent, and President and Business Agent from 1965-69. Franklin was also National Chairman of the ATU Greyhound Council from 1969-75.

In 1975, International President Dan Maroney tapped Franklin's expertise appointing him International Vice President. Franklin was elected to that post that same year. He served in that capacity dealing primarily with Greyhound issues until 1985 when he was appointed International Executive Vice President, serving alongside International President James La Sala. He was subsequently elected at the 48th Convention in Toronto and re-elected to that post from that time until his retirement this August 1993.

Michael J. Siano

Born and raised in Union City, NJ, Siano was a star athlete in Hudson County, NJ. Following service in the U.S. Army, he joined ATU Local 821-Jersey City, NJ in 1959 as a bus operator for Public Service Coordinated Transport, now NJ Transit. Wanting to get more involved in his Local, Siano became a shop steward in 1962. Siano was then elected President and Business Agent of Local 821 ten years later

Siano was elected International Vice President at the 1981 ATU International Convention. He was re-elected International Vice President at the next seven ATU International Conventions.

In June 2003, Siano was appointed International Executive Vice President by International President Warren George. Siano was elected as International Executive Vice President at the 2004 ATU International Convention and re-elected at the 2007 ATU International Convention. Siano retired on July 31, 2009.

Siano was also a devoted family man and many remember his proud declarations of love for his wife Judy - his high school sweetheart - and his family during all of his acceptance speeches at ATU International Conventions.

Richard C. Branson

International Vice President Richard C. Branson passed away suddenly on Wednesday, January 27, 2021, in Arizona.

A second generation ATU member, IVP Branson became a member of the Boston Carmen's Union Local 589 in July 1965. Branson's father was a member of the Local before him from 1917 until his retirement in 1959.

Branson was first elected to Local office as a Car Barn Committeeman in December 1971. Two years later, he was elected Vice President of his Local. From June 1974 to December 1975, he served as acting President of Local 589. At the time, Branson was elected as an Executive Board Member of Local 589 and served in that capacity until March 1986, at which time he was appointed ATU International Representative by International President James La Sala.

Branson was first elected an ATU General Executive Board Member-at-Large at the ATU's 1981 International Convention and was re-elected at the 1983 Convention. He was elected International Vice President at ATU International Convention in September 1986. A veteran of the U.S. Air Force, IVP Branson retired in February 1996.

REPORT

The challenges we faced, the choices we made, and the accomplishments we achieved reflect the dedicated efforts of the International officers, the General Executive Board, and our hard-working local officers and members throughout North America. Together, we have accomplished much.

I ask that you carefully review the record of our efforts and weigh my proposal for a change in our Laws. I am confident you will find the International Union has done its utmost to fulfill the vision for our Union set forth by the delegates to the 59th Convention of 2019.

At this time, I am pleased to offer for your consideration and approval the following detailed report of our administration and recommendations:

Organizing

The last three years have been a huge challenge for ATU members and all working families in the U.S. and Canada. The COVID-19 pandemic was an unprecedented threat for the workers in both areas.

During the convention cycle, through a combination of organizing activities, 38 ATU locals, both large and small, accounted for 82 victories in four Canadian provinces, 21 states and the District of Columbia in the U.S. These hard-fought wins added approximately 2,968 new members to the ranks.

Most of the newly organized bargaining units consist of either bus or paratransit operators, or mechanics, but also dispatchers, road supervisors, customer service agents, airport and hospital shuttles, and school bus workers.

The victories summarized in the chart below are a testament to the tireless efforts of our local unions as well as the International staff who assisted. It is remarkable that the ATU managed to increase the scale and frequency of new organizing wins, despite the pandemic conditions. Much of the burst in activity occurred in the first half of 2022. Given the current economic trends of inflation and the CDL shortage, and as more and more ATU locals are taking the initiative to reach out to unorganized workers, all signs point to the continued success of new organizing for the ATU.

New organizing in our jurisdiction improves our position with our employers, helps us better defend our existing collective bargaining contracts and collective agreements, prevents fragmentation of the bargaining units at our properties, and prevents employers from whipsawing our union when other unions take the initiative and organize unorganized workers on our existing ATU properties.

SUMMARY OF ORGANIZING ACTIVITIES

July 1, 2019 – June 30, 2022

Local	Employer	City	State	# in unit
689	MV Transportation	Fairfax	VA	17
1336	Transdev Services, Inc.	Bridgeport	CT	5
1493	Keolis	Greensboro	NC	18
1764	First Transit	Baltimore	MD	21
1764	Thrifty Transportation	Baltimore	MD	66
1764	Transdev Services, Inc.	Leesburg	MD	11
1764	Transdev Services, Inc.	Fairfax	VA	3
1764	First Transit	BWI Airport	MD	15

1091	RATP Dev	Austin	TX	61
1764	First Transit	Anne Arundel	MD	60
1764	MyCity Transportation	Baltimore	MD	40
1415	Voyago/Transdev Services, Inc.	St. Thomas	ON	22
859	MV Transportation	Decatur	IL	12
1505	AB Transit	Winnipeg	MB	22
1181	Town of West Babylon	New York	NY	25
987	PW Transit	Airdrie	AB	22
1743	Pittsburgh Transportation Group	Monroeville	PA	35
1743	Pittsburgh Transportation Group	Pittsburgh	PA	35
1765	Grays Harbor Transportation Authority	Olympia	WA	5
1764	Pittsburgh Transportation Group	Pittsburgh	PA	35
1338	MyCity Transportation	Dallas	TX	65
757	First Transit	McMinnville	OR	28
1091	MTM Transit/Ride Right	Austin	TX	11
993	Herzog Transit Services	Oklahoma	OK	28
1577	MV Transportation	Port St. Lucie	FL	57
1577	MV Transportation	Stuart	FL	26
1447	MyCity Transportation	Louisville	KY	65
587	Kitsap Transit	Bremerton	WA	5
714	Biddeford Saco Old Orchard Beach Transit	Biddeford	ME	35
1743	First Transit	Washington	PA	15
1764	Imperial Parking/ Impark/Reef Technologies	Hanover	MD	33
697	TARTA	Toledo	OH	2
1743	First Transit	Washington	PA	15
1027	MV Transportation	Selma	CA	44
1091	MTM	Austin	TX	6
741	City of Stratford	Stratford	ON	35
1764	First Transit	Annapolis	MD	70
1277	Sunline Transit	Thousand Palms	CA	8
1743	First Transit	Washington	PA	6
1309	MV Transportation	Oceanside	CA	35
689	Transdev Services, Inc.	Fairfax	VA	2
279	Alstom Transport Canada	Ottawa	ON	35
1496	River Valley Transit	Williamsport	PA	17
697	TARTA	Toledo	OH	30
1764	Transdev Services, Inc.	Baltimore	MD	30
689	Dillon's Coach	Towson	MD	20
1764	First Transit	Baltimore	MD	2

1764	Imperial Parking/Impark/Reef Technologies	Hanover	MD	2
1577	MV Transportation	West Palm Beach	FL	15
1336	Transdev Services, Inc.	Bridgeport	CT	5
1572	PW Transit	Milton	ON	35
448	Precision Human Resources Solutions	Hartford	CT	148
1336	Durham School Services	Trumbull	CT	5
1743	MV Transportation	Butler	PA	18
1577	Palm Tran	West Palm Beach	FL	4
618	First Transit	Exeter	RI	14
569	PW Transit	Edmonton	AB	121
689	James H. Duffy Company	Waldorf	MD	18
689	Keolis Transit America	Washington	DC	118
689	P&C Dunnington, Inc.	Marbury	MD	6
1778	Transdev Services, Inc.	Lansing	MI	7
689	Stanley Bus Company, Inc.	Marbury	MD	7
425	HNS/First Transit	Hartford, CT	CT	14
689	Dyson Bus Services Inc.	Port Tobacco	MD	11
689	H.O. Sheff & Sons, LLC and Nannie's Bus Company LLC, a Single Employer	Marbury	MD	22
689	Dink's Bus Services, Inc.	Indian Head	MD	20
689	D & J Buses Inc.	Bryans Road	MD	16
272	WRTA	Youngstown	OH	5
1433	Tucson Streetcar, Inc.	Tucson	AZ	32
689	Helen E Keller, E. Keller III Bus Service Inc, Keller Transportation Inc.,	Waldorf	MD	85
689	G & M Transportation Inc.	Bryans Road	MD	5
1091	BMR Janitorial & Pressure Washing Service, LLC	Austin	TX	25
689	LAZ Parking Mid Atlantic, LLC, d/b/a LT Transportation	Washington	DC	62
1722	First Transit	Kelowna	BC	7
1756	First Student	Riverside	CA	214
1575	MV Transportation	San Raphael	CA	3
1764	Transdev Services, Inc.	Baltimore	MD	7
689	Catherine A. Keller Bus Service	Waldorf	MD	40
757	Transdev Services, Inc.	Portland	OR	4
1764	MV Transportation	Baltimore	MD	600
1764	MV Transportation	Baltimore	MD	18
Total	Won: 82	Organized:		2968

Total won: 63 elections and 17 voluntary recognitions or card-checks among 71 private companies and 9 public employers

Total of new workers organized: 2,968

Decertification Attacks

In the period since the last Convention, our Union was subjected to nine decertification attacks involving Local 256-Woodland, CA; Local 618-Warwick and Jamestown, RI; Local 689-Loudoun County, VA; Local 1395-Escambia County, FL; Local 1277-Thousand Palms, CA; Local 1548-Plymouth, MA; Local 1737-Douglas County, CO; Local 1764-Tuxedo, MD; Local 1778-Lansing, MI.

The Union was able to stop and defeat decertification attacks in eight bargaining units; the Transdev unit represented by Local 256; the First Student unit represented by Local 618; the Keolis unit represented by Local 689; the Sunline unit represented by Local 1277; the Escambia County unit represented by 1395; the Martz Gold Line unit represented by Local 1764; and the Transdev unit represented by Local 1778.

The key to preventing the loss of members to these attacks was early detection of the decertification effort followed by a swift and powerful reaction by our Union. Delay in any way or for any reason in dealing with the situation when it first arose was a certain predictor of defeat. Several of these decertification efforts were driven by disgruntled members and several by hostile employers. Closer attention by amalgamated local unions to the special needs of smaller properties or properties with additional challenges will also help to avoid decertification attacks.

The Union was not successful in stopping the decertification attacks in one unit: Plymouth & Brockton Street Railway Co. represented by Local 1548.

At the time of this report, the Union is fighting back against the decertification attack in Douglas County, which has yet to be scheduled for a vote.

Raids

Our Union suffered two raiding attacks by other unions during the period since the last Convention. In the first instance, our local 591 in Gatineau, Quebec was attacked by members of the local executive along with support from CUPE-SCFP in Quebec. While the officers and staff of the international union were attending the 59th Convention of the ATU in Las Vegas, CUPE-SCFP initiated a card signing process with the workers and signed up an overwhelming majority. The local was placed under trusteeship and a campaign was mounted using bilingual union members from the Ottawa locals. Unfortunately, the odds were too stacked against the ATU. They filed with the Canada Industrial Relations Board who granted their card check majority to displace the ATU.

In the second instance, we were soundly defeat the raid by the local SEIU by exposing their hand in a two-step raid. The SEIU sponsored a defunct entity known as the "Tampa Bay Area Transit Workers Union" and were working with a group of disgruntled ATU members to try to raid the ATU and then subsequently affiliate with the SEIU. Once this was exposed during the PERC hearing, a final order was issued by the PERC due to the raiding petition being materially deficient insofar as they concealed the SEIU hand in the entire raid operation. Local 1593 is still under trusteeship and a collective agreement has been ratified but the raid threat was defeated.

Organizing Expenses

Approximately \$1,739,302 was spent during this report period on organizing. This figure includes the salaries and expenses for the organizing staff and lost time and miscellaneous expenses for the member organizers. Local union members assigned to assist with these drives were reimbursed by the International for their wages and expenses incurred.

Gary Maurer Organizing Awards

I am especially pleased to announce that Organizing Awards will be given once again – as they were at our 2016 and 2019 Convention – in memory of Gary Maurer. Brother Maurer was an ATU International representative and a life-long organizer. Gary passed away too soon in 2011, but his spirit lives on in the painstaking work that our members and staff do to bring union organization to the many unorganized workers in the transit industry.

Gary Maurer was a fearless and tireless fighter for workers and their right to join a union. A native of the Bronx, he had an aggressive and unique style of organizing. Gary was at home organizing workers in any part of our Union; north, south, east or west. He was successful over the years in bringing thousands of new members into ATU, and like all organizers, he knew the thrill of victory as well as the sting of defeat.

At this Convention, we will be honoring the following locals with the "ATU Gary Maurer Organizing Award" for their special achievements and commitment to organizing. Each of these locals distinguished themselves by taking on – and winning – not just one, but two or more organizing victories since the last Convention. These locals took the time out of their normal routines to participate in the difficult task of organizing the unorganized. Some of them organized workers already on their property who lacked representation; some reached out to new workplaces and worked with the International Union to bring these transit workers into our Union. Many of these new organizing campaigns were relatively calm and proceeded normally; others were ferocious battles with intransigent employers bent on denying their workforces the benefits of union membership. But all these wins were important in the work of building our Union, defending our hard-won wages and benefits and in allowing us to carry out our trade union duty to take the benefits of organization to the unorganized.

Since inception, the Joint Industry Councils have continually worked to coordinate communication, information and resources between bargaining units with a common employer. Over the course of the reporting period, the Councils have been an effective tool in dealing with multinational employers throughout the ATU. JIC concepts and strategies, used in conjunction with coordinating resources of all departments at the International Office, have been key in many of the successes that the ATU has seen over the last three years.

Recipients

US (2 or more units):

ATU local 689, eleven new units

ATU local 1743, six new units

ATU local 1091, four new units

ATU local 1577, three new units

ATU local 1336, two new units

ATU local 425; two new units

ATU local 448; two new units

ATU local 757, two units

US (largest %)

Arcadia, California; ATU local 1756 – 214 workers or 20% of the local

CAN

Lethbridge, Alberta; ATU local 987; 22 workers in unit or 17% of the local (largest %)

Edmonton, Alberta; ATU local 569, 121 workers in unit (largest unit)

JIC and Collective Bargaining

A Big Start

Since inception, the Joint Industry Councils have continually worked to coordinate communication, information and resources between bargaining units with a common employer. Over the course of the reporting period, the Councils have been an effective tool in dealing with multinational employers throughout the ATU. JIC concepts and strategies, used in conjunction with coordinating resources of all departments at the International Office, have been key in many of the successes that the ATU has seen over the last three years.

Shortly after the 2019 convention, the first major battle in the war against privatization was launched in October, with Local 689 calling the first transit strike in the region in over 40 years against Transdev at the Cinder Bed Road facility in Northern Virginia. Cinder Bed was an experiment in privatization. The

agency was testing the waters after many years of threats about privatization by bidding out this small piece of public work after relocating the service to a state-of-the-art facility.

The Cinder Bed strike rolled on for months. The Union was winning the war in the court of public opinion, in the media and with the politicians. All they wanted was a fair contract. At this same time, Local 1764 went on strike against Transdev at the Fairfax Connector. A meeting of the JIC Chairs and the Transdev Council was called in support of the bargaining at Cinder Bed Road and Fairfax Connector. The Council worked in support of the striking units by putting pressure on Transdev at their own locations, as well as the agencies which were contracting them. Additional support from our international affiliates helped to turn up the heat on Transdev at home in Paris.

After 89 days, the Cinder Bed strike was finally settled. Along with significant economic increases and work-rule changes, the local won the privatization battle by having the agency take all the work and the employees in-house at the end of Transdev's contract. Fairfax Connector workers struck for four days. Workers at that location won significant increases in wages and retirement, as well as reduced contributions to healthcare. Following suit from Cinder Bed, they secured a commitment from the County to explore operating the service directly.

COVID-19

In March, the COVID-19 virus was rapidly spreading around the world. In an effort to respond to the spread and more importantly, to be proactive in dealing with the potential issues that could arise as a result, the Command and Response Center was formed. Collective Bargaining/JIC was tasked with aiding and assisting locals in dealing with issues that were directly related to bargaining. The Department worked almost exclusively on responding to requests for assistance seven days per week and upwards of 18 to 20 hours per day. Issues related to furlough and recall, hazard pay, and health and safety were the most common requests. Over the course of the pandemic, hundreds of requests have come in seeking assistance to COVID-related bargaining issues.

In addition to the Command Response, the Department facilitated discussions with JIC employers to protect and preserve the wages, benefits and working conditions of members during the crisis. In most cases, the discussions focused on identifying potential hotspots where the Union could exercise some of its political clout to demand agencies renegotiate their contract agreements with the JIC employers to provide for the use of CARES Act funding to maintain the workforce in preparation for service restoration as the pandemic recedes, as well as fund the ability to provide service in excess of need to prevent overcrowding.

Shifting Gears

As the world began to adjust to living in this new reality, the JIC and Collective Bargaining Department saw a change begin from the “all-hands-on-deck”-focused COVID response to back toward a more traditional department workload. The downward trend in the virus began to reveal what a post-pandemic bargaining landscape would look like.

The fight for pandemic leave and hazard pay was spreading throughout the organization as locals began to realize that other locations were receiving it. Requests for information on who had it, what did they have, were they still getting it, and how much money does my Agency have, were a regular occurrence. The Department helped in all requests. Compensation took various forms, including a percentage of the hourly rate and a one-time bonus.

An interesting development on the JIC side involving hazard pay came from Transdev. The company had reached out with concerns about locals going beyond the company and engaging the client directly to advocate for hazard pay. Their complaint was that they had made every effort to keep people working, and that their clients were getting on them about the noise our members were making. They even suggested that the actions could wind up with people being laid off. These threats wound up being empty as the layoffs at this location never materialized.

The slowing pandemic numbers also saw new attention being brought to the potential sale of First Transit. During the first half of the year, the sale seemed imminent. With the pandemic shutdown, a renewed interest in the sale emerged. It was discovered that several private equity firms were showing an interest in the company. The question was becoming whether or not they would actually try and make a go of things or, burden the company with debt and ultimately parse it out or destroy it completely. Our only example of private equity in transit was the sale of Coach USA. With the business model being completely different here (e.g., company owns rolling stock and nature of work is more contract commuter bus and private charter), it would be difficult to forecast an outcome. A JIC meeting of First Transit locals was convened to alert presidents of the developments and attempt to gather information. Locals were advised to negotiate successor clauses into their contracts if they were actively bargaining and did not already have them.

First Transit was eventually sold to EQT Resources. In Canada, the company separated First Transit from First Student. The companies were already separate in the United States. First Student has grown under EQT, acquiring other school bus companies and making significant investments in ZEBs. Greyhound was ultimately sold off in a separate deal to FLIX. We continue to watch these developments very closely.

The importance of being involved in the procurement process has continued to be a primary means of securing our best interests in the private sector. Agencies and contractors negotiate contracts where wages and benefits are predetermined by the client-contracts which govern our JIC employers, without us having a seat at the table. The Department has historically assisted whenever the opportunity arises. Most recently, this opportunity presented itself in Decatur IL, where the city had made the decision to switch from a management contract model to a service contract. Here, the local was able to contribute to the drafting of the contract, as well as participate in the evaluating of the proposals. The city often turned to the Union for input and was genuinely appreciative and respecting of the Union's perspective. Through procurement, we can endeavor to provide for minimum standards. Agencies must be held accountable for their clients' contracts. Responsible bidding is the start.

Teaming Up

The private multinationals have banded together in effort to capitalize on a post-pandemic economy by forming the North American Transit Alliance. This organization sells itself as having the experience necessary to run a system efficiently while saving agencies money at a time when funding is uncertain. CEOs and executives from all the multinationals serve as members of the Board of the organization. Paul Comfort, formally of MV Transportation and MTA Baltimore, and now with Trapeze, serves as the National Director.

New Healthcare Concerns

In October 2021, MV began issuing notices to their locations that the company's healthcare offerings would be changing. Their Aetna-administered plans would be migrating to Blue Cross/Blue Shield of Texas. The driving force was a suggested 24% increase in premiums by Aetna. The move to BC/BS would reduce this to 19%. They were also introducing a new Reference Based Pricing (RBP) plan. This plan was being promoted as a much better offering, giving participants more control over their care and better choices of physicians. In reality, this was an effort to control cost by negotiating provider reimbursement on a case-by-case basis. The company made the case that provider reimbursement rates were inflated, and costs could be contained significantly by taking this approach. Should a provider not agree to the proposed rate, the patient would be exposed to "Balanced Billing" at a significantly higher percentage than traditional out-of-network coverage. With MV being self-insured, they pay claims and not premiums (with stop-loss insurance to limit their exposure to large individual claims), and this plan would be passing along the cost of healthcare to the employee. International President Costa immediately called a meeting of the MV JIC. The delegates at the JIC meeting decided on a unified strategy in approaching MV on healthcare. Local 1091 invited all delegates to attend a virtual meeting being held the following day with MV on the matter. MV was visibly shaken by this showing of unity. After more than one hour of relentless questioning and being unable to answer on many issues, MV abruptly ended the meeting. Shortly after, MV withdrew its proposal of the RBP plan.

The RBP victory was the first battle of a much larger issue. MV still needed to answer for the huge increase in premiums. A comprehensive information request, as well as a demand to bargain, was sent on behalf of all MV units to gather information and begin negotiations related to the plan. MV was evasive throughout the entire process. They initially refused to provide a complete claims experience package that included non-represented employees. The locals repeatedly argued that the data was essential to provide an accurate experience picture since the unrepresented were plan participants and therefore had an impact on the numbers. They were also very evasive as to whether or not they had received any prescription drug rebates, ignoring the question completely. Finally, they admitted to receiving the rebates. However, they were unable to identify where in their healthcare numbers the rebates were applied. After a meeting with their broker, they said that they would identify exactly where those numbers were. That information was never provided. Unfair Labor Practices related to the process have been filed by the International Union and are working their way through the system.

The JIC model was very effective in this process. Virtually all the locals involved had participated. The amount of information and communication coming in from all locations helped in having the best information available to strategize next steps. International President Costa called JIC meetings and sent out notices as things developed in real time. Larger locals such as 1091 were able to flex muscles which assisted smaller properties in getting information that otherwise would have been missing.

Collective Bargaining Results: The Statistics

For the period beginning July 1, 2019 and ending June 30, 2022, 320 contract settlements were timely reported by local and international negotiators to the International Union. Of those settlements, 20 were from Canada and 300 were from the United States. The average first-year increase among all contract settlements was 4.74%, and the average annual increase over the life of the agreements was 3.65%. These averages were bolstered in large part by private-sector settlements at newly organized properties and settlements with employers which had struggled with recruitment and retention amid the COVID-19 pandemic and an unprecedented operator shortage, particularly in the paratransit and school bus industries.

National Averages

First-year wage increases for U.S. contracts settled during this convention period averaged 4.97%. The average annual increase over the life of the agreements was 3.82%. Although these increases were greater than those reported during the previous convention period, they did not quite keep pace with inflation. The U.S. Consumer Price Index for Urban Wage Earners increased by 0.33% between July 2019 and June 2020; increased by 5.45% between July 2020 and June 2021; and increased by 9.24% between July 2021 and June 2022, resulting in an average annual growth rate of 5.01%.

First-year wage increases for Canadian contracts settled during this convention period averaged 1.75%. The average annual increase over the life of the agreements was 1.93%. These increases also did not keep pace with inflation. The Canadian Consumer Price Index increased by 0.15% between July 2019 and June 2020; increased by 3.06% between July 2020 and June 2021; and increased by 7.45% between July 2021 and June 2022, resulting in an average annual growth rate of 3.55%.

Both countries suffered from high rates of inflation in 2021 and 2022 caused by lingering effects of the pandemic, increased consumer demand semiconductor and energy shortages, supply chain bottlenecks and war. In the U.S., wage increases were funded with the help of generous federal financial support made available through the Coronavirus Aid, Relief, and Economic Security (CARES) Act, the Coronavirus Response and Relief Supplemental Appropriations (CRRSA) Act and the American Rescue Plan (ARP) Act. Conversely, Canadian municipalities, and transit systems in particular, had to fight tooth and nail to receive only lackluster financial support from Ottawa.

Public and Private Sectors by Country

In the U.S., first-year increases for public-sector members averaged 4.28%, and the average annual increase over the life of the agreements was 3.46%. In the private sector, first-year increases averaged 6.06% and the average annual increase over the life of the agreements was 4.33%.

In Canada, first-year increases for public-sector members averaged 1.51%, and the average annual increase over the life of the agreements was 1.84%. In the private sector, first-year increases averaged 1.75%, and the average annual increase over the life of the agreements was 1.86%.

Joint Industry Council (JIC) Companies

Among all contracts covering employees of JIC companies, first-year increases averaged 5.85%, and the average annual increase over the life of the agreements was 4.31%.

Fixed Route

First-year wage increases for U.S. fixed route operators covered by contracts settled during this convention period averaged 4.57%. The average annual increase over the life of the agreements was 3.61%.

At the close of this reporting period, some of the highest paid U.S. fixed route operator units included Local 589 (Boston, MA) – Massachusetts Bay Transportation Authority (\$40.39); Local 689 (Washington, DC) – Washington Metropolitan Area Transit Authority (\$40.27); Local 265 (San Jose, CA) – Santa Clara Valley Transportation Authority (\$39.64); Local 587 (Seattle, WA) – King County Metro Transit (\$37.96); and Local 241 (Chicago, IL) – Chicago Transit Authority (\$37.91).

First-year wage increases for Canadian fixed route operators covered by contracts settled during this convention period averaged 1.50%. The average annual increase over the life of the agreements was 1.71%.

At the close of this reporting period, some of the highest paid Canadian fixed route operator units included Local 113 (Toronto, ON) – Toronto Transit Commission (\$37.68); Local 1573 (Brampton, ON) – City of Brampton (\$37.30); Local 1587 (Toronto, ON) – GO Transit (\$37.03); Local 1572 (Mississauga, ON) – City of Mississauga (\$36.73); and Local 583 (Calgary, AB) – City of Calgary (\$36.51).

Rail

First-year wage increases for U.S. rail operators covered by contracts settled during this convention period averaged 3.87%. The average annual increase over the life of the agreements was 3.33%.

At the close of this reporting period, some of the highest paid U.S. rail operator units included Local 1555 (Oakland, CA) – Bay Area Rapid Transit (\$48.35 DMU/\$41.19 heavy rail); Local 589 (Boston, MA) – Massachusetts Bay Transportation Authority (\$42.01 heavy rail/\$40.78 light rail); Local 689 (Washington, DC) – Washington Metropolitan Area Transit Authority (\$40.27); Local 265 (San Jose, CA) – Santa Clara Valley Transportation Authority (\$39.64); and Local 587 (Seattle, WA) – King County Metro Transit (\$37.96).

First-year wage increases Canadian rail operators covered by contracts settled during this convention period averaged 1.22%. The average annual increase over the life of the agreements was 1.47%.

At the close of this reporting period, four units in Canada included rail operators: Local 583 (Calgary, AB) – City of Calgary (\$40.16); Local 113 (Toronto, ON) – Toronto Transit Commission (\$37.68); Local 569 (Edmonton, AB) – City of Edmonton (\$36.09); and Local 279 (Ottawa, ON) – City of Ottawa (\$35.09 DMU/\$34.09 light rail).

Paratransit

First-year wage increases for U.S. paratransit operators covered by contracts settled during this convention period averaged 5.89%. The average annual increase over the life of the agreements was 4.21%.

At the close of this reporting period, some of the highest paid U.S. paratransit operator units included Local 883 (Everett, WA) – City of Everett (\$35.37); Local 758 (Tacoma, WA) – Pierce Transit (\$33.69); Local 843 (Bellingham, WA) – Whatcom Transit Authority (\$33.31); Local 1300 (Baltimore, MD) – Maryland Transit Administration (\$33.16); and Local 757 (Portland, OR) – Clark County Public Transportation (\$31.92).

First-year wage increases for Canadian paratransit operators covered by contracts settled during this convention period averaged 2.21%. The average annual increase over the life of the agreements was 2.13%.

At the close of this reporting period, some of highest paid Canadian paratransit operator units included Local 113 (Toronto, ON) – Toronto Transit Commission (\$37.68); Local 569 (Edmonton, AB) – City of Edmonton (\$33.77); Local 846 (St. Catharines, ON) – St. Catharines Transit Commission (\$31.60); Local 1189 (Guelph, ON) – City of Guelph (\$31.37); and Local 569 (Edmonton, AB) – City of Red Deer (\$31.22).

Intercity and Charter

First-year wage increases for U.S. intercity and charter operators covered by contracts settled during this convention period averaged 2.93%. The average annual increase over the life of the agreements was 3.31%.

At the close of this reporting period, some of the highest paid U.S. intercity and charter operator units included Local 1614 (Dover, NJ) – Lakeland Bus Lines (\$27.71); Local 1614 (Dover, NJ) – DeCamp Bus Lines (\$27.00); and Local 1700 (Chicago, IL) – Greyhound Lines (\$27.00). Some of the highest paid mileage units included Local 1119 (Wilkes-Barre, PA) – Frank Martz Coach Company (\$0.661/mi.) and Local 1592 (Binghamton, NY) – Chenango Valley Bus Lines (\$0.654/mi.).

A Canadian intercity and charter section has been omitted due to the small number of bargaining units.

School Bus

First-year wage increases for U.S. school bus operators covered by contracts settled during this convention period averaged 7.39%. The average annual increase over the life of the agreements was 4.97%.

At the close of this reporting period, some of the highest paid school bus operator units included Local 757 (Portland, OR) – First Student (\$33.95); Local 1181 (New York, NY) – Clarkstown Central School District (\$32.79); Local 1336 (Bridgeport, CT) – Durham School Services (\$31.50); Local 1181 (New York, NY) – Half Hollow Hills Central School District (\$31.09); and Local 1336 (Bridgeport, CT) – Student Transportation of America (\$30.78).

Mechanics

First-year wage increases for U.S. mechanics (journey-level mechanic or equivalent) covered by contracts settled during this convention period averaged 4.24%. The average annual increase over the life of the agreements was 3.51%.

At the close of this reporting period, some of the highest paid U.S. mechanic units included Local 265 (San Jose, CA) – Santa Clara Valley Transportation Authority (\$50.25); Local 1277 (Los Angeles, CA) – Los Angeles County Metropolitan Transportation Authority (\$47.73); Local 589 (Boston, MA) – Massachusetts Bay Transportation Authority (\$46.95); Local 1225 (San Francisco, CA) – Monterey–Salinas Transit (\$46.44); and Local 689 (Washington, DC) – Washington Metropolitan Area Transit Authority (\$45.90).

First-year wage increases for Canadian mechanics (Journey level mechanic or equivalent) covered by contracts settled during this convention period averaged 2.23%. The average annual increase over the life of the agreements was 2.40%.

At the close of this reporting period, some of highest paid Canadian mechanic units included Local 583 (Calgary, AB) – City of Calgary (\$45.54); Local 1415 (Toronto, ON) – Brewster Transport Company (\$44.71); Local 1573 (Brampton, ON) – City of Brampton (\$44.40); Local 569 (Edmonton, AB) – City of Edmonton (\$44.24); and Local 1587 (Toronto, ON) – GO Transit (\$43.77).

Strikes and Lockouts

Three locals were involved in six strikes during this convention period. There were no lockouts.

Two strikes took place during the second half of 2019. On October 24, 2019, more than 120 members of Local 689 (Washington, DC) employed by Transdev (WMATA – Cinder Bed Bus Garage) went on strike when an agreement could not be reached in contract negotiations. On January 16, 2020, Local 689 announced that members had voted overwhelmingly to ratify their first collective bargaining agreement. The 84-day strike was the longest transit strike in the capital region's history and the first strike at a WMATA Metrobus garage in 41 years. Workers from the Cinder Bed Bus Garage reversed WMATA's path toward privatization and were ultimately incorporated into the agency as public-sector employees.

On December 4, 2019, 600 members of Local 1764 (Washington, DC) employed by Transdev (Fairfax Connector) went on strike when an agreement could not be reached in contract negotiations. After several meetings between the parties, the members returned to work on December 9, 2019. Negotiations continued until a tentative agreement was reached on February 22, 2020. A new contract was ratified by Local 1764 members in early March.

There were also two strikes during 2020. On May 28, 2020, members of Local 1181-1061 (New York, NY) employed by MV Transportation (MTA – Access-A-Ride) in Brooklyn went on strike when an agreement could not be reached in contract negotiations. On June 4, 2020, another unit of members from

Local 1181-1061 employed by MV Transportation in Staten Island joined their Brooklyn sisters and brothers on the picket line. Workers demanded improved pay and health care coverage from the company amid the ongoing COVID-19 pandemic. In total, more than 570 workers from the two bargaining units were on strike until agreements for new contracts were reached on June 11, 2020.

On May 14, 2021, members of Local 689 (Washington, DC) employed by MV Transportation (WMATA – MetroAccess Call Center) executed a one-day strike to pressure the company to reach a fair contract agreement. Negotiations continued until a tentative agreement was announced on July 21, 2021. Members of Local 689 unanimously ratified their new contract on July 30, 2021. This was the first strike at a WMATA MetroAccess contractor property since the paratransit system was privatized in 1994.

As of June 30, one strike had taken place in 2022. On May 3, 2022, more than 150 members of Local 689 (Washington, DC) employed by RATP Dev (DC Circulator) went on strike when an agreement could not be reached in contract negotiations. The three-day strike ended late on May 5, 2022 when members of Local 689 voted overwhelmingly to approve a new contract.

Percentage of Contracts Settled Without a Work Stoppage

July 1, 2019* – June 30, 2022**

	Number of Settlements	Number of Strikes	% of Contracts Settled Without a Stoppage
United States			
2019*	17	2	88.2%
2020	77	2	97.4%
2021	125	1	99.2%
2022**	81	1	98.8%
US Total	300	6	98.0%
Canada			
2019*	3	0	100.0%
2020	6	0	100.0%
2021	9	0	100.0%
2022**	2	0	100.0%
Canada Total	20	0	100.0%
ATU Total	320	6	98.1%

Beyond strikes that were directly related to contract negotiations, members at ATU locals across the U.S. and Canada took action to protect themselves and the public as the COVID-19 pandemic unfolded in 2020. Members from Local 26 (Detroit, MI), Local 113 (Toronto, ON), Local 725 (Birmingham, AL), Local 732 (Atlanta, GA), Local 770 (Mobile, AL), Local 1220 (Richmond, VA) and Local 1493 (Raleigh, NC) all refused work as they demanded adequate personal protective equipment, hazard pay and other critical safety measures. These members bravely chose to disrupt service to protect each other and their

passengers when management would not. This was literally a matter of life and death – COVID-19 has killed more than one million people across the U.S. and Canada, including 220 ATU members. Even in the worst of circumstances, solidarity remained the source of our union's power.

Arbitration

ATU continues to advocate arbitration as the preferred method for resolving disputes between our locals and their employing companies. As the last step in the grievance procedure, final and binding arbitration is a standard provision in virtually all ATU collective bargaining agreements.

In cases of contract (interest) disputes, locals are required under our Constitution and General Laws, as they have been since the very beginning of our Union, to offer interest arbitration before any strike sanction is granted by the International. This policy, designed to limit the number of work stoppages in the transit industry, has been quite successful over the years as shown by the relevant statistics. 98% of our contract negotiations in the U.S. and 100% in Canada were settled without a strike during this convention period.

Grievance arbitrations decide a wide range of issues each year arising from the interpretation and application of our labor contracts, including subcontracting, accidents, benefit entitlements and past practices, as well as discipline and discharge matters. We continue to maintain an expanding inventory of grievance and interest arbitration awards, which can be accessed directly by any local union through the ATU website via the internet.

All local unions should forward their arbitration awards, regardless of outcome, to the International for inclusion in our database. These awards serve as an invaluable resource for citing case precedents, avoiding previous pitfalls, selecting or rejecting arbitrators and determining the arbitrability of the underlying issues. We also invite locals to evaluate arbitrators' fairness in their cases and to advise us whether they would choose a particular arbitrator again.

Workforce Development

International President John Costa established the Department of Apprenticeships and Workforce Development following the 59th International Convention. Mentoring programs, apprenticeships and joint labor-management partnerships were the focus areas of the department. Over 70 locals and transit agencies have received technical assistance and training. Jamaine Gibson was promoted to Director in 2021. With the support of local union leadership, the Director organized meetings in both the U.S. and Canada to educate and promote training programs and apprenticeships for the transition to Zero Emission Bus (ZEB) technology.

To develop ZEB training, the Amalgamated Transit Union (ATU) collaborated with the International Transportation Learning Center (ITLC), California Transit Works (CTW), Automotive Service Excellence (ASE), American Public Transit Association (APTA) and Federal Transit Administration (FTA). Our zero-emission bus frontline technicians participated in a conference to discuss safety and training issues. The American Public Transportation Association (APTA) invited ten of our members to be in a working group to recommend a maintenance training program for ZEBs. The ATU is also working with ASE to develop an electrical safety standard for technicians and shop personnel who deal with high-voltage vehicle systems. We are also working with the Transit Vehicle Innovation Deployment Center program to develop a report on advanced vehicles and infrastructure for public transit.

Notably, during this period, the ATU was instrumental in securing federal legislation and funding (\$5 million) for the newly formed Transit Workforce Center. CTW and ATU International applied for \$23,859,539 from the U.S. Economic Development Administration's Good Jobs Challenge grant. ATU played a key role in securing \$250 million for workforce development for ZEB technology through the FTA's Low-No program. International President Costa has been appointed to the Apprenticeship Advisory Committee of the Department of Labor (DOL). For its leadership in transit apprenticeships, the ATU has been named a DOL Apprenticeships Ambassador.

Health & Safety

The **health and safety** of Amalgamated Transit Union members working across North America is a primary concern of the International Union. ATU has been committed to winning safety and better working conditions through local campaigns that put pressure on employers and elected officials, research to identify and assess hazards and solutions and political action to win protection through legislation and government initiatives. The last three years have been extremely difficult for transit workers as they continued to work and keep society running through a global pandemic that brought sickness and death to our union.

The International Union saw and supported local unions embark on campaigns to demand PPE, fresh air and ventilation, pandemic leave, hazard pay, rear door boarding and fare elimination, no layoffs and reduction in bus capacity to curb crowding. Locals pushed back against mandatory overtime policies, which put workers and riders at risk and demanded that employers provide access to COVID-19 vaccines and testing while agencies suffered from staff shortages after failing to protect their employees.

The pandemic also exacerbated existing issues with violence towards transit workers, stress on the job, fatigue, restroom access and other safety issues. As we saw the COVID-19 pandemic strain society's access to resources and services, frontline transit workers felt the brunt, dealing with members of the public who may have been out of work, lost loved ones or experienced other trauma or harm. Sadly, our

members have faced increased attacks from members of the public throughout the pandemic, despite the decrease in ridership across the continent. Adding to the daily fear of increased attacks, transit workers were also subject to mandatory overtime and extremely long working hours, leading to increased stress and fatigue. We also saw that as businesses closed and reduced hours in response to the pandemic, our members lost access to clean restrooms along their routes that they relied on.

The issue of workplace violence is not limited to passenger attacks on operators. Unfortunately, our members deal with bullying, harassment and violence on the job committed by coworkers. Local 265 in San Jose, CA, experienced this with the tragic mass shooting that took nine ATU brothers' lives on May 26, 2021. The event forced the ATU to refocus its effort on safety, security and addressing the mental health issues that our members may be dealing with. In response to the tragic shooting, ATU International deployed partners at FHE Health to respond on the ground with counseling and support resources. FHE Health has also been a partner in providing training on mental health, including the addressing of stigma, noticing warning signs of distress or substance abuse and helping members seek care for local union members as part of conferences and union meetings.

The ATU was instrumental in the passage of the Infrastructure Investment and Jobs Act (IIJA), which won protections for ATU members and transit workers across the U.S. The new law requires urban transit agencies of certain sizes to establish joint labor-management safety committees to identify hazards, improve safety performance and approve safety plans. The law also has language requiring agencies to record incidences of assault more comprehensively and to establish risk-reduction programs to address assaults on operators and vehicle blind spots. The law was passed in November of 2021, and ATU has provided local unions with training and resources such as information requests, committee governing documents and safety committee training to help locals effectively establish committees which meet the requirements of the IIJA.

COVID-19 Command and Response Center

In response to the COVID-19 pandemic, International President John Costa established the Coronavirus Alert Command Center to better respond to the increased requests for support as locals fought to protect their members amid a global pandemic. ATU staff working on Health & Safety issues were tasked with giving both technical and strategic support to local unions. In response to COVID-19, Health & Safety staff provided the following support:

- Worked with various departments at the International Union to establish ATU's Safe Service Demands for the COVID-19 pandemic.

- Produced informational leaflets, held webinars and conducted training on the dangerous air flow in public transportation vehicles and provided solutions for operators, including instructions for opening/closing windows and turning on fresh air vents.
- Developed best practices for the design and implementation of temporary barriers to help reduce the spread of COVID-19; also gave instruction for how to use existing security barriers more effectively to block aerosolized viral particles and droplets.
- Worked with local unions to support their demands for rear door boarding, capacity reduction, fare elimination and other administrative controls in order to reduce the risk of COVID-19 spread from passengers to operators.
- Responded to local union requests for assistance in demanding engineering controls to stop the spread of COVID-19 by advocating for transit systems to install high-efficiency air filters (MERV 13 or higher) and to install other measures such as UV light in ventilation system and electrostatic filters to better capture the virus.
- Provided support and training to organizers in the Campaigns Department as they embarked on safety campaigns with local unions.
- Convinced certain bus manufacturers to offer retrofit kits for both the front end and cabin which would allow for fresh air induction throughout transit vehicles.
- Legislative and political pressure to get agencies to act on COVID-19 safety issues.
- Safe Service Demands for COVID-19 protection.
- Worked with engineers at Virginia Tech University to design and install a model COVID-19 barrier as part of an FTA project.
- Participated in panel discussions and presentations at the National Academy of Science – Insight Event on Bus Airflow. To understand how air quality inside transit buses might contribute to the spread of infections, including COVID-19 and the seasonal flu, the Transit Cooperative Research Program (TCRP) brought together transit industry leaders, subject-matter experts and other thought leaders. Transit stakeholders shared their knowledge about the issue of air quality inside buses and to help identify possible solutions to the problems and/or areas of research to be undertaken in future TCRP projects.

- **The TCRP Insight Event: Air Quality in Transit Buses** is an in-depth, virtual gathering designed to explore how air quality inside transit vehicles, specifically buses, may contribute to the spread of infections, including COVID-19. Watch recordings of the interactive panel on the intersection of transit air quality and mitigation of transmission risks of infectious diseases. Speakers represented transit organizations, academia, the federal government and private industry.

Infrastructure Investment and Jobs Act (IIJA)

- As part of the effort to pass the Transportation Worker and Pedestrian Protection Act, the ATU developed legislative language which would require transit employers to establish risk-reduction programs for operator assault and blind spot accidents as part of their Agency Safety Plans.
- The ATU fought to get the language from TWPPA in the Infrastructure bill and expanded on the language to give our members a seat at the table through the requirement of joint labor-management health and safety committees.
- As part of the efforts to expedite the formation of committees, ATU International President John A. Costa wrote letters to Secretary Buttigieg and FTA Administrator Nuria Fernandez to encourage the FTA to push agencies to work with Labor to establish safety committees and start their vital work.
- ATU has developed several tools and resources for local unions to employ as they establish committees and implement programs. Resources include:
 - Guidance for initial meetings of safety committees;
 - Sample Health & Safety information-request letters;
 - Template for Safety Committee governing documents;
 - Health & Safety surveys;
 - Incident and accident report templates, including improved Assault Reporting form; and
 - Frequently asked questions regarding IIJA requirements.
- As part of phase 1 of the ATU effort to establish and train safety committees, the International has conducted several trainings for local union presidents and business agents

to help them understand the legal requirements of the IJIA and the duties and responsibilities of Safety Committees.

- In phase 2 of training and education on IJIA safety committee requirements, ATU International has conducted several training programs to introduce local union Safety Committees to the PTASP rule, Safety Management Systems, hazard identification and risk analysis, and documenting and recordkeeping.
- ATU International is currently developing more hazard specific safety training to better prepare safety committees to offer solutions to existing hazards in transit.
- The ATU also submitted comments on safety in the public transportation industry as part of the FTA request for information.

Bus of the Future Project

- The Federal Transit Administration announced the award of \$1,000,000 to the Transportation Learning Center for a project to design a prototype transit bus improving operator vision, security, back health and biohazard protections. ATU staff was heavily involved in the design, application and implementation process.
- The project is designed to meet or surpass best global practice in:
 - Providing a driver security barrier reducing existing shortfalls in vision, security, climate control and biohazard containment;
 - Improving operator visibility by eliminating a blind spot, optimizing the use of cameras and improving placement of mirrors;
 - Reducing whole-body vibration and its extreme costs to operator health and agency budgets;
 - Improving workstation ergonomics with an adjustable dashboard offering computer-driven displays which provide the operator access to route maps, schedules, intersecting bus connections and other information which will improve customer service;
 - Improving disabled passenger access and safety, with quick rear door boarding and independent securement; and
 - Improving air flow, filtering and sterilization to reduce health risks from particulates, viruses and bacteria.

- Phase 1 of the bus of the future design project has been completed with ATU having a large role in completing the design concept and testing components.
 - This includes the modeling of a vertical airflow ventilation system on a transit bus performed by experts at the University of Massachusetts.
- The ATU International held a COVID-19 Vaccine webinar and town hall in early 2021 to educate members and leaders about the benefits and protections from vaccination.

Mental Health

- The ATU participated in a recent ITWF (International Transport Workers Federation) research study that examined the mental health of transit workers in several countries around the world. ATU Canada and ATU Locals 265, 627, 788 and 1576 all had members participate in the research program.
- The ATU International has partnered with FHE Health to assist members and their families when they find themselves dealing with a drug or alcohol problem or other untreated mental health issue. FHE Health is a nationally recognized, dually accredited behavioral health treatment facility that offers the highest quality of care. Since opening nearly 20 years ago, their mission has been to provide safe, effective, medically integrated behavioral healthcare to empower their clients and their families to live loving and inspired lives.
- FHE Health representatives have also worked closely with ATU staff to prepare presentations and education for members about mental health at ATU regional trainings and conferences.

Research Programs and TCRP Reports

- ITF Study on young transit worker mental health involving Locals 265, 627, 788, and 1576.
- The ATU worked with the International Transport Workers Federation (ITWF) to provided surveys and other resources that were included in the ITWF Sanitation Rights Toolkit to help transit workers start and win campaigns for dignity and restroom access.
- COVID-19 mortality among Amalgamated Transit Union (ATU) and Transport Workers Union (TWU) workers – March–July 2020, New York City metro area study published in the American Journal of Industrial Medicine.

- TCRP C-25 – Bus Operator Barrier Design – The final deliverables will include (1) practical guidance for public transportation agencies on designing, procuring and installing bus operator barriers; (2) a final report which documents the entire project; (3) an executive summary which outlines the research results; (4) recommendations of needs and priorities for additional related research; and (5) a stand-alone technical memorandum titled “Implementation of Research Findings and Products.”
- TCRP F-30 – Guide for Protecting Transportation Employees and the Traveling Public from Airborne Diseases. The objective of this research is to develop a guide for public transportation agencies and departments of transportation to mitigate exposure to airborne diseases to protect the health and well-being of transportation system employees while at work and to protect the traveling public. The research should identify near- and longer-term strategies and practices which will (1) reduce the likelihood of transportation employees and the public from contracting airborne diseases, (2) increase confidence in the safety of transportation systems and (3) help agencies make more informed decisions regarding the health and well-being of their employees and the traveling public during periods of airborne contagion.
- TCRP G-17 – Assessing Lifecycle and Human Costs of Bus Operator Workstation Design and Components. The objective of this research is to assess bus operator workstation technologies which improve bus operator health and well-being and reduce external risk. This project will (1) develop and (2) demonstrate a user-friendly toolkit for evaluating equipment within the bus operator workstation. The research will supplement the work of TCRP Report 25 and TCRP Report 185, covering progress in the engineering of seats, steering, pedals and controls where significant advances have been shown to reduce injuries, reduce costs and improve safety performance. The toolkit will allow a user to (1) assess bus operator workstation options available and (2) calculate the effects of those options on driver safety and health, the effective work tenure of drivers, crash rates (e.g., visual obstructions such as pillar design and mirror placement) and costs over the lifetime of equipment (i.e., lifecycle costs).
- TCRP C-2 – Bus Operator Workstation Design for Improving Occupational Health and Safety – The objectives of the research are to develop the following: (1) potential strategies, practices and policies for reducing bus operator injury and illness and public liability and property damage, attributable to bus operator workstation design in the U.S. public transit industry; (2) guidelines to update and replace TCRP Report 25: Bus Operator Workstation Evaluation and Design Guidelines; (3) a digital Computer Aided Design

(CAD) model of a driver workstation which can be used by designers and transit agencies in bus specifications (see Special Notes C and D); (4) a cost/benefit analysis of implementing an ergonomically designed bus operator workstation that considers (a) life-cycle costs of the workstation, (b) bus driver turnover, illness, absenteeism and injury costs and (c) public liability and property damage costs; (5) strategies for transit agencies to train and educate a bus procurement team which includes bus operators, to effectively participate in the development of specifications for the bus operator workstation; and (6) bus operator training material in ergonomics to improve their health, safety and job performance.

- TCRP Synthesis SA-48 Transit Security Preparedness – Transit Security Preparedness identifies current practices which transit systems can use to enhance their security measures and to identify opportunities to apply security technology applications used in other industries to the transit environment.
- TCRP Report 218 – Characteristics and Elements of Nonpunitive Employee Safety Reporting Systems for Public Transportation (2020).
- TCRP Report 217 – Improving the Health and Safety of Transit Workers with Corresponding Impacts on the Bottom Line.
- TCRP Report 216 – Improving the Safety, Health, and Productivity of Transit Operators Through Adequate Restroom Access.
- TCRP Report 232 – The Impacts of Vehicle Automation on the Public Transportation Workforce
- Contributed to *Securing Safe Transit: Before & After COVID-19*, an issue brief written by Dream Corps: Green For All.

Field Mobilization

Following the 2019 Convention, International President Costa restructured and renamed the ATU Field Mobilization Department. The new ATU Campaigns Department was established to assist in the development and execution of strategic campaigns by recruiting and training staff and member-organizers; preparing local unions for battle; and coordinating field work for new organizing, contract, political action and community organizing campaigns. This work is done in collaboration with international officers, other international departments, local unions and labor and community allies.

The Department operates as two units – New Organizing and Field Mobilization – which share a pool of organizers. The Field Mobilization unit focuses on contract renewal, strike and political action, while the New Organizing unit focuses on new unit organization, first contracts and decertifications. This report covers the activities of the Field Mobilization unit, while a separate report addresses New Organizing.

Department Restructure, Staffing and Strategy

The 2020 restructure raised the profile of external organizing by establishing a separate directorship, the Director of New Organizing. In doing so, President Costa was the first International President in decades to devote a senior staffer exclusively to the task of organizing the unorganized.

The restructure also changed the way the union conducts internal organizing. President Costa refocused the Field Mobilization unit and charged it with training rank-and-file members and officers on the essential skills needed to eventually develop and run campaigns for themselves. This concentration on internal capacity has resulted in new training modules and a strategic program that, for the first time, introduces a method to measure our progress.

The Strategic Contract Campaigns Initiative allows the International to effectively support local union contract campaigns by identifying strategic contract battles, engaging locals earlier in their contract cycles, building rank-and-file ownership of union activities, encouraging open bargaining and training member-organizers. By tracking member participation in union committees, actions and votes, the Field unit has demonstrated that locals which adopt an organizing approach to collective bargaining not only see strong outcomes, but develop greater unit cohesion, increase the strategic planning of union activities and take a greater interest in organizing new workers into the ATU.

President Costa also codified new titles for staff devoted to this work: lost-time organizer, organizer and senior organizer. This creates a potential pathway for rank-and-file ATU activists to move from volunteer members of local union committees to lost-time organizers to International organizers to senior organizers. Directors have reinforced this by creating more than 100 hours of staff organizer development trainings and identifying potential candidates for an expanded lost-time program. This approach also encourages staff retention and development over the “train, churn and burn” effect that plagues other unions’ organizing staff.

To accomplish this intensive work, President Costa expanded the Department from a team of three full-time staff and three International Reps to 11 full-time staff, two lost-time organizers and two International Reps.

Reviving International Engagement with Strike Struggle

In addition to significant advancements in ATU's campaign programs, President Costa and the General Executive Board (GEB) also introduced a more multi-faceted approach to International Union (IU) engagement in strike struggle. President Costa issued continent-wide calls for members to exercise their individual right to refuse unsafe work during the COVID-19 pandemic, which helped spur stand-downs at Locals 26, 113, 725, 732, 770, 1220 and 1493. The GEB frequently voted in this period to increase strike benefits and waive the initiation timeline, eliminating two of the structural barriers that historically discouraged strike action.

The Field Mobilization unit was charged with providing on-the-ground assistance to prepare and advise members, local leaders and allies in the execution of strikes. The Director of Field Mobilization coordinated labor movement support for strikes with AFL-CIO affiliates through the AFL's Strike Hub and with ITF affiliates through the Urban Transport Division. International organizers played pivotal roles in authorizations resulting in strikes at Locals 689 (2019, 2021, 2022), 1548 (2019) and 1764 (2019). They staffed authorizations which averted strikes at Locals 689 (2/2021, 1/2022), 1005 (2020), 1031 (2021) and 1575 (2022). These are covered in more detail below and in the separate Strikes and Lockouts Report.

Creating the COVID-19 Command and Response System

The Campaigns Department helped design, launch and operate the sophisticated COVID-19 Command and Response Center in March 2020. These duties included telephone servicing, email monitoring, request/report ticketing and referral, real-time campaign guidance to local union officers, weekly reporting to the International President and GEB and more.

The Department also designed and executed the two succeeding phases of the union's COVID response: 1) direct outreach to gauge the economic and health and safety impacts of COVID on our local unions in the form of in-depth phone surveys to more than 250 bargaining unit leaders, and 2) Safe Service Campaigns, which mobilized members in dozens of local unions and leveraged ATU's first-ever set of national bargaining demands to save lives and jobs.

Command and Response Center duties continued through 2022. As of June 30, 2022, the system had tracked more than 8,096 infections and 220 fatalities of ATU members. A total of 80 Command Reports have been filed over the 118 weeks of the system's operation.

Contract Renewal, Strike and Other Campaigns

Since the 2019 report, the Field Mobilization unit has consulted with 211 local unions in 51 states and provinces. We provided direct assistance to 88 local unions in 33 states and provinces, materially

impacting more than 57,500 members. As part of these campaigns, 2,300 members were trained in basic member-organizer skills, holding at least 39,100 charted conversations with their coworkers. These campaigns produced an average 66% turnout in union ratification votes, with an average of 86% voting in favor of agreements, based on available data. These include, but are not limited to:

Local 19-Colorado Springs, CO

As part of President Costa's Strategic Contract Campaigns Initiative, a senior organizer was assigned to assist the local union in developing and executing a contract campaign. This work included developing and training a Contract Action Team, developing and executing the local's first contract survey, expanding relationships with disability advocacy groups, executing a button day action, delivering a majority petition with 80% participation and launching a digital letter action. Following a final noise action which helped push the company over the finish line, an agreement was ratified with 92% support and 90% turnout.

Locals 113-Toronto, ON

In December 2021, a formal request came from the local president for internal organizing and contract campaign assistance. This work included developing and training a Contract Action Team and complex multi-property committee structure, developing and executing the local's updated contract survey, hosting several tele-town halls, coordinating click-to-call actions and leading several majority-participation petitions. More than 25% of the membership participated in surveys – the most in the local's history. More than 100 members were trained as member-organizers. More than 60% of the bargaining unit – 7,250 members – signed on to a petition, the highest member participation in a single action in the local's recorded history. The local still held to its long history of settling the collective agreement in arbitration. Arbitration began in July 2021, and a final arbitration award was made in January 2022.

Local 134-West Vancouver, BC

In May 2022, the local president requested an organizer to assist in a late-cycle contract campaign. An organizer and lost-time organizer were assigned to help the local develop participation in a series of escalation actions, including a strike authorization vote, press conference, overtime ban and uniform ban, all of which would take place after the close of this reporting period.

Local 168-Scranton, PA

As part of the national Safe Service Campaign, an International Representative (IR) was assigned in the summer of 2020 to assist the local in a combination hazard pay and contract campaign. With the union-favorable Denbow ruling from the Pennsylvania Attorney General, the local union spent one month mobilizing members for a rally, letter-writing campaign and phonebank to target a county commissioner, but as the winter of 2020 set in, the enthusiasm waned, and campaign activities were discontinued.

Local 192-Oakland, CA

Early in 2020, a senior organizer was assigned to help the local develop its internal organizing infrastructure as part of a contract campaign and potential strike. Initial meetings were conducted, and an in-depth training scheduled, but the latter was cancelled due to COVID-19. The work was suspended until the local later requested renewed support. Another senior organizer was assigned, but an agreement with the employer was reached shortly thereafter. All other work with Local 192 was conducted as part of the California Statewide Campaign (see below).

Locals 241 and 308-Chicago, IL

In 2019, Field staff worked on an as-needed basis with the locals to support contract campaigns and develop and execute trainings for Executive Board members. In 2020, as part of the international Safe Service campaign, the Department's director assisted the two local unions in creating a digital letter campaign and leaflets to support federal hazard pay. They targeted the entire Illinois congressional and senate delegation. More than 2,500 members participated, generating 7,500 letters and winning supportive responses from both U.S. senators.

Local 272-Youngstown, OH

As part of the national Safe Service Campaign, a senior organizer was assigned to assist the local with a mid-contract demand for hazard pay. This included developing a small action team, executing a red mask action, leafleting riders and information requests. This assistance, including on-the-ground support, helped generate positive media coverage, shifted the posture of WRTA at the table, yielded the first meeting between the general manager and president/business agent, after which the local opted to demobilize to continue productive discussions with the company.

Local 569-Edmonton, AB

As part of President Costa's Strategic Contract Campaigns Initiative, a senior organizer and organizer were assigned in 2020 to assist the local union in developing and executing a model contract campaign that would also spur mobilization across the province. A senior organizer worked on the ground and remotely, recruiting and training more than 230 committee members, executing a successful "I'm In" pledge action which yielded 33% participation, a petition against regionalization that yielded 58% participation, a banner drop of said petition, 60% participation in a photo petition, a button action with more than 1,000 members participating and a political action push that yielded more than 1,000 emails.

In the fall, we pivoted to an electoral action campaign. Four out of eight candidates endorsed by the local were elected or re-elected to Council, tipping the balance in favor of labor. Likewise, our endorsed candidate for mayor, former Local 569 member Amarjeet Sohi, won his race. Immediately, the city changed course, cancelling the planned outsourcing of cleaner jobs in the city.

After lengthy mediation, the parties ratified a new collective agreement, with members voting overwhelmingly in favor in March 2021. The agreement included wage increases (3% over the life), making it the first municipal union to buck the trend of straight zeroes. The local also won significant new language, making their primary goal of contracting out more difficult; fixes to long-term disability; a total revamp of uniform policy; and wage adjustments for track crew, utility workers and transit security dispatchers.

Local 583-Calgary, AB

As part of the International's Safe Service Campaign, the local union requested support in 2020 for help with resisting layoffs of 100 cleaner/fueler members. The local's commitment to this campaign was limited, and the layoffs were executed with little more than critical media coverage. Fortunately, this experience galvanized the local union, which then requested another round of support to prepare members for upcoming municipal elections in 2021.

An organizer assisted the local in recruiting and training a high-functioning political action committee committed to mobilization. An initial pledge yielded 25% participation, and a subsequent petition broke the majority mark, with more than 1,600 members signing on. More than 100 members were trained in roles as member-organizers. The organizer assisted the local in an endorsement process which involved member consultation and endorsement ratification of proposed candidates. The local endorsed candidates in 13 races out of 14 possible wards, as well as in the mayoral race. It then pivoted to recruitment and mobilization of members in the GOTV period, filling more than 100 volunteer shifts and knocking on 11,000 doors. In October 2021, eight out of the 13 endorsed candidates prevailed, as well as our selection for mayor, tipping the balance of municipal power toward labor.

Local 587-Seattle, WA

As part of the national Safe Service Campaign, two senior organizers were assigned in 2020 to assist the local in developing a blitz campaign to prevent or reduce layoffs. The local union took to the organizing model, executing a socially distanced rally with more than 300 participants and delivering caskets to the county building. The county executive announced a reduction from 400 layoffs to 200. Shortly after this partial victory, the local requested further support in developing a "Ride Safe" campaign, specifically to enhance enforcement of the rider mask requirement. The company relented before any action was executed, ultimately improving their enforcement of the rider mask policy and enhancing distribution of masks.

Local 591-Gatineau, QC

In 2019, Field staff were assigned to evaluate a rumored decertification at ATU's largest Quebec local. Along with ATU Canada staff and an International Vice President (IVP), Field staff played a brief, intense

role in assisting with the trusteeship of the local union, conducting member meetings, and training surrounding local union members to support the pro-ATU faction. Resources and staff were soon redirected to the ATU International Convention, and the local decertified shortly thereafter.

Local 615-Saskatoon, SK

As part of President Costa's Strategic Contract Campaigns Initiative, an organizer was assigned in 2020 to assist the local union in developing and executing a contract campaign which would also serve to spur provincewide coordination between ATU locals. The organizer developed a committee, created a bargaining survey and produced a leaflet sharing the results with the members. The company quickly responded, citing the leaflet, and a tentative agreement was reached in short order. We worked with the local to produce ratification materials – the first time in the local's history that it had shared contract details with members in advance of a vote. This helped drive higher turnout and win strong ratification.

Locals 689 and 1764-Washington, DC

The Field Mobilization Department played a key role in developing and executing the historic ATU Local 689 strike at Cinder Bed Road, which ran from October 2019 into January 2020. This strike required the full-time attention of three Field staffers for the duration. 120 workers at a privatized Metrobus garage on Cinder Bed Road in Lorton, Virginia mounted one of the most important strikes in modern American transportation. They not only won themselves their first collective bargaining agreement but gave Local 689 the leverage it needed to negotiate an end to future privatization of public transit in the National Capital Region. They also reset the relationship between the ATU and Transdev, the fallout of which has been observed across the U.S. in the years since.

The strike ended with a two-year deal that raised the wages of workers and ended with WMATA taking the service and employees in-house. On January 16, 2020, the tentative agreement between Local 689 and Transdev was ratified, with 98% voting in favor. A full, 21-page report on this strike is available upon request. The 689 strike significantly influenced the four-day 1764 Fairfax Connector strike in December 2019, which was staffed by all organizers and International Reps assigned to the department. This strike resulted in a strong settlement in February 2020.

In May 2021, two organizers were assigned to assist the Collective Bargaining and Joint Industry Councils Department in executing a successful one-day strike at the local 689 MetroAccess Call Center in Maryland, which ended in a strong settlement shortly thereafter.

In May 2022, a senior organizer was assigned to assist with an impending strike at the DC Circulator against RATP Dev, providing material support, picket-line assistance and coordinating visits from community allies. The strike proved victorious in just three days. 94% of members voted to ratify an

agreement which included double-digit wage increases and a higher employer contribution to the 401(k). During the same month, a senior organizer was assigned to assist the Collective Bargaining Department as it negotiated the Local 689 Loudoun County Connector's Keolis unit. As of the close of this period, committee development was underway, with a petition action in the field.

Local 694-San Antonio, TX

As part of President Costa's Strategic Contract Campaigns Initiative, a senior organizer was assigned in 2021 to assist the local union in developing and executing a contract campaign, and an organizer was assigned to assist in that effort by focusing on the locals significant, 800-worker open shop gap. This campaign also had as a goal developing a stronger relationship between the International and this local union, which used an IVP and organizers for the first time. While both the IVP and organizer remained in contact with the local accomplishing the second goal, we were unable to get the local on any consistent program regarding member mobilization or open-shop recruitment. Nonetheless, the local did execute a few smaller actions, and ultimately, ratified their agreement, with 62% voting in favor.

Local 704-Little Rock, AR

As part of the International's Safe Service Campaign, an organizer was assigned in 2020 to assist the local in pursuing higher-quality PPE and more frequent sanitization of buses. A successful petition involved 99% of the bargaining unit, which resulted in a quick counterattack from the company which sought to squelch First Amendment rights, terminate an activist member and use police intimidation. We pivoted to a legal and media strategy to resist free speech violations, after which a CBA was quickly settled, sanitization increased, and PPE was distributed. The local reported progress with the company after this skirmish, and Safe Service assistance was discontinued.

Later that year, as part of President Costa's Strategic Contract Campaigns Initiative, an organizer was assigned to assist the local union and its newly elected P/BA in developing a contract campaign. Despite frequent attempts by the IVP and organizer, the local refused to furnish member lists or establish reliable communication, and this campaign was discontinued.

Local 732-Atlanta, GA

As part of President Costa's Strategic Contract Campaigns Initiative, Local 732's fractured MARTA Mobility units were selected in 2021 as strategic targets. Two organizers were assigned in 2021 to this campaign to redevelop the relationship between the IU and the local, to win strong agreements in each unit, and to then pivot to assisting in the large, main unit contract later in 2022. While we succeeded in establishing and training an organizing committee and moving the local to adopt open bargaining and regular, written bargaining reports to the membership, we encountered several disputes among elected leadership which prevented any unifying action. A section of the local briefly flirted with the idea of a

secret one-day strike in early 2022 but pulled back, reaching a tentative agreement shortly thereafter. An agreement was ratified in April 2022.

Local 757-Portland, OR

As part of the International's Safe Service Campaign, a senior organizer was assigned in 2020 to assist the local in developing its internal mobilization infrastructure to restore laid-off workers in the paratransit unit. An organizing committee was developed, and a digital letter campaign launched, which yielded 400 letters to the TriMet Board of Directors.

The assignment was expanded as part of President Costa's Strategic Contract Campaigns Initiative. Organizers managed to train dozens of member-organizers, generated a photo petition with hundreds of participants, closely monitored developments in bargaining and developed a targeting strategy which would ultimately succeed in persuading the local to pull back from mediation. Thanks to the work of the Legal and Workforce Development Departments, an agreement which preserved a version of the apprenticeship program was finally reached in early 2021.

Local 836-Grand Rapids, MI

As part of President Costa's Strategic Contract Campaigns Initiative, the president/business agent, who was a lost-time organizer for the International, and an additional organizer, were assigned in 2020 to develop and execute a contract campaign. We focused this campaign on basic union-building and moderate escalation, assisting with committee development and recruitment, developing a contract survey and ensuring high participation, establishing a pattern of written bargaining updates for members and generating 150 calls to the attorney after a disgraceful comment at the table. Ultimately, the local ratified an agreement in 2021 with a respectable wage package and signing bonus. 95% voted in favor, and we achieved majority turnout.

Local 987-Airdrie, AB

Beginning in 2019, a senior organizer at ATU Canada was assigned to assist the local union in first-contract negotiations. From then through 2021, we conducted stewards' trainings, an on-the-ground visit, and with additional new organizing in the maintenance department. A contract was settled in May 2021.

Local 998-Milwaukee, WI

In 2019, Field staff were assigned by President Costa to evaluate the role of contracted support staff and the community-labor organization MASH, advising the International President to wind down those partnerships and shift attention to the local's long-expired CBA.

In 2020, as part of the national Safe Service Campaign, an IR was assigned to assist the local in a petition campaign demanding a series of COVID-19 protections. This campaign quickly flagged and was deactivated.

In 2021, as part of President Costa's Strategic Contract Campaigns Initiative, Local 998's main unit contract was selected as a target for the next round. A senior organizer began building relationships with the new officers in late 2021/early 2022, recruiting an organizing committee and building campaign infrastructure. The local union embraced open bargaining and regular bargaining updates to membership but was hesitant to engage in broad-based action, citing a desire to differentiate from the aggressive posture of pre-trusteeship leadership. This decision resulted in internal tension, with the organizer playing a key mediating role, brokering relations among factions, communicating bargaining details to rank-and-file members and encouraging a more action-centered approach from leadership. A petition was in the field, garnering support from 30% of the membership as the reporting period closed and bargaining continued.

Local 1001-Denver, CO

After a request from the local union, a senior organizer was assigned in 2021 to begin assisting with a layoff-prevention campaign. After several strategy calls, a digital letter action was launched and began yielding signatures, but the local union quickly opted to de-escalate and pursue a political-only strategy, with the International assisting with outreach to the governor's office. The layoffs were eventually diverted, thanks to additional federal funding, and a contract was settled in January 2022.

Local 1005-Minneapolis, MN

As part of President Costa's Strategic Contract Campaigns Initiative, an organizer was assigned in 2020 to assist with the development and execution of a contract campaign in this local union, which was already deep into bargaining.

We assisted with a strike authorization which involved more than 1,200 one-on-one conversations, generating the local's highest turnout in living memory for a vote, with a majority of the bargaining unit casting ballots. They rejected the contract and authorized a strike by a 94%-to-6% margin, and organizers assisted with media coverage of the outcome. The vote drove Metro Transit back to the table.

Actions were then conducted in several workplaces, with members demanding the general manager report to bargaining, that board members step in and that the governor intervene. Pickets were timed to coincide with bargaining dates, and call actions were organized to send a signal to unresponsive Metropolitan Council members. All actions achieved participation of about 20% of the unit. A "no" vote action on

Metro's final offer helped create the tension necessary to reach settlement, which ultimately was ratified in early 2021, with 71% of members voting "yes."

Local 1028-Homewood, IL

As part of the national Safe Service Campaign, an IR was assigned in 2020 to assist the local in preparing a Safe Service petition. As the local was prepared to be released from trusteeship, a lost-time organizer was assigned to assist incoming officers with establishing an office.

Local 1031-Beaumont, TX

As part of the national Safe Service Campaign, an organizer was assigned in early 2020 to assist the local in pressuring the employer for more PPE, social distancing policies and hazard pay. This work yielded a brief period of statewide collaboration with ATU and Transport Workers Union (TWU) locals. A successful petition was executed; a button action followed; and committee development continued. Unfortunately, with shifts in local leadership, this campaign was deactivated before it could be completed.

Later in 2020, the local again requested support for an upcoming contract campaign. A lost-time organizer was assigned to assist. Dozens of actions – "black eye" action, strike authorization, visible strike preparation, community and rider leafleting, safety check and political lobbying – helped generate member participation, recruit new members to the unit, increase public awareness of the operators' plight and pressure the company on safety. The in-depth safety check on buses revealed that 89% were not road-worthy and created waves within the agency. More than 300 neighbors signed on to a petition to support the unit of less than 40 workers. The unanimous strike authorization vote put the campaign into local discussion, and a well-attended rally showed this campaign had staying power. Soon, at least two non-members joined the union for the first time.

In September 2021, we mobilized more than 50% of the unit for a practice picket, triggering another LBFO from First Transit shortly thereafter. A "vote no" campaign was organized, with members overwhelmingly rejecting the offer in early November. The environment grew so tense that both the City Manager and City Attorney ultimately resigned from their positions.

The local union also saw its key unit leader take a new job elsewhere. As a result, campaign activities were suspended, but bargaining continued. Fortunately, a tentative agreement was ratified in early 2022.

Local 1039-Lansing, MI

Troubles at neighboring Local 1778 (see report below) in 2021 opened an opportunity for IU engagement with Local 1039. Early that year, we assisted the local with last-minute mobilizations before the employer imposed on the main unit.

We later facilitated several discussions about how to assist the local in mobilizing members, settling an agreement and either merging Local 1778 into 1039 or embarking on a campaign for municipalization of the service. A senior organizer, the Field Director and an IVP met with the local Executive Board in Lansing. The local agreed on a plan to launch a fightback campaign in the new year unless the company cooperated. Despite these efforts, the local backed off any plan of action.

In April and May 2022, the Department attempted to revive activity here. The local proposed a no-confidence vote in the General Manager and asked the International to assist in providing some research that it could use in making its case to elected officials. Working with the Government Affairs and Legal Departments, we helped produce the first meeting between the local president and the Chair of the Board in some time. The local did not follow through with a no-confidence vote. As the period closed, the local continued to struggle.

Local 1091-Austin, TX

In early 2020, the Campaigns Department staff, including an organizer and a lost-time organizer, recruited from within the local, assisted the local union in developing a final blitz plan to complete the merger of two properties and ratify their first merged CBA. Sustained property visits and a series of actions, including a “black eye” action, yielded historic participation and overwhelming ratification.

Local 1145-Binghamton, NY

As part of the Safe Service Campaign, an organizer was assigned in 2020 to assist the local in ensuring that Broome County properly used CARES Act funding, especially for PPE and hazard pay. A committee and campaign plan were developed, and a petition action was swiftly executed. The county quickly agreed to establish an oversight committee for the funds.

Local 1160-Monroe, LA

In 2022, a senior organizer returned to Monroe to help the local enforce provisions of its existing agreement and to train local leaders on how to do so themselves. Upon arrival, we learned that the local union had not filed a grievance per the memory of anyone currently in union office. As a result, CBA violations and persistent harassment of workers were commonplace. The organizer trained members on how to work in committee form to address CBA violations. He also facilitated with Research a FOIA request which suddenly inspired a willingness on the part of city officials to reopen the tentative agreement and even sections of the handbook to address several of these issues to the union's satisfaction.

In June, a new tentative agreement was reached. It included improved holiday pay provisions, new language restricting the use of temporary employees, improved uniform language and improved paid

union time language. As this reporting period came to a close, the parties were in the early stages of exploring possible collaboration around the expansion of transit into West Monroe.

Local 1241-Lancaster, PA and Local 1345-Reading, PA

As part of the Safe Service Campaign, an IR was assigned in 2020 to assist the locals in pursuing hazard pay. The campaign began with a call action to the Chair of the SCTA, with more than 100 members making calls. However, several agencies in Pennsylvania began citing the undecided Denbow case as reason for delay.

Later in the reporting period, the Pennsylvania Attorney General issued a union-favorable decision, laying the stage for the campaigns to restart. Members phone banked the SCTA chair and riders, asking them to do the same. Both locals held a small press conference at the Berks County Courthouse. A digital letter campaign was also executed. The local union leadership opted not to further escalate, and enthusiasm for the campaign soon waned.

Local 1279-Johnstown, PA

As part of the International' Safe Service Campaign, an IR was assigned in 2020 to assist the local in developing a campaign for hazard pay and a fair collective bargaining agreement. As with other Pennsylvania agencies, the company refused to proceed pending the outcome of the Denbow case. Aggressive representation resulted in a counterattack by the agency, which filed Unfair Labor Practice (ULP) charges against the IR and IVP who were assigned. The company, meanwhile, counter-attacked, filing ULPs targeting the IR and IVP. As with other Pennsylvania local unions, however, enthusiasm for a full-fledged campaign waned in the winter, and this assignment expired.

Local 1328-Raleigh, NC

In 2022, the local president requested Campaigns Department support to deal with a 501(c)4 organization which was interfering with local union affairs, called the North Carolina Transit Workers Association (NCTWA). The Department recommended a contract enforcement approach, systematically engaging members in resolving day-to-day issues in the workplace in order to focus workers on the employer and pull workers back into the union-fold and away from NCTWA. A contract enforcement committee was developed and stayed active throughout – first with a contract survey, and then, with a petition and digital letter action. This seemed to draw former NCTWA supporters back into the union, though the process was not complete as of the close of this period.

Local 1336-Bridgeport, CT

As part of the national Safe Service Campaign, a senior organizer was assigned in 2020 to assist the local in pressuring Milford Transit to cease unilateral changes and meet with the union regarding health and

safety improvements. A series of actions, including a delegation to deliver demands, a call avalanche and a button day, succeeded, with the employer distributing PPE, an OSHA inspector intervening and the NLRB ruling that the employer had to meet with the union.

Local 1415-St. Thomas, ON

A senior organizer was assigned in 2020 to assist the local in a first-contract campaign at St. Thomas Transit. Staff conducted stewards' trainings, developed a political action campaign to target the City Council as it went through an RFP process, inoculated members in anticipation of potential new employers, initiated bargaining and executed complaint-filing actions by members. A letter to the boss demanding bargaining yielded 80% participation from the membership, as did a photo petition which followed. A subsequent digital letter action generated 19,500 emails, with each City Councillor receiving 300. A contract was ratified in November 2021.

Local 1447-Louisville, KY

As part of the national Safe Service Campaign, an organizer was assigned in 2020 to assist the local as it pushed for a variety of Safe Service demands. After a few successful actions, this campaign was deactivated as a result of communication breakdown between the local and the IU.

In 2022, a newly elected local president requested Campaigns Department assistance for a TARC contract campaign. An organizing committee was quickly assembled, and a bargaining survey put into the field. The survey quickly reached majority participation, and the local union pivoted to a petition action and group complaint/group grievance strategy. More than 73% of the unit signed on to the petition. The local embraced open bargaining and planned for a series of actions. As this reporting period came to a close, a digital letter action was being planned, with practice pickets to follow.

Local 1496-Williamsport, PA

In early 2020, an organizer was assigned to assist this local with difficult contract negotiations. This marked the first time that the local union had worked with the IU. While the organizer was shortly thereafter reassigned to COVID-19 Command Center duties, the IVP who was assigned continued to work with this local until ratification.

Local 1546-Baton Rouge, LA

As part of the International's Safe Service Campaign, a senior organizer was assigned in 2020 to assist the local union, whose unit represented a minority of the workforce. Before campaign activity could begin, however, several local union leaders were terminated by CATS, triggering a trusteeship of the local. The local was added to President Costa's Strategic Contract Campaign Initiative later that year, and the senior organizer's assignment was extended.

Efforts to develop a contract action team faltered, in large part due to reliance on the terminated officers, who did not have access to the property and faced stiff political opposition among some factions of the small membership. In December 2020, the agency moved to withdraw recognition of the local union, citing lack of evidence of majority support.

President Costa dispatched an IR and lost-time organizer to assist in a 24-hour blitz to sign up members. The boss' overreach allowed the blitz to succeed, with 90 members declaring support for the union in a petition and card-signing drive, fearful of losing union representation entirely. A 30-day extension was extracted from the company, and the Department's assignment expired.

Local 1548-Martha's Vineyard, MA

After extensive legal battles over the unit's recognition and board litigation, the company was forced by the NLRB, and then again by the 11th Circuit Court, to bargain with the ATU in 2018. Bargaining faltered for more than a year before a strike-authorization vote in 2019 set the stage for the first IU-staffed strike in years.

Staff developed a plan of escalation after the company submitted its last, best and final offer in late May 2019. That plan of escalation peaked with a strike initiated on June 28. Field staff managed the day-to-day strategy on the ground during the 28-day strike, developing new tactics, including delegations to local elected officials' private businesses, participation in a July 4 parade and political rallies, regular attendance at local legislative meetings and coordinating with allies.

In late July 2019, the contract was ratified 32-to-1. A full review of this campaign is on file for review.

Local 1560-New Orleans, LA

As part of the International's Safe Service Campaign, a lost-time organizer was assigned in 2020 to assist the local as it worked to develop internal mobilization infrastructure so that it could more effectively push for COVID-19 protections and prepare for the transition from public to private. The local executed successful actions, including a car caravan with more than 200 participants that yielded excellent media coverage. Written Safe Service and transition updates were regularly prepared for the members, and elected officials were recruited to help advocate for PPE. Significant progress resulted, and further actions were suspended to allow room for negotiation.

The local was then added to President Costa's Strategic Contract Campaigns Initiative, and initial committee training and plan development started. Shortly thereafter, interest-based bargaining ground

rules were agreed to which barred any campaign activity on the union's part. Thus no campaign could be launched here.

Local 1575-San Rafael, CA

As part of the International's Safe Service Campaign, a lost-time organizer was assigned in 2020 to assist the local union in resisting layoffs which would result in a 50% reduction in unit size. A digital letter campaign was launched and generated 1,000 sign-ons statewide. A uniform action, in which members donned black ribbons to memorialize transit workers lost or ill due to COVID-19, was successful, with majority member participation. With a new round of federal funding in late December, victory was achieved.

As part of President Costa's Strategic Contract Campaigns Initiative, a senior organizer was assigned in 2021 to develop a contract campaign. A committee of 20 members was recruited and trained. Strong actions were launched, including a phone blitz with a majority of members participating and a letter action placing 3,500 letters in the in-boxes of Golden Gate Transit Board members.

In early 2022, the local executed a short-notice, strike authorization which achieved majority participation but did not have the intended effect on the employer. The Department kicked into gear, working rapidly to backfill strike preparation for a possible walk-off in March. By late February, however, a tentative agreement had been reached. It was ratified with 94% voting in favor.

The local decided to save its ammunition and mount a bigger fight in August 2022. The organizer remained assigned to assist with that effort.

Local 1578-Lowell, MA

As part of the International's Safe Service Campaign, a senior organizer was assigned in 2020 to assist the new local's president/business agent in winning COVID protections and settling an open contract. We assisted in developing an internal committee and several basic union-building actions in the workplace, including an informational picket. First Transit quickly yielded, agreeing to address barriers, filters, coveralls and rider enforcement issues.

Local 1587-Toronto, ON

As part of President Costa's Strategic Contract Campaigns Initiative, an organizer was assigned in 2021 to assist this 2,500-member local union in preparation for its contract expiration in June 2022.

Bargaining opened in March, and the local committed to a pattern of written bargaining updates. The organizer focused on training up the dozens of volunteer organizing committee members, improving

logistics and launching a first petition. Through one-on-one conversations, tele-town halls and persistent follow-up, the local drastically improved participation, with nearly 50% of members signing on.

In June, a button action by members prompted an overreaction from the employer, galvanizing members. As the reporting period closed, a strategy was coming together to move toward strike authorization in July 2022.

Local 1633-Welland, ON

As part of Canada's Safe Service Campaign, a senior organizer was assigned in 2020 to assist the local in demanding restoration of Sunday service, the elimination of which had resulted in layoffs. A successful petition action led to an e-mail and phone blitz campaign targeting city leaders. Shortly thereafter, it became clear that the budget woes were not as substantial as expected, and most service was restored, with 70% of the workforce along with it.

Local 1722-Kelowna, BC

As part of President Costa's Strategic Contract Campaigns Initiative, an organizer was assigned in 2021 to assist this local with developing a contract campaign.

Work began with recruiting dozens of members to the organizing committee and training them on the basics of member-to-member organizing and charting. The first action, a petition, rapidly hit majority status, with 80% of members signing before the opening day of bargaining. The local union embraced open bargaining and bargaining updates, inviting members to attend every session and using the organizing committee to distribute updates to those on the job.

An astounding 20% of members showed up to the first day of bargaining to greet the employer, invigorating the membership. The employer, First Transit, attempted to impose a gag order, which the local resisted and overcame.

A photo petition was launched shortly thereafter, and again, the 80% participation mark was quickly reached. As June 2022 ended, the local was preparing its next escalation steps, with a plan to go public with a major rally, pickets and strike authorization over the summer.

Local 1737-Douglas County, CO

In early 2021, an IVP requested support with this local, which had lost all of its designated officers to resignations but had not yet been trusteesd. A senior organizer was assigned to help rebuild the unit and prepare for collective bargaining. Under Colorado state law, however, there are no actual rights to

collective bargaining for school bus workers. The existing contract had not been renegotiated for some time, but the school district continued to recognize the union.

A strong core committee was developed and deployed, with significant groups of members participating in t-shirt and other actions. In November, a right-wing school board was elected, further threatening instability. Throughout the last period, our goal was to maintain union presence, incrementally implement union practices (regular garage visits, Weingarten-like exercises, frequent negotiations) and keep the unit in play.

The pace of bargaining accelerated, and Colorado legislators appeared poised to expand collective bargaining rights to school district employees. Unfortunately, the Democratic governor betrayed that hope, cutting K-12 employees out of any collective bargaining expansion. The focus on state legislature in this campaign helped spur the creation of the Colorado State Conference Board, which was founded in the spring.

In March, the committee reached several tentative agreements. For the first time, an agreement seemed within reach. As the clock ticked down toward the school budget season, however, things began to stall out, with the district refusing to furnish an economic proposal. Suddenly, the employer presented the union with a decertification petition signed by 90 workers in what appeared to be a death knell for the campaign. As the reporting period closed, the district had suspended its participation in collective bargaining and instead, insisted that the union engage in a third party-administered election process.

Local 1756-Arcadia, CA

In 2019, Field staff were assigned to assist full-time with the trusteeship of this multi-unit local, with special attention paid to the Transdev fixed-route unit. This assignment was suspended in early 2020 with the onset of COVID-19.

In 2020, as part of President Costa's Strategic Contract Campaigns Initiative, a new senior organizer was assigned to assist the local, recently released from trusteeship, in the middle of its contract campaign. This campaign developed into the strongest example of organizing model unionism in the U.S. for ATU. In addition to training a sizeable committee of member-organizers, an initial button action achieved 80% participation among members. Soon after, phone blitzes targeted a Transdev vice president, and members used postcards to turn out their coworkers to an agency Zoom board meeting.

Significant wage increases were tentatively agreed upon, but members insisted on pushing until mandatory overtime was addressed. Members staged a Grim Reaper leaflet action at Los Angeles City Hall to

highlight the dangers of forced overtime. A strong tentative agreement was reached in 2021 with 94% voting in favor.

Following this victory, attention shifted to two school bus units in Alvord and Corona-Norco. Bargaining began in both units in September 2021, after majorities of members completed surveys across the properties. We launched a letter-writing campaign and phonebank targeting school board members, both of which generated majority participation.

In March 2022, victory came at the Alvord garage, with a strong settlement and significant wage gains which was ratified 57-to-0, with a 99% turnout. Two weeks later, we reached a tentative agreement at Corona-Norco. The committee from Alvord joined the union-supportive committee members from Corona to conduct the ratification turnout, with more than 120 face-to-face conversations conducted. In the final week of March, another victory: 74% of Corona-Norco members turned out to vote, and 84% voted in favor of the agreement.

Local 1765-Olympia, WA

As part of the International's Safe Service Campaign, a senior organizer was assigned in 2020 to assist the local in pressuring Grays Harbor Transit to obtain and distribute adequate PPE. A strong internal committee was developed and a series of escalating actions, including a pioneering photo petition and a socially distanced delivery action. Shortly thereafter, Grays Harbor relented and agreed to begin distribution of PPE.

With this success in hand, the local was targeted in late 2020 as part of President Costa's Strategic Contract Campaigns Initiative. We continued to increase pressure on the Board, drawing solidarity support from members from Local 757 in Portland to participate in a digital letter action, phone blitz and letter blitz.

The bargaining committee was soon unilaterally reduced in size by the local business agent, though written updates continued. A field visit by the senior organizer revealed a worsening level of distrust of local union leadership among members. A tentative agreement was signed, then overwhelmingly rejected by members. The contract ultimately went to arbitration.

Local 1772-Englewood, CO

As part of President Costa's Strategic Contract Campaigns Initiative, Local 1772 was selected in 2022 as our fifth Colorado target local in two years. Despite two productive meetings with local union leadership about assembling a campaign, the local's president resigned from his post early in this reporting period. An interim president was elected by the Executive Board, and staff immediately began working to assist him in settling in and building a campaign. Unfortunately, feuds between officers around local union

business erupted immediately, and our ability to do any productive work was arrested. In concert with the IVP, we stepped back, pending an upcoming local union election that would take place at the end of this reporting period. It is our hope that we will be able to revisit a campaign here in the next cycle.

Local 1774-Aspen, CO

As part of President Costa's Strategic Contract Campaigns Initiative, Local 1774 was selected in 2021 as a target because of its major open shop gap. Early engagement with the local union was helpful in getting a fuller understanding of its issues. Early in this period, a senior organizer assisted the local and IVP as a quick settlement was reached.

Local 1776-Grand Junction, CO

As part of President Costa's Strategic Contract Campaigns Initiative, a senior organizer was assigned in 2021 to begin developing a contract campaign. The local, while weaker in unit cohesion, had developed significantly in their approach toward allies, lobbying and the media. A member-by-member assessment, and majority participation in a contract survey, was achieved. Initially, the company refused to offer dates for bargaining. The local escalated, with a dashboard action at the property, followed by solid turnout to an agency board meeting. We also assisted with the execution of a uniform action in which members donned red bandanas to publicly demonstrate their growing unit. Soon after, a vote of no confidence in the general manager was held, with 136% participation due to the enthusiasm of non-members to participate in the action.

A tentative agreement was reached with significant wage increases. A majority of members turned out to vote, and 74% voted in to ratify.

Local 1777-Gaithersburg, MD

Field staff were assigned in October 2019 to assist in developing a campaign of escalation to push this long-ago organized unit over the top in its first contract negotiations. Staff played a key role in mobilizing elected leaders, community allies and members, ultimately driving a settlement.

Local 1778-Lansing, MI

In 2019, Field staff were assigned to assist in developing a campaign of escalation to push this long-ago organized unit over the top in its first contract negotiations, driving a successful ratification. Simultaneously, however, a decertification effort had developed, driven by Transdev. An IR and lost-time organizer were assigned in 2020 to assist in resisting the decertification. After a 46-to-23 victory for the union, in which the company lost 30% of its support, the lost-time organizer remained assigned to assist the new local union officers in getting on their feet.

Transdev continued to struggle to maintain operations due to high turnover, and the local union's officers continued to struggle with maintaining unit cohesion and function. By mid-2021, this local no longer held majority status. Despite rapidly shrinking membership numbers in both Locals 1778 and 1779, neither have been willing to entertain a merger. A senior organizer remains assigned to provide day-to-day servicing support, including grievances and arbitration.

Alberta Provincewide Campaign

A senior organizer and organizer were assigned in 2020 to help develop and consolidate ATU power in the province, where a slew of right-wing anti-union legislation threatened organized labor. The primary mechanism for this work was to begin building commitment to the organizing model within each local union in the context of their own immediate campaigns. The initiative achieved great success in October 2021, with multiple municipal candidates backed by Locals 569 and 583 winning their elections in part as a result of the efforts of those locals. More details on each are included in the local reports above.

California Statewide Campaign

As part of the national Safe Service Campaign, a senior organizer was assigned in 2020 to assist the California Conference Board in developing a corps of trained, ATU rank-and-filers who could engage in mobilization work across a variety of campaigns, from COVID regulation enforcement to transit funding.

With the announcement of significant IU support for the campaign against Proposition 22, much of the California work was shifted to that effort from the summer through the fall of 2020, with committee members from Locals 265, 1277 and 1555.

While Proposition 22 succeeded, that campaign was a worthwhile effort, as we trained more than 125 member-organizers across the state, registered 4,000 ATU members to vote and had one-on-one conversations with more than 3,000 members. Equally important, the main committee on the campaign has maintained their enthusiasm for organizing and continued to stay active in solidarity support. When Local 1575 faced layoffs, the group again pivoted to provide action support; the same is true for Local 1756 in Arcadia, where members from multiple locals crashed a company board meeting via Zoom.

Canada National Funding Campaign

A senior organizer and organizer were assigned in 2020 to ATU Canada to mobilize locals across the provinces to pressure the federal government to provide operational funding for transit systems. A national petition yielded 5,000 signatures from ATU members (16% of total Canada membership), and the federal government ultimately announced an unprecedented \$2 billion one-time infusion into transit agencies' operational budgets. The focus then shifted to a long-term effort to establish a permanent federal budget allocation for transit operations.

Massachusetts Statewide Campaign

As part of the International's Safe Service Campaign, a senior organizer was assigned in 2020 to assist leaders of local union with RTAs on a high-level health and safety campaign. The locals most involved were 22, 174, 1037, 1547 and 1578, and management was represented statewide by MARTA, the statewide consortium of RTAs. Key demands of the union included MERV-13 and electro-static filters, retrofitted defroster/heater units with fresh air induction, solid barriers and improved UV lighting. During this campaign, MCC and Gillig reported a potential breakthrough in supply retrofit fresh air defroster/heater units, SRTA test-installed MERV-13 filters on several vehicles, VTA-installed ionizing air-cleaning units, and barriers on paratransit vehicles and more. As the U.S. election loomed and COVID safety protocols became more standard, energy for these high-level meetings ebbed, and the organizer was ultimately unnecessary for them to continue.

New Brunswick Provincewide Campaign

After winning historic federal transit funding in a nationwide campaign, ATU Canada was confronted with provincial leadership that refused to opt in to receive said funding. The New Brunswick Premier was particularly vocal about not wanting the funds. As a result, a senior organizer and an organizer were assigned in 2020 to develop a political pressure campaign to compel provincial officials to opt in to federal transit funding. Organizers mounted a petition drive and helped generate significant media coverage. Soon after, the weak Higgs government called a snap election, necessitating a pivot to electoral work.

Organizers developed surveys to gain commitments from competing parties and organized a well-attended pre-election digital rally. The campaign succeeded in getting all major parties – Liberals, Greens and Political Conservatives – to commit to providing transit funding, if elected.

New Jersey Statewide Campaign

In 2019, Field staff assisted ATU New Jersey in a campaign to organize riders and members to defend ATU members' pensions and advance efforts to improve New Jersey Transit. At the same time, Senate President Steve Sweeney was rolling out "Path to Progress," his legislative agenda which included 27 bills that attacked pensions and healthcare for public workers.

Staff assisted locals with canvassing. In total, 12,000 riders were canvassed, and 320 signed up for text alerts. Riders and workers were mobilized to make targeted calls to support the governor's millionaire's tax and oppose Sweeney's "Path to Progress." Members made over 730 calls to legislators, with riders placing at least 200 more.

In addition to calling legislators, 50 ATU members from Locals 540, 819, 820, 822, 824, 825 and 880 attended a rally with public-sector unions CWA, NJEA and AFSCME. When the legislature released their

budget proposal to counter to the governor, it included an additional \$50 million investment to New Jersey Transit.

As part of the national Safe Service Campaign, an organizer was assigned in 2020 to assist the New Jersey State Council as it sought better PPE provision and testing from New Jersey Transit. A petition campaign took off, with nearly 2,000 signing. Council leadership then de-escalated the campaign, and it was deactivated.

New York City Joint Campaign

As part of the International's Safe Service Campaign, an organizer was assigned in 2020 to assist Locals 726, 1056, 1179 and 1181 in demanding parity with TWU Local 100 from the MTA, which was refusing to negotiate, citing pandemic finances. After a strong digital letter campaign and well-covered rally at MTA headquarters, most of the action in this campaign shifted to Local 726. The local conducted several health and safety training sessions on proper PPE use and the right to refuse unsafe work. As MTA threatened increasingly draconian service-cuts and potential claw backs from TWU, enthusiasm among local union leadership waned, and this campaign was discontinued.

Saskatchewan Provincewide (SK)

In anticipation of provincial elections and municipal elections in the province, an organizer was assigned in 2020 to assist Locals 588 and 615 with developing a political program. The work involved committee building and a focus on key ridings where we may be able to protect or flip seats to labor-friendly candidates. Six out of eight of Local 588's endorsed candidates were successful, as were several of Local 615's. These were important victories, as concerns of right-wing anti-labor candidates winning at the municipal level were particularly acute this year but did not come to pass.

MV WAV

Field staff assisted in the new organizing of paratransit workers employed by MV as parts of its on-demand partnership with Uber. The Campaigns Department continued assisting with business agent duties for MV WAV throughout the early part of this reporting period.

Conferences, Conventions and Trainings

Field staff assisted on an as-needed basis in the facilitation of key ATU Conferences, Conventions, and Member Trainings in the field and at ATU headquarters.

2019 ATU Convention

The Field Mobilization Department assisted in the creation of key videos and materials for the 2019 ATU Convention, the drafting of general resolutions for consideration and the day-to-day operations of the Convention.

Trainings and Conferences

Field Mobilization staff also helped organize and lead dozens of trainings – collective bargaining and contract campaigns, new organizing, new presidents, new organizing, inside organizer, rider organizing, member-organizer and more.

After in-person trainings were suspended in 2020 due to COVID-19, the Campaigns Department continued to work closely with the Training and Education Administrator to prepare COVID-friendly digital trainings. These included:

- new Member-Organizer training which trains rank-and-file members on conducting and charting effective one-on-one conversations with coworkers;
- new Core Campaign Skills training which orients local union officers to the organizing model, strategic planning, power mapping and member-organizer development;
- an updated Introduction to the Campaigns Department for New Presidents training;
- a basic organizing module for the ATU Mentorship Program training of mentors;
- completing in collaboration with other departments the Gender Equity Bargaining training; and
- conducting trainings for the California, Midwest, New England Joint and Northwest Conference Boards.

We also launched the union's first-ever Staff Organizer Training program, a systematic training for staff organizers delivered in 90-minute modules over the course of 23 weeks, a replacement for a planned intensive summit which was cancelled due to the pandemic.

IN MEMORIAM

In accordance with our custom, I would like to recognize and acknowledge the contributions of those international officers who gave so much to this great Union who have passed since our last Convention. We will miss them.

Oscar Owens

On October 25, 2019, the Amalgamated Transit Union (ATU) lost a revered leader with the passing of International Secretary-Treasurer Oscar Owens after a brief illness.

Devoting more than 53 years of his life to the ATU, Owens maintained a fierce desire to continue serving the ATU up until his death. A revered leader and tireless activist, Oscar leaves behind an extraordinary legacy of service and commitment to the ATU and the entire labor movement.

Oscar was a beloved leader and a friend to our more than 200,000 members across the U.S. and Canada. He helped lead our Union through some very turbulent and difficult times. Yet throughout his long tenure, Oscar was a savvy, stabilizing, and calming influence, unafraid to call out injustice and fight for a better life for our members, those they serve, and all working people.

A U.S. Army veteran, Owens joined ATU Local 192-Oakland, CA, in 1966, as a bus operator for AC Transit. In 1973, he became a shop steward and rose to become its President and Business Agent. He then served the International for more than 37 years alongside six International Presidents, as a Special Organizer, an International Representative, an International Vice President, and International Secretary-Treasurer.

A founding member of the ATU Black Caucus, he was a strong voice in support of civil rights and the rightful place of African-Americans within the leadership of the ATU and the entire labor movement. Like Dr. Martin Luther King, Jr., Oscar believed 'The labor movement was the principal force that transformed misery and despair into hope and progress.' Affectionally known as 'Double O,' his signature call-to-arms, 'Fired up and ready to go,' will echo in our Union forever.

Owens is survived by his wife Betty, his beloved children, Damon, Shuron, DaShawn, Charity, eight grandchildren, and three great-grandchildren.

Tommy Mullins

From playing a key role in the Greyhound strikes to organizing new members, to fighting for strong contracts to better the lives of our brothers and sisters, Tommy dedicated almost 40 years of his life to the ATU.

A native of Wise County, Virginia, Mullins first joined the ATU in March 1970 as a member of Local 1544-Washington, DC, working for a subsidiary of Trailways. He rose through the ranks of his Local to be President and also served as President of the ATU Trailways Joint Council. In January 1980, he became an International Representative/Special Organizer. In September 1985, he was appointed as an International Vice President. Mullins was elected to that post at the 1986 Convention and re-elected until he retired in March 2009.

Ellis Franklin

The son of a coal miner, Franklin went to work on the assembly line in Detroit in 1946 after Navy service in the South Pacific during World War II. The following year Franklin came home to work in the coal mines of West Virginia. In 1953 he went to work for Greyhound Lines and helped organize ATU Local 1493-Charleston, WV, that same year.

Franklin's first Union position was "Dues Collector" and Job Steward. He rose through the ranks serving as Executive Board member, Secretary-Treasurer and Assistant Business Agent, and President and Business Agent from 1965-69. Franklin was also National Chairman of the ATU Greyhound Council from 1969-75.

In 1975, International President Dan Maroney tapped Franklin's expertise appointing him International Vice President. Franklin was elected to that post that same year. He served in that capacity dealing primarily with Greyhound issues until 1985 when he was appointed International Executive Vice President, serving alongside International President James La Sala. He was subsequently elected at the 48th Convention in Toronto and re-elected to that post from that time until his retirement this August 1993.

Michael J. Siano

Born and raised in Union City, NJ, Siano was a star athlete in Hudson County, NJ. Following service in the U.S. Army, he joined ATU Local 821-Jersey City, NJ in 1959 as a bus operator for Public Service Coordinated Transport, now NJ Transit. Wanting to get more involved in his Local, Siano became a shop steward in 1962. Siano was then elected President and Business Agent of Local 821 ten years later

Siano was elected International Vice President at the 1981 ATU International Convention. He was re-elected International Vice President at the next seven ATU International Conventions.

In June 2003, Siano was appointed International Executive Vice President by International President Warren George. Siano was elected as International Executive Vice President at the 2004 ATU International Convention and re-elected at the 2007 ATU International Convention. Siano retired on July 31, 2009.

Siano was also a devoted family man and many remember his proud declarations of love for his wife Judy - his high school sweetheart - and his family during all of his acceptance speeches at ATU International Conventions.

Richard C. Branson

International Vice President Richard C. Branson passed away suddenly on Wednesday, January 27, 2021, in Arizona.

A second generation ATU member, IVP Branson became a member of the Boston Carmen's Union Local 589 in July 1965. Branson's father was a member of the Local before him from 1917 until his retirement in 1959.

Branson was first elected to Local office as a Car Barn Committeeman in December 1971. Two years later, he was elected Vice President of his Local. From June 1974 to December 1975, he served as acting President of Local 589. At the time, Branson was elected as an Executive Board Member of Local 589

and served in that capacity until March 1986, at which time he was appointed ATU International Representative by International President James La Sala.

Branson was first elected an ATU General Executive Board Member-at-Large at the ATU's 1981 International Convention and was re-elected at the 1983 Convention. He was elected International Vice President at ATU International Convention in September 1986. A veteran of the U.S. Air Force, IVP Branson retired in February 1996.

ATU 401(k)/457 Retirement Plans

ATU has continued to see growth and expansion in the four defined-contribution plans that it sponsors for ATU members: the ATU National 401(k) Pension Plan, the ATU Local Union Officers and Employees 401(k) Retirement Plan, the ATU Section 457 Deferred Compensation Plan and the ATU Governmental Profit-Sharing Plan.

The ATU-sponsored retirement plans were developed to provide our members with a means of saving for retirement with a low-cost tax-advantaged plan that is easy for employers to adopt with a diverse selection of investment options for participants.

We have provided high-quality administrative support in these plans for a minimal quarterly fee. Members receive quarterly account statements and have access to their accounts through a dedicated toll-free telephone number, a website and a software application for mobile devices.

This three-year reporting period saw a drop in the number of properties where employers have adopted one of the ATU-sponsored retirement programs. The number of properties which participated decreased by 39 at the end of this reporting period, bringing the total number of properties to 136, as of June 30, 2022 – representing a 22% decrease over the prior reporting period.

However, notwithstanding the drop in the number of participating properties, the plans have seen a solid growth in participants and assets. In the past three years, the number of employees and retirees participating in ATU-sponsored retirement plans increased by more than 14%, with 12,126 employees and retirees participating in the plans and investing assets totaling more than \$193 million – a 3.8% growth in assets over the prior reporting period.

We anticipate that the level of participation in these retirement plans will continue to increase over the coming years, thereby providing a greater level of future retirement security for our members.

Section 13(c) Administration Assistance

During this convention cycle, the International Union continued to assume primary responsibility for the

ongoing implementation and enforcement of the employee protection provisions under the *Federal Public Transportation Act*, which are currently set forth as Section 5333(b) of the U.S. Transportation Code but are more commonly known as “Section 13(c).”

During these three years, considerable efforts were committed toward administrative matters and grant processing, as well as enforcement actions. The volume of work required to manage FTA grant applications increased substantially as a result of the COVID-19 pandemic and the huge increase in federal funding for transit from the CARES Act, Coronavirus Response and Relief Supplemental Appropriations Act of 2021 (CRRSAA) and American Rescue Plan Act of 2021 (ARP or ARPA). During this convention cycle, we undertook careful review of an enormous number of grant applications – 3,883 in total – many of which were consolidated funding requests for numerous entities and therefore actually implicated a variety of distinct protective arrangements. This represents an increase of over 1,000 grants from the previous convention cycle. The International dutifully undertook this substantial responsibility to safeguard our members on behalf of over 200 ATU local unions.

In the United States, prior to the beginning of the previous convention cycle, on December 4, 2015, President Obama signed the Fixing America's Surface Transportation (FAST) Act (Pub. L. No. 114-94) into law – the first federal law in over a decade to provide long-term funding certainty for surface transportation infrastructure planning and investment. The FAST Act authorized \$305 billion over fiscal years 2016 through 2020 for highway, highway and motor vehicle safety, public transportation, motor carrier safety, hazardous materials safety, rail, and research, technology and statistics programs. Three COVID-19 relief programs provided a substantial increase in federal transit funding in 2020 and 2021. First, in late March 2020 the CARES Act was signed which included \$25 billion for public transit. Then, on December 27, 2020, CRRSAA was signed into law, allocating \$14 billion in supplemental transit funding. Finally, ARPA was signed into law on March 11, 2021, allocating \$30.5 billion in additional federal transit funding.

On November 15, 2021, the groundbreaking Infrastructure Investment and Jobs Act (IIJA) was signed into law. It reauthorized the federal transit program for the next five years and included a 63% increase in public transit funding from previous levels.

Section 13(c) Proceedings Before the DOL to Enforce ATU Members' Rights

On April 14, 2021, ATU filed objections in response to City Utilities of Springfield (“City Utilities”) Grant (MO-2021-005). Legislation passed in Missouri (known as H.B. 1413) precluded City Utilities from continuing collective bargaining rights as required by 49 U.S.C. 5333(b)(2)(b) (known as Section 13(c)(2)), called for recertification elections which would violate both 49 U.S.C. 5333(b)(2)(a) (known as Section 13(c)(1)) and Section 13(c)(2) and prevented City Utilities from paying certain collectively

bargained lost-time payments in violation of Section 13(c)(1). We objected on these bases. On June 1, 2021, however, the Missouri Supreme Court struck down H.B. 1413 in its entirety, rendering these objections moot. City Utilities agreed in principle to pay lost time owed to members of Local 691.

As discussed below, on August 3, 2021, ATU filed objections in connection with two Capital Area Transit Authority (Lansing, MI) grants.

In West Virginia, legislation intended to prevent public entities from deducting union dues (H.B. 2009) was passed and scheduled to go into effect on June 17, 2021. However, on June 14, 2021, a statewide preliminary injunction was issued, stopping the implementation of this law and permitting dues deduction to continue. Unfortunately, in a ruling that went into effect on December 22, 2021, the West Virginia Supreme Court ended this injunction. On January 19, 2022, ATU objected to an Ohio Valley Regional Transportation Authority (OVRTA) grant on the basis that this law appeared to prevent OVRTA from preserving the terms of its collective bargaining agreement with Local 103 as required by Section 13(c)(1) and appeared to prevent OVRTA from continuing collective bargaining rights as required by Section 13(c)(2). On March 30, 2022, H.B. 4331, a law enabling public transit employers to deduct union dues, COPE contributions and any other contributions which were stopped as a result of H.B. 2009 was approved by the governor. Upon the final passage of this bill and the creation of a plan for the local to receive dues, DOL correctly found our objection to be moot and certified the pending grant.

The Legal Department filed objections in connection with certain California grants in connection with the ongoing PEPRA dispute, which resulted in further proceedings, and are described in more detail below.

Legal Defense of the Union and its Members' Interests

Litigation to protect the rights and benefits of transit workers across North America, as well as the interests of our Union itself, continues to be a significant function of the International. We are constantly engaged in legal battles to safeguard our members from the threats of privatization, transit system restructurings, infringement on free speech rights and management that fail to respect the collective bargaining relationship. Over the past three years, our Legal Department has diligently advocated on behalf of the International and our local unions before federal, state and provincial courts and in a wide array of administrative proceedings.

Section 13(c) Enforcement & Litigation

During this convention cycle, we remained steadfast in enforcing the collective bargaining and job rights of our members, which have been guaranteed for decades under the federal public transit laws. In carrying out this commitment, we continued to aid our local unions in the handling and financing of legal actions with the aim of vindicating the collective bargaining, arbitration and other rights recognized in our

employee protective terms.

Section 13(c) Claim Activities

Kansas City, MO

As fully described in previous reports, in response to federal funding to the City of Kansas City to construct the downtown streetcar system and purchase streetcars, the Legal Department and outside counsel have worked to ensure that KCATA employees' 13(c) rights are protected. In arbitration, successfully argued that the implementation of the streetcar using federal funds would result in a rearrangement of the workforce and thus required the City to negotiate over the application of the Section 13(c) protective terms and conditions.

As a result of this successful arbitration award for the union, the local immediately submitted an implementing proposal to the City. However, on November 20, 2015, as the parties approached impasse, the union filed for arbitration to determine the terms and conditions that should be contained in an implementing agreement. Almost a year later, the arbitrator issued an "Award on the Scope of the Implementing Agreement," agreeing with the City that first opportunity was not an appropriate topic of the implementing agreement. There do not appear to have been any layoffs or demotions attributed to the streetcar. In light of the planned extension to the Kansas City streetcar, rather than continuing to negotiate towards a final agreement on this issue, the parties intend to address the extension through preliminary awards.

Pensacola, FL

As fully discussed in the previous report, the Escambia County Board of County Commissioners sought to assume direct operations of transit service, which was provided by First Transit. We put the County on notice of the union's rights under the parties' Section 13(c) Agreements, as supplemented.

After a series of meetings with the County, on September 21, 2017, the parties executed an Implementing Agreement, wherein the County agreed to employ all of the employees in the bargaining unit represented by Local 1395; to preserve all of their collective bargaining rights; and to create a private non-profit corporation to act as the employer, with the intent that they could maintain their status as private-sector employees covered by the NLRA. At the expiration of the Implementing Agreement, it was determined that the County would not be able to create a private non-profit corporation that would meet the requirements of Florida law. The County Administrator informed ATU that a special district to operate the transit service would be created. The parties initially agreed to seek legislative exemptions that would allow certain opt-outs from the state retirement system. This proposal was rejected by the legislature. On August 29, 2018, Local 1395 was certified by the Florida Public Employees Relations Commission as

representative of these employees. Over objections of the ATU, during the reporting period, on October 4, 2019, the Escambia County Board of County Commissioners voted to eliminate the special district. The parties have moved to complete negotiations on a new collective bargaining agreement.

Washington, DC Metropolitan Area

In November 2017, ATU Local 689 notified the Washington Metropolitan Area Transit Authority (WMATA) of its intention to invoke its rights under its Section 13(c) agreement related to WMATA's decision to seek bids from private contractors to provide bus service and maintenance out of the new Cinder Bed Road Division in Lorton, Virginia, which was intended to re-create WMATA's long-running Royal Street Bus Division, which had been closed and routes temporarily dispersed to other divisions.

Local 689 contended that at the very least, the parties' Section 13(c) agreement compelled WMATA to negotiate with the union prior to putting this work out for bid, and to address aspects of its request for proposals which appeared to conflict with WMATA's 13(c) obligations. Local 689, through retained counsel, invoked arbitration under the parties Section 13(c) agreement. A hearing was held in May 2018 and on October 11, 2018, an award was issued. The parties were instructed to bargain over the impact/effects of the Cinder Bed Road contract on WMATA employees. By letter dated June 5, 2019, Local 689 set out a "question" under the parties' collective bargaining agreement (CBA), challenging as a violation of the CBA WMATA's planned contracting out of work associated with the Silver Line rail line. Rather than responding to Local 689's concerns, by letter dated June 14, 2019, WMATA served notice under the parties' Section 13(c) agreement regarding the creation of new jobs. Local 689 responded to the essentially non-responsive WMATA letter, advising that discussions under the 13(c) agreement should take place only after the "question" was addressed.

On October 24, 2019, Local 689 commenced what would be an 84-day strike at the Cinder Bed Road Division garage. As a result of that strike, and other allied efforts, in December 2019, Local 689 and WMATA came to a historic agreement which creates a path to bring Cinder Bed Road work in-house and keep Silver Line work in-house, settling these issues.

Lansing, MI

In the course of negotiations for a successor collective bargaining agreement, ATU Local 1039 and Capital Area Transit Authority (CATA) had entered into bridge agreements in order to prevent a gap in collective bargaining agreements, as laid out in the parties' September 22, 2011, supplemental 13(c) agreement. Upon the expiration of a bridge agreement on April 15, 2021, CATA refused to enter into another bridge agreement. CATA argued that this was proper because the parties were at impasse. However, the parties were not at impasse, and an unfair labor practice charge was filed over CATA's implementation of its final offer prior to impasse. On May 21, 2021, ATU Local 1039 submitted to binding arbitration, as called

for under the parties' 13(c) arrangements, CATA's violation of the September 22, 2011, supplemental 13(c) agreement. In response to CATA's refusal to submit this dispute to arbitration as called for under the parties' 13(c) arrangement, on August 3, 2021, ATU filed objections in connection with two CATA grants. We argued that clarification from DOL was needed to confirm the dispute resolution procedure. DOL did not find this objection sufficient, however, their Response to Objections reinforced our position that arbitration was appropriate in this instance. A decision on the unfair labor practice charge is pending.

New Orleans, LA

The ATU Legal Department provided extensive assistance to ATU Local 1560 in ensuring that its members' 13(c) rights were protected as employees transitioned from private-sector employment to direct employment by the New Orleans Regional Transit Authority (RTA). On August 5 and 6, 2020, ATU Local 1560 and RTA executed an Affirmation of 13(c) Agreement Commitments. In October 2020, legislation was passed in Louisiana removing ATU-represented RTA employees from the state pension plan, ensuring their ability to freely bargain over retirement. The Legal Department also assisted in reviewing documents related to the transition, such as those related to background checks. Issues remained to be resolved regarding grievances filed before the transition to direct RTA control, however, on June 28, 2022, ATU Local 1560 and RTA entered into a collective bargaining agreement.

Microtransit

Transit agencies across the United States have begun microtransit projects which have the potential to give rise to Section 13(c) claims. These projects tend to involve a private contractor (often Via Transportation) operating demand response vans for the general public in a designated zone. In some cases, microtransit service replaces fixed-route bus service within that zone. However, we are increasingly seeing transit agencies directly operate microtransit service with ATU-represented employees. The Legal Department is often notified of these projects by local union leaders or learns of them through 13(c) grant processing. We are monitoring these projects and expect to file 13(c) claims if federally funded microtransit projects have a negative impact on the ATU-represented workforce or violate "first opportunity to new jobs" clauses found in many Section 13(c) agreements.

Section 13(c) Litigation

California

During this convention cycle, the Legal Department continued its active role and devoted significant resources to monitoring and enforcing Section 13(c) rights in the face of the California Public Employees' Pension Reform Act (PEPRA), a California law that undermines public-sector collective bargaining rights across the state. PEPRA stripped ATU local unions representing public transit employees in California of the right to negotiate over critical aspects of their pension benefits and precluded the transit agencies from preserving the pension rights and benefits under the existing collective bargaining agreements.

As fully described in previous reports, ATU and certain locals in California, the U.S. Department of Labor (DOL) and the State of California have been involved in litigation since 2013 regarding if the PEPR statute enacted by California is inconsistent with Section 13(c). In the first case, *State of California and Sacramento Regional Transit District v. U.S. Department of Labor*, essentially, the District Court ruled that Section 13(c)(2) does nothing more than prohibit federally funded public transit agencies from *eliminating* the process of collective bargaining for their unionized employees, and thus, PEPR is consistent with Section 13(c)(2). This was a victory for the State of California, which was, at that time, opposed by the DOL and ATU.

Once judgment was entered by the District Court, the case became ripe for appeal to the Ninth Circuit Court of Appeals. Although the DOL under the Obama Administration filed an appeal on March 26, 2018, the DOL under the Trump Administration withdrew the appeal. Ultimately, on June 14, 2019, the DOL issued a decision responding to the ATU's objections to the grants which were the subject of the litigation and certain other subsequent grants to agencies covered by PEPR. The DOL reversed its long-held position and found that PEPR "does not present a bar to certification under section 13(c)." In particular, the DOL, notwithstanding 13(c)(2)'s requirement that there be "the continuation of collective bargaining rights" and the longstanding "diminishment" argument, which is supported by *Jackson Transit Authority v. ATU, Local Division 1285*, 457 U.S. 15 (1982) and *Amalgamated Transit Union v. Donovan*, 767 F.2d 939 (D.C. Cir. 1985), found that PEPR did not violate 13(c)(2) mandates as the parties could bargain over some aspects of pensions.

On August 22, 2019, ATU itself and certain California locals filed a lawsuit under the Administrative Procedure Act against the DOL in the United States District Court for the District of Columbia through retained counsel, arguing that the certification of grants over our objections was contrary to law and in excess of DOL's statutory authority. On April 29, 2020, at the request of California and over the objections of the ATU, the case was transferred to the Eastern District of California. The parties filed motions and cross motions for summary judgment.

On January 20, 2021, with the inauguration of President Biden, new leadership took over DOL, and on October 8, 2021, the DOL withdrew its cross motion for summary judgment and stated that it had decided to withdraw its prior determination and issue a new determination, concluding that PEPR *does* "impermissibly impair the continuation of collective bargaining rights under Section 13(c)."

On October 28, 2021, the DOL issued this determination, returning to their previously held position and finding that PEPR is inconsistent with Section 13(c) and that it prevented the DOL from certifying certain California transit grants. California requested a court order to stop the October 28 DOL decision

from going into effect. On December 20, 2021, this order was granted, preventing the DOL from “relying on PEPPRA as a basis to deny, withhold, delay, or otherwise limit the certification of such grants under Section 13(c) of UMTA.” The parties in the case have essentially switched sides with the DOL, and ATU is now arguing that PEPPRA is inconsistent with Section 13(c) with California opposing them. The parties again filed cross motions for summary judgment, and on February 17, 2022, a hearing was held on these motions. California, on February 28, 2022, filed a motion for leave to file a supplemental brief and attached their brief. This was opposed by ATU and the DOL. On March 3, California replied. As of the close of the reporting period, these motions were pending before the court.

Toledo, OH and Cleveland, OH

As previously reported, to enforce our interest arbitration rights under Section 13(c), we retained counsel to represent ATU Local 697 in its efforts to submit its dispute concerning the making of a successor collective bargaining agreement to binding interest arbitration pursuant to its Section 13(c) Agreement with Toledo Area Regional Transit Authority (TARTA). TARTA refused to arbitrate, so in November 2011 the local union was left with no choice but to file a lawsuit in state court to compel interest arbitration pursuant to the Section 13(c) Agreement. In response, TARTA filed a motion to dismiss. We responded by arguing that our lawsuit was brought under Ohio's Arbitration Act which clearly vests jurisdiction to state courts to enforce arbitration agreements, such as the one found in the Section 13(c) Agreement. TARTA again filed a response contending that the Ohio State Employment Relations Board (SERB) had exclusive jurisdiction over this matter, and the court unfortunately agreed and granted TARTA's motion to dismiss in an order issued on August 17, 2012.

As previously reported, on September 10, 2012, retained counsel filed a notice of appeal with the Sixth Appellate District Court, and oral arguments were held. In its September 27, 2013 decision and judgment, the court specifically found that SERB's jurisdiction to enforce the state's Public Employees Collective Bargaining Act does not authorize TARTA to disregard its Section 13(c) obligations. Thus, the court reversed the lower court's ruling and remanded the case for further proceedings.

Following this decision in the union's favor, TARTA filed an appeal to the Supreme Court of Ohio. The Supreme Court declined to accept jurisdiction over TARTA's appeal. In January 2015, the parties filed their respective motions for summary judgment and the case remained pending before the trial court on the issue of whether TARTA refused to arbitrate pursuant to Ohio state law. On October 26, 2015, the court issued its order finding that, although the Section 13(c) Agreement contains a provision whereby the parties agreed to submit the present dispute to binding interest arbitration, the application of such a provision is dependent on whether the “labor dispute” is limited to issues related to TARTA's receipt of federal funding. Put in another way, the court determined that this matter could not have been resolved

on summary judgment because an issue of fact existed (*i.e.*, whether the issues comprising the present “labor dispute” were issues traceable to federal funding).

Following the completion of discovery, the parties submitted their respective motions for summary judgment. On August 19, 2016, the court issued its opinion, denying both parties’ motions for summary judgment. In another curious opinion, the court found that the Union to date had failed to show, without a genuine issue of material fact, that a nexus existed beyond the mere coincident that some federal funding is used for the wages, benefits, etc., over which the parties have a dispute. The judge further found that TARTA also failed to show, without a genuine issue of material fact, that such a nexus does not exist. The trial occurred on January 19 and 20, 2017, and the parties presented their evidence concerning the factual dispute as defined by the judge as to the nexus between funding and the underlying dispute.

On July 31, 2017, the judge ruled in ATU’s favor and ordered the parties to submit to interest arbitration. TARTA responded by filing an appeal to the Court of Appeals of Lucas County, Sixth Appellate Judicial District, and also filing with the trial court a motion to stay the order to submit to interest arbitration pending a disposition of the appeal. The trial judge granted TARTA’s motion to stay. In July 2018, the court issued a decision which did not address the merits of the parties’ arguments about the requirement of interest arbitration, but rather reversed and remanded back to the trial court for failure to file separate findings of fact and conclusions of law under the court’s applicable rule of procedure.

Simultaneously, the Legal Department supported efforts by Local 268 to enforce its interest arbitration rights. On February 8, 2019, Local 268 submitted to interest arbitration its dispute with Greater Cleveland Regional Transit Authority (GCRTA) over the negotiation of a collective bargaining agreement to succeed its agreement which expired on July 31, 2017. GCRTA refused to arbitrate, and on February 28, 2019, it requested fact-finding under the SERB processes. On March 4, 2019, Local 268 objected to fact-finding on the grounds that the parties had mutually agreed to go to interest arbitration under the 13(c) agreements, and pursuant to Ohio law, such a mutually agreed upon dispute resolution procedure (“MAD”) supersedes SERB procedures. On March 15, 2019, Local 268 filed a motion to compel arbitration in the Cuyahoga County Court of Common Pleas. GCRTA continued to pursue fact-finding through the SERB procedures, and the parties briefed the matter at SERB. On May 20, 2019, GCRTA filed a motion to dismiss on the grounds that SERB was the proper venue for this dispute. On June 7, 2019, Local 268 filed a response to the motion to dismiss, emphasizing the parties’ 13(c) agreement and the similarities with the Toledo case, especially the favorable 2013 Sixth Appellate District decision. On July 17, 2019, the court dismissed the case for a lack of subject matter jurisdiction, finding that the matter should be before SERB. Shortly thereafter, SERB issued its decision, finding that the parties are not subject to a MAD and directing the parties to proceed to fact-finding. Local 268 appealed the Common Pleas case to the Court of Appeals

for the Eighth Appellate District, Cuyahoga County. In December 2019, the parties filed their initial briefs, and on January 9, 2020, we filed a reply brief.

On August 8, 2019, the trial court in the TARTA case again found in ATU's favor. It adopted certain of the ATU's Proposed Findings of Fact and Conclusions of Law and found that the underlying dispute "is sufficiently related to the federal funding received by TARTA to submit this matter to interest arbitration under the parties' Section 13(c) Agreement." On December 19, 2019, TARTA again appealed to the Court of Appeals of Lucas County, Sixth Appellate Judicial District. Through retained counsel, ATU filed its brief in response.

In the Cleveland case, on May 28, 2020, the Eighth Appellate District rejected our arguments, and those of the Sixth Appellate District in the Toledo case explained above, finding that the SERB procedures controlled. We did not appeal in this case.

Notwithstanding the fact that it had previously held otherwise, on December 11, 2020, the Sixth Appellate District essentially reversed itself, relying in part on the Eighth Appellate District decision, finding in favor of TARTA, and that the parties had not agreed to go to interest arbitration. We appealed to the Supreme Court of Ohio, which declined jurisdiction. We then unsuccessfully moved for reconsideration of this decision. This was a disappointing loss which eliminates 13(c) interest arbitration at TARTA. Because the Supreme Court of Ohio refused to hear the case, 13(c) interest arbitration is similarly foreclosed at GCRTA in Cleveland.

Colorado Springs, CO

In 2010, Local 19 filed a Section 13(c) claim against the City of Colorado Springs and First Transit (private contractor of fixed-route service for the City) on behalf of a portion of the workforce that was laid off due to the closure of the South Garage facility. The legal theory pursued here stems from some mid-1990s rulings of the Labor Department indicating that, where services trace back to an initial acquisition of a private company with federal funds (as with Colorado Springs), a "replacement provider" is obligated to provide employment priorities and other "carry-over rights." The basis of our claim was that the North Garage is a replacement provider and therefore obligated to hire all the employees from the South Garage along with their extant terms and conditions.

After failed attempts to informally resolve this matter, the local union filed a motion to compel the Section 13(c) claim arbitration in state court on August 20, 2010. Following a lengthy dispute on the proper jurisdiction and the conclusion of a separate lawsuit concerning whether the Section 13(c) Agreement at issue was unlawful as a perpetual contract, this case finally resumed in El Paso County District Court. On July 24, 2013, the El Paso County District Court compelled First Transit to arbitrate under the Section

13(c) Agreement. Rather than proceeding to arbitration, First Transit filed a notice of appeal with the Colorado Court of Appeals. The Court of Appeals issued an order of dismissal of the appeal on February 28, 2014, finding that it lacked jurisdiction.

During the previous convention cycle, the parties reached a settlement agreement, totaling approximately \$1 million, and funds were distributed to impacted members. During this convention cycle, remaining apportionment issues were addressed.

First Amendment Litigation

Worcester, MA First Amendment Claim

In 2018, the Worcester Regional Transit Authority and its contractor Central Mass Transit Management suspended and ultimately discharged Local 22 President/Business Agent Christopher Bruce after he spoke to a reporter about an anticipated WRTA budget shortfall. The International Union and Brother Bruce sued WRTA and Central Mass Transit Management on March 3, 2018 for First Amendment and state law violations.

The U.S. District Court dismissed the suit on March 16, 2021, finding that Brother Bruce had spoken to the reporter in his capacity as an employee, that he had done so while on duty in contravention of the understood rule, and that he violated safety rules during the interview, which occurred while he was driving. On April 16, 2021, the International Union appealed the district court's decision to the U.S. Court of Appeals. On May 18, 2022, the appellate court vacated the district court's decision and remanded the case to the district court for further proceedings. The litigation continues.

Pittsburgh, PA First Amendment Claim

In July 2020, the Port Authority of Allegheny County – in response to Local 85 members wearing Black Lives Matter face masks – prohibited buttons, stickers, jewelry, clothing and masks bearing political or social protest messages. In August 2020, the Authority began to order Local 85 members to remove such items, on threat of discipline.

On September 30, 2020, Local 85 and three of its members sued the Authority for First Amendment and state constitutional violations. The plaintiffs requested a preliminary injunction the next day. The U.S. District Court granted the preliminary injunction on January 19, 2021. The Authority requested a stay of this decision on February 5, 2021, and the court denied the request on February 24, 2021. The Authority appealed this denial to the U.S. Court of Appeals that same day. The court rejected the appeal on May 21, 2021.

Meanwhile, the Authority appealed the district court's injunction grant on February 11, 2021. The appellate court denied this appeal on June 29, 2022. Litigation of the union's underlying First Amendment and state law claims continues.

Baton Rouge, LA First Amendment Claim

Over the course of 2020, the officers of Local 1546 publicly criticized the Capital Area Transit System regarding management's response to the COVID-19 pandemic, a change in health insurance providers and unethical business practices. In retaliation, CATS discharged nearly all executive board members, along with certain rank-and-file members, under various pretexts. CATS encouraged others to resign their union membership, and management admitted that they intended to reduce membership below 50% of the bargaining unit so that CATS could attempt to provide cover for withdrawing recognition. Ultimately, however, Local 1546 built its membership to a supermajority level, and CATS agreed to continue recognizing the local union.

On December 31, 2020, Local 1546 and five discharged local union officers sued CATS for First Amendment violations. On February 29, 2021, CATS asked the court to compel Local 1546 to arbitrate its claims. In the alternative, CATS asked the court to stay the lawsuit pending the resolution of several ongoing discharge arbitrations. The court granted the stay request on November 29, 2021. By then, only two individual plaintiffs remained in the case; CATS had returned the rest to work pursuant to settlement agreements. After the conclusion of the two remaining plaintiffs' discharge arbitrations, the International Union asked the court to lift the stay on February 7, 2022 so that the parties could litigate the First Amendment claims. The court granted this request on March 3, 2022. The litigation continues.

New Orleans, LA First Amendment Claim

On September 16, 2021, the New Orleans Regional Transit Authority discharged Local 1560 President/Business Agent Valerie Jefferson in retaliation for her vigorous advocacy on behalf of the local union's membership, including in connection with pay for operators who worked in the aftermath of Hurricane Ida. On September 28, 2021, the International Union and President Jefferson sued the RTA and its Chief Executive, Alex Wiggins, for retaliatory discharge in violation of the First Amendment.

On January 13, 2022, the RTA and Wiggins asked the court to dismiss the case. The court denied this request on April 27, 2022. The litigation continues.

Milwaukee, WI First Amendment Claim

In March 2020, a Local 998 member made video recordings highlighting the failure of Milwaukee County Transit System contractor National Express to maintain COVID-19 safety protocols. The member forwarded the videos to his Local 998 steward, who forwarded them to the local President/Business Agent,

who posted them online. National Express believed that the member and/or steward was responsible for the postings, and management discharged them both.

On October 1, 2020, the International Union and Local 998 sued National Express and MCTS for First Amendment violations and for retaliatory discharge. The parties reached a settlement under which the member and steward waived reinstatement. The court approved the settlement and dismissed the case on March 12, 2021.

Chattanooga, TN First Amendment Claim

Starting in mid-2015, the Chattanooga Area Regional Transportation Authority made it increasingly difficult for Local 1212 officers and members to speak at CARTA board meetings. Even during the public comment periods of those meetings, CARTA denied Local 1212 the ability to express concerns about overwork, safety hazards and discrimination. The International Union and Local 1212 tried to negotiate a compromise with CARTA, but in late 2017 and early 2018, management declared that Local 1212 officers had no right to speak at the public board meetings at all. While CARTA ultimately retreated from this position, management still claimed in March 2018 that CARTA could revoke the local union's speaking rights at will.

On April 17, 2018, the International Union and Local 1212 sued CARTA for ongoing First Amendment violations. The court ruled in the union's favor on January 6, 2020, and CARTA ultimately paid \$50,000.00 in attorneys' fees. The case is now closed.

Tampa, FL First Amendment Claim

On February 13, 2019, the Hillsborough Area Regional Transit Authority threatened to discipline Local 1593 members for advising the riding public of safety issues at HART by distributing leaflets at a bus transfer center. HART also threatened to sue the members for defamation if they did not stop speaking out about workplace hazards.

On February 18, 2019, the International Union and Local 1593 sued HART for First Amendment violations. The parties settled the case on April 7, 2020, and HART agreed to pay \$23,000.00 in attorneys' fees. The case is now closed.

Spokane, WA First Amendment Claim

In late 2016 or early 2017, the Spokane Transit Authority prohibited Local 1015 from placing advertisements on buses. The International Union and Local 1015 sued the STA for First Amendment violations in February 2017, arguing that STA's advertising policy wrongly restricted advertising by unions simply because they were unions and that such a prohibition on union speech was unconstitutional.

viewpoint discrimination. In response and to better position itself for litigation, STA suspended all advertising on buses.

Notwithstanding this action, the U.S. District Court ruled in favor of the unions on November 1, 2017 and issued a permanent injunction which required STA to accept advertisements from Local 1015 if and when STA resumes allowing advertisements on its buses. STA appealed, and the U.S. Court of Appeals affirmed the district court's decision on July 2, 2019. STA paid over \$65,000.00 in attorneys' fees, and the case is now closed.

U.S. Regulatory Activities

Throughout this convention period, the International Union tracked and responded to proposed federal regulations and guidelines affecting our interests that were issued by the U.S. Departments of Transportation, Labor, and Health and Human Services. We also responded to state-level rulemaking. Our areas of focus included the following:

Autonomous Vehicles

We coordinated with the AFL-CIO Transportation Trades Department to comment on the regulation of highly autonomous motor vehicles and on various agency actions aimed at deregulation in this area. We also responded to a request for information from the DOL's Federal Transit Administration regarding what research and development is necessary to support the potential deployment of more advanced and automated driver assistance systems in transit vehicles. Our expertise should help the agency understand the necessity of operators on board all vehicles, pre-certifying and building redundancy into advanced driver-assistance systems, along with the technological unworkability of fully automated transit.

Drug and Alcohol Testing

We monitored and provided direction to local unions regarding U.S. DOT compliance guidance concerning the addition of prescription opioids to the DOT drug-testing panel. Further, on November 9, 2020, we commented on proposed guidelines from the Substance Abuse and Mental Health Services Administration, an HHS subagency, regarding the use of hair testing in federal workplace drug-screening programs. The guidelines are broadly relevant to our members because DOT may adopt federal workplace drug-testing programs as part of that agency's own testing requirements for transportation industry workers.

COVID-19 Safety

We provided input, through the AFL-CIO and directly to the Biden administration, concerning what provisions a proposed federal Occupational Safety and Health Administration emergency temporary standard (ETS) regarding COVID-19 needed to contain in order to keep ATU members safe on the job.

Ultimately, however, the administration issued an ETS – on June 21, 2021 – that applied only to health care employers. It does not appear that a similar rule that would apply to transit employers will be forthcoming. We commented also before a small number of state occupational safety and health agencies which adopted state-level rules regarding COVID-19.

Federal Contract Worker Wages

On August 27, 2021, we commented in support of a proposed DOL rule which would raise the minimum wage for federal contractors to \$15.00 per hour in 2022 and would index that wage to inflation. This rule stands to set a more livable wage floor for our federal contractor members and to raise wage standards in the transit industry more generally. DOL has yet to act on the comments that the agency received regarding this rule.

Labor Relations Board Litigation

The Amalgamated Transit Union's Legal Department supported local unions and the Organizing Department in proceedings before the federal and state labor relations boards. The vast majority of election petitions reached election agreements without resorting to hearings, and the vast majority of unfair labor practice charges were settled before complaint. However, the Legal Department did litigate a number of petitions before the U.S. National Labor Relations Board (NLRB) and the Florida Public Employees Relations Commission. This report highlights some of the resolved litigation.

Operations Supervisors in Rhode Island Can Join ATU

The University of Rhode Island contracts with First Transit to provide transit service for its students, employees and visitors. The Legal Department, with assistance from Local 618, filed for an NLRB election on March 3, 2020, for a unit of 14 bus operators and Operations Supervisors. First Transit argued that the Operations Supervisors were statutory supervisors, meaning that they would be ineligible to join the union. In a September 1, 2020 decision, the Regional Director ruled in our favor that Operations Supervisors were employees who belonged in the unit and directed that the ballots of the Operations Supervisors be counted. The election turned out to be a tie, but one year later, Local 618 went back and successfully organized this unit. Local 618 was certified on January 26, 2022.

Road Supervisors and Maintenance Foremen in Texas Can Join ATU

Capital Metropolitan Transportation Authority in Austin, Texas contracts with MTM Transit to provide paratransit and demand response services out of two garages. Local 1091 has had an established bargaining unit at each of the two garages. The Legal Department, with assistance from the local union and other International Union staff, filed on May 28, 2020, for NLRB elections to add several positions to these units. MTM Transit opposed our petitions, and a six-day-long hearing was held in June 2021.

On July 21, 2020, the NLRB Region 16 Regional Director rejected all but one argument from the employer. He found that the road supervisors, maintenance foremen and resolution specialists were statutory employees who belonged in Local 1091's existing bargaining units. In the resulting elections, employees voted unanimously for the union. Local 1091 later went back to organize the excluded worker and others.

Winning a Fixed-Route-Only Unit in Pennsylvania

The Washington County Transportation Authority, outside of Pittsburgh, Pennsylvania, contracts with First Transit for its fixed-route and some of its paratransit services. First Transit employs approximately 15 fixed-route drivers and 35 paratransit and sedan drivers, as well as employees in other classifications. The International Union filed for an NLRB election on October 26, 2020, on behalf of Local 1743, seeking a unit of only fixed-route drivers. First Transit argued that a unit of only fixed-route drivers was not appropriate and asserted that the smallest appropriate unit must also include the paratransit and sedan drivers. After a hearing conducted on November 17 and 19, 2020, the NLRB Regional Director for Region 6 ruled in our favor on December 16, 2020. Local 1743 won the election 10-to-3. International Union staff then used the momentum from this win to organize the dispatchers at this facility.

Overcoming Unionbusting in Washington, DC

LAZ Parking operates a first mile/last mile shuttle service for two Washington, DC hospitals from the hospitals to rail transit stops. On July 1, 2021, the International Union petitioned for a unit of shuttle drivers. During the election, LAZ Parking engaged in extensive unfair labor practices and objectionable conduct. At the vote count on September 9, 2021, employees voted 16 in favor of the union, 17 against, with five challenged ballots. The Legal Department filed two unfair labor practice charges, filed extensive objections and litigated the challenged ballots. In March 2022, the Legal Department negotiated a settlement of these charges to secure a quick rerun election. The Organizing Department campaigned heavily, and on April 26, 2022, workers voted 27-to-7 in favor of joining the ATU.

Transit Planners in Connecticut Can Join ATU

On October 6, 2021, Local 425 with the assistance of the International Union petitioned to add the employees in HNS Management Co.'s Hartford, CT Planning & Scheduling Departments to its existing unit. HNS litigated whether four job classifications should be included in the unit, raising supervisory, craft unit, technical, professional and managerial arguments. On January 26, 2022, The NLRB Region 1 ruled in our favor on all issues, included all four classifications in the unit and directed an election. When the votes were counted on March 2, 2022, employees voted 9-to-2 in favor of joining Local 425. Local 425 has since filed two other petitions in Hartford and successfully added 23 customer service department and finance department employees.

School Bus Dispatchers in Connecticut Can Join ATU

On October 6, 2021, Local 1336, with the assistance of the International Union's Legal Department, petitioned to add dispatchers and mechanics at Durham's Trumbull, Connecticut garage to its existing unit of drivers and monitors. Durham sought to exclude the dispatchers, saying that they did not share enough in common with bus operators to be included and that they were ineligible as statutory supervisors.

The NLRB Region 1 held a two-day hearing on November 1 and 2, 2021. The Regional Director ruled in our favor on November 18, 2021, finding that the dispatchers were employees who should be included in the unit. When the votes were counted on December 22, 2021, the employees voted 3-to-2 in favor of joining Local 1336.

Miscellaneous Litigation

Toronto, ON Attack on ATU Constitution and General Laws

The International Union and Local 113-Toronto, ON, have been involved in potentially far-reaching litigation striking at the core of the ATU Constitution and General Laws (CGL), as well as longstanding Canadian Labour law principles and policies.

Beginning in February 2017, and through the most recent convention period, the International and Local 113 have defended against litigation which arose from the unsuccessful actions by the then-ATU Local 113 president/business agent and Unifor, a general union representing public and private-sector workers in disparate and unrelated industries in Canada, to decertify Local 113 and to transfer its 11,000 members to Unifor.

In the face of their failure to obtain the support of members of Local 113, the president/business agent and Unifor sought to achieve their ends through litigation challenging various provisions of the CGL. Ultimately, the president/business agent withdrew his litigation, resigned as Local 113's president and retired from the Toronto Transit Commission. Shortly thereafter, four members of Local 113 filed a second lawsuit challenging the same provisions which had been raised by the former president/business agent in his then closed case.

The Ontario Court of Appeal stayed legal proceedings until the ATU's 59th Convention in 2019 so that the plaintiffs would have an opportunity to seek to amend the CGL through the democratic process. The delegates to the Convention rejected the proposed amendments. As of the close of this reporting period, two of the four plaintiffs who filed the suit have left the litigation, and the two remaining plaintiffs have continued to be the plaintiffs of record in the litigation.

Chicago, IL Fine Collection

In November 2014, the General Executive Board found that 22 former Local 241 officers had refused to return local union funds paid to them improperly and in violation of the local bylaws. The GEB therefore fined the officers in amounts equal to those which they had improperly received.

After the former local officers failed to pay their fines, the International Union and Local 241 sued them to collect the funds. On January 27, 2020, the county district court granted summary judgment to the unions and dismissed counterclaims filed by certain of the former local officers. The state appellate court subsequently denied an appeal from the local officers on August 18, 2021. The unions are now in the process of collecting the fines.

Las Vegas, NV, Claims Arising Out of Trusteeship

After the International Union placed Local 1637 into trusteeship, the former president/business agent filed a lawsuit against the International Union and a number of its officers and employees alleging a number of tort and breach of contract claims related to the trusteeship of Local 1637 and his removal from office as a result of the trusteeship. The former president/business agents and other members and former members of Local 1637 filed a second lawsuit alleging substantially the same conduct as the original lawsuit. After the district court dismissed certain claims and all individual defendants, it consolidated the two lawsuits. Subsequently on September 5, 2019, the district court dismissed with prejudice all remaining claims against the ATU. The court rejected a motion to reconsider its decision and awarded the ATU costs. On May 29, 2020, the plaintiffs appealed the dismissal, and on April 7, 2022, the appellate court upheld the lower court's decision. The plaintiffs have sought an extension of time in which to file a petition for writ of certiorari indicating their intention to appeal the decision of the appellate court to the U.S. Supreme Court.

Baton Rouge, LA Defamation Suit

On October 19, 2021, certain management employees of the Capital Area Transit System (CATS) in Baton Rouge, Louisiana sued the International Union and International Vice President Anthony Garland for defamation. The suit is a transparent act of retaliation for the First Amendment litigation filed by the International Union against CATS. The managers did not clearly identify or explain the statements that they claim to be defamatory, but as far it was possible to ascertain the nature of these statements, it was clear that – if the statements were in fact made – they were mostly statements of opinion. Further, to the extent that any of the statements dealt with factual matters, they were protected by the First Amendment because they addressed issues of public concern and the conduct of public figures.

On March 10, 2022, the court granted a motion filed by the International Union, IVP Garland and two of the plaintiffs to dismiss the two plaintiffs with prejudice from the lawsuit. The single remaining manager-plaintiff filed an amended complaint on June 10, 2022, and the International Union and IVP Garland filed exceptions to it on July 15, 2022, stating that the manager had failed to set forth a claim for which the law affords a remedy under the facts alleged. The litigation continues.

New Orleans, LA Contract Breach and Duty of Fair Representation Suit

On October 26, 2020, Local 1560 member Ronald Horn sued Transdev Services, the International Union, Local 1560 and Local 1560 President/Business Agent Valerie Jefferson related to Transdev's failure to award him a job, the local union's subsequent representation of him in the dispute and certain subsequent events. Brother Horn served Transdev with this lawsuit but did not serve any of the ATU parties. The court dismissed Brother Horn's claims against Transdev on September 22, 2021. His claims against the ATU parties never became subject to ruling because Brother Horn never served them. The case is now closed.

Atlanta, GA Suit to Vacate Arbitration Award

On February 3, 2017, Local 732 – with the International Union's assistance – prevailed in the arbitration of a grievance over the subcontracting of all paratransit work by the Metropolitan Atlanta Rapid Transit Authority. The board of arbitration ordered MARTA to bring the work back in-house.

On May 2, 2017, MARTA sued to vacate the award. In a decision contrary to all established precedent regarding standards for vacating arbitration awards, on January 29, 2018, the county court vacated the award on the basis that the collective bargaining agreement had permitted MARTA to contract out the work and that the board of arbitration's decision was contrary to public policy regarding transit service for individuals with disabilities. On March 11, 2019, the local union appealed the decision to the state appellate court, which denied the appeal. The local union then filed a petition for certiorari with the Supreme Court of Georgia on April 10, 2019. The court denied it on November 4, 2019, and the case is now closed.

Maryland Discrimination Suit

On December 23, 2021, a Local 689 member sued Local 689, the International Union, and certain current and former officers of the unions alleging various federal employment and state law claims related to the local union's 2018 election of local union officers. On April 18, 2022, the International Union, Local 689 and the other union defendants filed Motions to Dismiss. The motions have been fully briefed, and the parties are awaiting a decision from the court.

New York Representation Claim

On April 27, 2021, a member of Local 1056 sued the New York City Transit Authority, Local 1056 and the International Union alleging various violations of the collective bargaining agreement and a failure by the unions to represent him properly. On June 11, 2021, the unions moved to dismiss the claims against the unions on various grounds. The motion has been fully briefed, and the parties are awaiting a decision from the court.

Government Affairs

During this reporting period, the Government Affairs Department focused on legislation to save the jobs of workers in the transit, school bus and motor coach industries in response to the onset of the coronavirus. On the political side, we endorsed Joe Biden for President very early in the process, a move that has paid off time and time again during his time in the White House. We added staff to our department, giving us the ability to better deal with state legislation impacting our members and upgrade our COPE program. Details are below.

Federal Legislative Issues - Transit Funding

CARES Act

Early in this period, the United States shut down due to COVID-19. As commuters sheltered at home, transit ridership dropped to miniscule levels. Fare-box revenue, of course, plunged. Moreover, transit systems that heavily relied upon local sales taxes for their dedicated revenue source were devastated by the closing of restaurants, bars and shopping centers across the nation. With no money to operate, the agencies would soon be forced to shut down.

ATU led a labor coalition urging the U.S. Congress to provide \$25 billion in direct emergency funding to public transit agencies to offset some of their extraordinary direct costs and revenue losses caused by the coronavirus. In March of 2020, Congress passed the *Coronavirus Aid, Relief, and Economic Security (CARES) Act, a massive \$2.2 trillion economic stimulus bill to save the U.S. economy. The bill included the \$25 billion requested by ATU. Within a week (as required by the legislation), the Federal Transit Administration (FTA) released the specific funding apportionments for cities and states based on the \$25 billion included in the bill.*

Unlike traditional FTA funding, which is generally used for capital expenses, the CARES Act money was intended to be used for operating aid to help transit systems make payroll, avoid layoffs and cover employee leave payments. It could also be used to purchase personal protective equipment (PPE) for transit workers. This operating aid supplemented fiscal year 2020 appropriations funding, which was previously made eligible for operating aid through an emergency declaration by FTA.

As a general rule, agencies received approximately 2.8 times the amount they received under the fiscal year 2020 Transportation Appropriations legislation. The CARES Act money was available immediately, and FTA published the apportionment amounts.

The totals indicated the amount of money that was distributed to individual urbanized areas. In many cases, more than one transit system operates in an urbanized area, and as under normal circumstances, the money was shared between the transit systems in the area. In urbanized areas below 200,000 in population, the funding went to state Departments of Transportation, which dispersed the funds. This is also consistent with the traditional process.

Transit systems were required to apply for the funds as they do under the normal grant process. However, the legislation provided that no local match was required (100% federal money). The bill also provided that the regular labor protection process under Section 13(c) of the Federal Transit Act applied to these funds.

Coronavirus Response and Relief Supplemental Appropriations Act

Unfortunately, the CARES Act funding was mostly depleted in large, urbanized areas by the late fall of 2020. Massive layoffs across the transit industry were announced, and thousands of our members were set to lose their jobs by Christmas.

We therefore spent the majority of our time in the summer and fall calling for a second COVID relief bill. While House Democrats passed several bills with billions of dollars for transit, the Republican-controlled Senate would not act. However, by December, then-Senate Majority Leader Mitch McConnell (R-KY) decided to move a bill in an effort to keep his party in power as Georgia approached two special elections in the Senate. Finally, Congress came to an agreement at the very end of 2020, passing the Coronavirus Response and Relief Supplemental Appropriations Act of 2021 (CRRSAA). The bill included \$14 billion for public transit. The entire bill, which included a total of \$900 billion, was passed as a “bridge” to 2021.

Like the CARES Act, the CRRSAA money was intended to be used for operating aid to help transit systems make payroll and avoid layoffs. It could also be used to purchase PPE for transit workers.

Not every urbanized area received funding under this bill. In order to stretch out funds and maximize the impact of the new bill, Congress crafted a formula which would ensure that every urbanized area received at least 75% of their 2018 operating costs when CARES Act and CRRSAA funds were combined. If an agency already hit the 75% threshold in the CARES Act, it would not receive funding under CRRSAA.

To the maximum extent possible, funds made available under this bill were required to be directed to payroll and operations of public transit (including payroll and expenses of private providers of public transportation). Throughout the reporting period, we worked with Congress to ensure that private-sector workers received relief to the same extent as those on the public side. We led a labor-management coalition to correct insufficient language from the CARES Act.

American Rescue Plan

On January 20, 2021, Joe Biden was sworn in as President of the United States. He immediately got to work on putting forth a rescue package to save American workers and industries which were still being ravaged by the COVID-19 Pandemic. Biden proposed the *American Rescue Plan* (ARP), a \$1.9 trillion economic stimulus bill, to speed up the United States' recovery from the economic and health effects of the COVID-19 pandemic and the ongoing recession. The package built upon many of the measures in the previous two COVID relief bills.

Testimony

On February 18, 2021, International President Costa testified before the U.S. Senate Committee on Banking, Housing, and Urban Affairs in support of additional emergency operating aid for public transit in the ARP. He told the committee that the \$39 billion in emergency aid that the transit industry received in 2020 was critical in keeping ATU members employed.

ATU joined APTA calling for an additional \$30 billion in emergency funding to continue to provide essential service all across the nation. Costa also noted that Congress should provide hazard pay for all frontline workers who have put their lives on the line during the pandemic, saying that people call us heroes, but when we get back to the bargaining table, they give us zeros.

Earlier in February, the U.S. House Transportation and Infrastructure Committee invited ATU to testify on protecting transportation workers and passengers from COVID. The Committee requested a frontline worker, and we selected Ismael Rivera, a bus operator and member of Local 1596 in Orlando. Rivera carried the same message to the House, noting the extraordinary steps taken by ATU since the beginning of the pandemic to keep transit workers and passengers safe and save the jobs of our members nationwide.

The ARP was passed by Congress and signed into law on March 11, 2021. ATU praised the bill, as it included our proposal for an additional \$30 billion in transit operating assistance. We released a statement telling the transit agencies who were threatening layoffs and service-cuts to hold off and allow the funding to flow. Unlike the previous COVID-19 relief bill, all transit systems would be eligible to receive funds under the ARP.

The bill also provided critical relief for American families most in need, including increased unemployment insurance (UI) for laid-off workers. The extended UI benefits guaranteed an extra \$300 a week until September 2021 for struggling Americans. Also included in the bill were direct payments of \$1,400 per adult and child dependents. Eligibility was also expanded to adult dependents who were left out of previous rounds of relief.

Previous Testimony

In May of 2020, the U.S. House Oversight Committee asked us to testify on the sacrifices being made by essential workers, including transit workers, since the onset of the coronavirus. The committee asked for a bus operator to deliver the testimony. We selected Eric Colts, member of Local 26 in Detroit. He provided insight into the day in the life of a bus driver in the middle of the pandemic.

Colts spoke about his best friend, Jason Hargrove, who was another *50-year-old Detroit bus driver who made headlines after his tragic death. Jason had posted a Facebook Live video complaining about one of his passengers who was openly coughing several times on his bus without covering her mouth. 11 days later, Jason died of COVID-19.*

Colts discussed his concerns about driving every day without knowing who is at each stop, or who they have been in contact with. “Each time a passenger coughs just a few feet behind me, my hands grip the wheel a bit tighter, as I know that I’m in a potential death trap,” he said.

Colts also noted that PPE is a constant challenge. It took some time, but DDOT did finally issue workers protective masks, but only one mask per employee. The agency didn’t tell the workers how to wear it or clean it. In order to protect himself from contracting the virus at work and bringing it home to his family, he decided to order an N95 mask on his own.

The next month, International President Costa also testified before this Committee. He noted that it was no surprise that nationwide, thousands of transit workers had tested positive for COVID-19, and hundreds have died. He said that ATU members were getting infected at a rate that was much higher than the general population because they were continuously exposed to large crowds of transit-dependent riders at close range without the necessary PPE to keep them safe. Also, the buses have major issues with air flow, air sterilization and filters. When a bus is moving forward, it creates reversed airflow in the cabin, bringing unhealthy air into the driver’s workstation. “The buses have dangerous airflow with recycled and very poorly filtered air,” he said.

We called for House passage of the *Pandemic Heroes Compensation Act*, especially the provisions which establish a compensation fund for all essential workers, personnel and their families who were required to

leave their homes to perform their services and became ill or died as a result of COVID-19. The bill would support transit workers affected by COVID-19 across the country in their recovery by providing critical financial assistance to help with medical costs, loss of employment and burial costs. It would also maximize compensation for essential workers and their families by simplifying the application process to get those affected back on their feet. Moreover, the bill provided critical assistance not only to workers but also their family members who became sick through contact with the essential worker.

Motor Coach and School Bus Funding

CERTS Act

ATU led a labor-management coalition which resulted in the development of a new bill named the *Coronavirus Economic Relief for Transportation Services (CERTS) Act of 2020*. The bill was introduced by Senators Jack Reed (D-RI) and Susan Collins (R-ME). In the House, the legislation was introduced by Representatives LaHood (R-IL) and Sires (D-NJ).

The CERTS Act would provide \$10 billion in emergency economic relief funding, in the form of grants, through the Department of the Treasury, to motor coach operators, school bus companies, U.S. flag passenger vessel operators and other U.S. transportation service providers designated by the Secretary of the Treasury in consultation with the Secretary of Transportation.

Throughout the reporting period, we worked to get the CERTS Act included into the CRRSAA. Our effort was successful. Although funding was cut to \$2 billion, it served as a lifeline to struggling motor coach and school bus companies represented by ATU. Thousands of jobs were saved. Since the passenger vessel industry was also eligible, the funding, which would be administered through the U.S. Treasury Department, would likely be exhausted quickly. We therefore worked with the Biden Administration to steer these grants to ATU employers.

We worked hard to include provisions which would ensure that workers would get paid first under this program. As a condition of receiving grants, private bus companies had to use the funds on a priority basis to maintain payroll. Not less than 60% of the funds were required to be used for payroll, including wages, medical or sick leave, health care and retirement benefits. Significantly, funds were to be used for compensation of returning employees for lost pay and benefits during the COVID-19 pandemic. Rehiring of laid-off or furloughed employees would be dictated by service levels.

In addition to the CERTS language, we hoped that our school bus members would be helped by the inclusion of language in the relief bills requiring school districts to pay their contractors during the period of any disruptions or closures related to the coronavirus.

Personal Protective Equipment (PPE)

Throughout this period, we urged Congress and FTA to work together to halt the spread of COVID in our public transit systems. Federal Law (6 USC 1142) protects public transportation employees from discharge or reprimand when such worker refuses to work when confronted by a hazardous safety condition related to the performance of the employee's duties when the refusal is made in good faith and a reasonable individual would conclude that the hazardous condition presents an imminent danger of death or serious injury and the urgency of the situation does not allow sufficient time to eliminate the danger without such refusal.

To protect transit workers and ensure that transit can continue as an essential service throughout this crisis, we asked Congress to take the following actions as quickly as possible in order to carry out this statute:

- Direct FTA to issue emergency, mandatory standards for PPE for transit workers and cleaning for trains, buses, subway cars and transit stations. These standards should incorporate 6 USC 1142 and mirror existing guidance from the Center for Disease Control (CDC), including requiring masks, gloves and cleaning supplies for frontline workers who interact with the public or clean public spaces.
- Include \$750 million for PPE in a COVID relief bill, directing FTA to secure PPE directly and distribute the equipment to its grantees.
- Create an emergency grant program for equipment that inhibits transmission of COVID-19. Eligible infrastructure should include temporary plastic sheeting barriers, off-site fare boxes and remote clock-in/clock-out systems.
- Mandate social distancing guidelines onboard public transit. This would include requiring back-door loading/unloading for buses for all mobile passengers and maximum loads for all modes of transit based on vehicle capacity relative to CDC minimums for social distancing.
- Require employers to compensate workers who have been classified as essential during a public health crisis at least 1.5 times their normal wage rate (hazard pay).
- Direct the Occupational Safety and Health Administration (OSHA) to issue an emergency temporary standard to protect transportation workers during their time at work.

Despite pressure from Congress, FTA under the Trump Administration refused to take action on these issues. The Trump Administration repeatedly refused to mandate any safety protocols for public transit, relying on CDC guidelines, which were weakened by the White House all along the way.

Federal Surface Transportation Bill Reauthorization

ATU Proposal

During this period, we sent Congress our comprehensive proposal for the reauthorization of the FAST Act, the federal surface transportation bill which was set to expire in the fall of 2021. Unlike previous ATU reauthorization proposals, which focused mostly on traditional bus and rail funding, *Powered by People* spotlighted the ever-growing number of issues facing transit workers specifically, especially health, safety and workforce development matters.

There has been a tremendous increase in the number of brutal attacks on transit bus operators in recent years, and the transit industry's response has been slow. ATU, in the proposal, calls on Congress to incorporate the *Transit Worker and Pedestrian Protection Act* into the next surface transportation bill.

Bus and rail mechanics in both public and private garages throughout America also report to workplaces in unsafe conditions far too often. The Union called for the adoption of Representative Anthony Brown's *Public Transit Safety Program Improvement Act*, ATU-drafted legislation which required transit systems to form labor-management health and safety committees to properly deal with such matters.

Furthermore, with many states converting to electric buses within the next few years, it will be critical to make sure that transit workers have the skills necessary to keep up with the proper maintenance of new technology. ATU called for the establishment of a national transit frontline workforce training center, which has also been endorsed by the American Public Transportation Association (APTA) and the Community Transportation Association of America (CTAA).

The comprehensive proposal also urged strong regulation of emerging autonomous buses, and it called on Congress to crack down on transportation network companies such as Uber and Lyft which have ravaged the transit landscape.

House Bill

In May of 2021, the House Transportation and Infrastructure Committee released its multi-year surface transportation bill. After working with the committee to fix deficiencies in the bill, we endorsed the *Investing in a New Vision for the Environment and Surface Transportation in America* (INVEST in America) Act.

The INVEST Act included the core elements of the bipartisan *Transit Worker and Pedestrian Protection Act*. It also included the *Public Transit Safety Program Improvement Act*, and, in fact, improved the legislation by not only requiring labor-management safety committees but also calling for such

committees to have veto power over the critical public transit safety plans which are now required of transit agencies. This would give transit labor unprecedented leverage over safety matters and provide massive improvements for the well-being of our members in both operations and maintenance.

Finally, the groundbreaking *National Transit Workforce Training Act of 2020* (H.R. 6575), another key proposal introduced by Representative Brown and an equal number of both Democrats and Republicans, was also incorporated into the House reauthorization bill.

Unfortunately, the House bill was never taken up by the Senate. The Senate formed a small bipartisan coalition and worked with the Biden Administration to piece together a new five-year bill that became known as the *Infrastructure Investment and Jobs Act* (IIJA -- H.R. 3684), which was signed into law by President Biden (Public Law No: 117-58) on November 15, 2021.

Even though the bill makes few overall policy changes, ATU was highly successful in getting language in the legislation which will have a direct impact on the health and safety and job security of transit workers.

Section 13(c) Labor Protections

The new bill reauthorizes Section 13(c) of the Federal Transit Act -- 49 USC 5333(b). No changes are made whatsoever to this section. All Section 13(c) coverage under existing programs will continue, requiring the active involvement of transit unions and the U.S. Departments of Labor and Transportation.

Funding

The massive bill reauthorizes the federal transit program for the next five years and appropriates specific funding for certain categories. It provides significant increases in investment to put public transit agencies on a path to modernize their systems and meet the growing and evolving demands of our communities.

The bill provides \$106.9 billion for public transit, an increase of \$41.1 billion (63%) from current levels. It increases each of the formula and competitive grant programs by 35 to 37% compared to current levels. It also provides \$15 billion of General Fund authorizations for Capital Investment Grants (CIG) and \$750 million for the Washington Metropolitan Transit System (WMATA) over the five-year period.

Operating Assistance

The bill maintains FAST Act policies regarding the use of federal transit funds, which, generally speaking, are to be used for capital purposes. However, expenditures for other than capital uses are authorized for specific programs.

Some of these expenditures include:

- 49 USC 5307 (formula funds) apportionments for urbanized areas (UZA) with populations of less than 200,000 persons can be used for operating expenditures.
- 49 USC 5307 apportionments for transit systems that operate 100 or fewer buses in urbanized areas with populations of 200,000 or more persons and meet other criteria can be used for operating expenditures.
- 49 USC 5311 apportionments for rural areas can be used for operating expenditures.
- Preventive maintenance provisions permit the expenditure of funds for maintenance costs, including labor, for transit vehicles, facilities and rights-of-way, by agencies in any UZA regardless of population size.

For matches to operating grants for small urbanized and rural areas, the ratio is up to 50% federal and at least 50% state and local.

Workforce Development

Zero Emission Bus Facilities Grants

- \$5.25 billion for §5339 Low or No Emission (Lo-No) Bus Competitive grants.
- 5% of this funding must be used by transit systems to fund workforce development training, including registered apprenticeships and other labor-management training programs.
- \$500 million is set aside for training.
- In awarding competitive bus grants for projects related to zero-emission vehicles, the bill requires transit systems to submit a zero-emission transition plan which demonstrates a long-term fleet management plan with a strategy for how they intend to use their funds.
- Transit systems must examine the impact of the transition to zero emission buses on the current workforce and avoid the displacement of the existing workforce.

ATU has also worked the legislative process on the federal level to create historic change in the area of transit maintenance. We have succeeded in steering millions of dollars in fiscal years 2020 and 2021 Transportation Appropriations bills to a non-profit group with experience in developing transit labor-

management apprenticeship programs. As a result, in August of 2021, FTA announced the creation of the first ever *National Transit Workforce Center* for frontline employees. The Center will conduct technical assistance activities for transit agencies with a strong focus on frontline transit worker skill development. It will serve as a hub to help transit agencies recruit, hire, train and retain the diverse workforce needed now and in the future. The Center will help address the long-term needs of the national transit workforce and improve diversity and equity in our industry. The Workforce Center will be headquartered at the International Transportation Learning Center, which is chaired by President Costa.

Public Transportation Safety Program

Background

The bill includes major changes to the Public Transportation Safety Program. A few years ago, FTA required all transit systems to develop and submit *Public Transportation Agency Safety Plans* (PTASPs) in order to qualify for FTA funding. Failure to submit a safety plan results in the withholding of FTA funds.

The PTASPs deal with all aspects of transit safety, including assaults on workers and other matters. However, the PTASPs are currently developed and submitted to FTA only by transit boards and general managers. Workers and unions have little role at all.

Major Changes:

- The new bill fundamentally changes the PTASP process. Under the IIJA, **before** management submits their safety plan to FTA, **a safety committee of the transit system must develop and approve** the agency safety plan and any updates to the agency safety plan.
- Significantly, the safety committee must be convened by a joint labor-management process; and consist of an **equal number** of--
 - (I) **frontline employee representatives, selected by a labor organization representing the plurality of the frontline workforce employed by the transit system** or, if applicable, a contractor to the transit system and (II) management representatives.

For any transit system serving an urbanized area with a population of fewer than 200,000 (just 5% of ATU members), safety plans must be developed in “cooperation” with frontline employee representatives.

ASSAULT DEFINED: For the first time, federal law now includes a definition of ‘**Assault on a transit worker.**’ It is defined to mean “Any circumstance in which an individual knowingly, without lawful authority or permission, and with intent to endanger the safety of any individual, or with a reckless disregard for the safety of human life, interferes with, disables, or incapacitates any transit worker while the transit worker is performing his or her duties.” This means that any time there is “interference” with a transit worker, it is considered to be an “assault.” This is a low threshold. Any spitting, shoving, verbal abuse, etc. that has been dismissed in past years by transit agency management or law enforcement can no longer be ignored.

The bill requires:

- Transit systems to report all assaults (using the new definition) and pedestrian/bus collision incidents to the National Transit Database (NTD), which is maintained by FTA.
- Safety plans to include strategies to minimize exposure to infectious diseases; safety performance measures; a comprehensive safety training program for the operations and maintenance personnel; and a risk-reduction program for transit operations to improve safety by reducing the number of accidents, injuries and assaults on transit workers.
- Safety committees to establish performance targets for the risk reduction program using a three-year average of NTD data.
- Transit systems to reduce vehicular and pedestrian accidents involving buses which includes measures to reduce visibility impairments for bus operators that contribute to accidents, including retrofits to buses in revenue service and specifications for future procurements that reduce visibility impairments.
- Mitigation of assaults on transit workers, including the deployment of assault mitigation infrastructure and technology on buses, including barriers to restrict the unwanted entry of individuals and objects into the workstations of bus operators when a risk analysis performed by the safety committee of the transit system determines that such barriers or other measures would reduce assaults on transit workers and injuries to transit workers.
- Transit systems to set aside not less than 0.75% of their formula funds for safety-related projects.

A transit system that does not meet the performance targets must allocate their safety funds set aside in the following year to safety projects. Funds shall be used for projects that are reasonably likely to assist the transit system in meeting the performance targets, including modifications to rolling stock and de-escalation training.

Summary of Safety Provisions:

- 1) Anytime there is any interference with a transit worker while they are on the job, it will be considered to be an assault.
- 2) All transit systems must report all assaults to FTA.
- 3) Using the data reported to FTA, transit systems must work to put together risk-reduction programs, setting targets to reduce assaults.
- 4) If targets are not met, transit systems must use federal money which they must set aside to address the assault issue.
- 5) The risk-reduction plans, targets and solutions (barriers, law enforcement, service changes or other ideas) are going to be developed by labor-management safety committees, half of which will be made up of people appointed by the union representing the plurality of transit workers at the transit system.
- 6) Transit management may no longer submit their safety plans to FTA -- which they need to do in order to qualify for federal funding -- until the labor-management safety committee signs off on the plan.
- 7) Under this new process, if organized labor can show, using the appropriate data, that measures are needed to address transit worker assaults, the union can require the agency to act, and the agency will no longer be able to refuse labor's demands or claim that they cannot afford to take action.

The safety committees have the authority and responsibility to deal with much more than assaults on transit workers. They will address safety matters covering all aspects of the agencies' service. For example, issues such as maintenance safety in the garages, restroom breaks, ergonomics of the bus drivers' workstations, blind spots on buses and many other issues can and should be addressed.

IIJA Implementation

Since the bill was signed, we have worked closely with the Biden Administration to quickly implement the workforce development and safety provisions. We have also pushed for fully funding the transit program.

In the spring of 2022, the FTA announced the opportunity to apply for approximately \$1.1 billion in competitive grants under the Low or No Emission Grant Program (Low-No Program) and approximately \$372 million in fiscal year 2022 funds under the Grants for Buses and Bus Facilities Program.

We worked with the FTA during this period to ensure that the notice of funding opportunity complied with the IIJA, and the effort was successful. The FTA notice clearly states that for applicants proposing projects related to zero-emission vehicles, 5% of the requested federal award must be used for workforce

development to retrain the existing workforce and develop the workforce of the future, including registered apprenticeships and other joint labor-management training programs, unless the transit system certifies that less funding is needed to carry out the plan. The FTA notice also encourages applicants to discuss training needs with their workforce and to develop training plans in collaboration with unions. Significantly, the notice states that agencies which propose not to use the full 5% available must include an explanation as to why the funds are not needed. “Absent an explanation, a zero-emission application that does not include 5% of its project budget for workforce development will be deemed ineligible,” the notice states.

We also worked with FTA to immediately put the critical safety provisions into action. Exactly two months after President Biden signed the historic legislation, International President Costa wrote to U.S. Department of Transportation (DOT) Secretary Pete Buttigieg, noting that the transit industry is in the midst of a safety crisis like we have never seen before, with assaults on workers occurring at an incredible pace. We therefore urged the DOT to fast-track implementation of the key amendments to the surface transportation law regarding transit worker safety, especially the safety committees.

The letter generated media attention, resulting in high-profile coverage with ABC's television affiliate in Washington, DC. Soon after, International President Costa met with FTA Administrator Nuria Fernandez, who laid out a very aggressive timeline for implementation of the IIJA safety provisions, starting with a February 17 “Dear Colleague” letter from the FTA to transit systems, requiring them to form labor-management safety committees in compliance with the new IIJA provisions by July 31, 2022. These committees will then be required to immediately begin the process of updating the PTASPs. During this reporting period, the DOT also set its rulemaking agenda.

By the fall, FTA says it will publish final National Transit Database (NTD) changes, including the new definition of “Assault of a Transit Worker.” Not later than December 31, 2022, the FTA is requiring the safety committees to approve an agency safety plan that is compliant with the new PTASP requirements. Also in the fall, FTA has committed to publishing initial rulemaking notices. By the first quarter of 2023, the FTA will publish its final National Safety Plan, which is required to jumpstart the rest of the IIJA provisions relating to risk assessments, funding set-asides and proposed solutions at the individual agencies.

It can often take several years to implement changes to federal transportation law. In fact, our amendments to the 2015 *FAST Act* on transit worker assault were entirely ignored by the Trump Administration. The Biden Administration has acted quickly and decisively.

PRO Act

We continued to push for passage of the *Protecting the Right to Organize Act* (HR 842), which would modernize the National Labor Relations Act (NLRA) by bringing its remedies in line with other workplace laws, imposing appropriate financial penalties on companies that violate the code. It would also establish a process for mediation and arbitration to help the parties achieve a first contract, making the freedom to negotiate a reality for countless workers who form unions but never get to enjoy the benefits of a collective bargaining agreement. It would generally provide a more level playing field so that an increased number of workers could join unions and have a better chance to successfully fight for their wages, benefits and working conditions.

The bill passed the House by a vote of 225-to-206, along party lines. It will now be considered in the U.S. Senate, where filibuster rules will make passage a serious challenge. We continue to work in the AFL-CIO coalition to get all or parts of the PRO Act incorporated into other pieces of federal legislation.

Legislative Conferences

Our first Legislative Conference during this three-year period was scheduled for March of 2020. It was set to be the most inclusive ATU Legislative Conference in history, with all of our U.S. locals invited. Unfortunately, the event was postponed due to the pandemic.

We held our 2021 Legislative Conference in June, and although it was virtual, it was the biggest ever in the history of the ATU. We invited all presidents/business agents in the United States to attend the three-day event, and for the first time, all financial secretaries were invited for our COPE discussion on the last day. In all, more than 300 members attended the conference over the course of the week.

We heard from U.S. Senator Sherrod Brown (D-OH), the Chairman of the Senate Committee on Banking, Housing and Urban Affairs, as well as House Transportation and Infrastructure Committee Chairman Peter DeFazio (D-OR), to hear about their efforts to reauthorize the Federal Transit Program.

We were honored to be joined by AFL-CIO President Richard Trumka, who spoke about the need to get politically active and most importantly, to pass the PRO Act. Trumka tragically died just months later.

We were also joined by U.S. Department of Transportation Secretary Pete Buttigieg and Federal Transit Administrator Nuria Fernandez, who both spoke on the need to invest in transit. They both highlighted the critical role that ATU members play in keeping our transit systems moving, and paid tribute to the hundreds of ATU members who we have lost since the pandemic began.

Continuing the unprecedented line up of extremely high-profile speakers, Marty Walsh, the Secretary of the U.S. Department of Labor, addressed our members on the critical role of frontline workers throughout the COVID crisis. He also made it clear that this Administration will do all that it can to pass the PRO Act.

The entire last day, as well as a good portion of the other sessions, was dedicated to building up our COPE program. President Costa personally led this discussion, urging presidents/business agents and financial secretaries to contribute generously to COPE and lead their rank-and-file members to contribute at least \$4 per month, the level which was approved through a resolution at the 2019 Convention. Many new officers signed up in real time, another unprecedented event in our union's history.

State Legislative Issues

2019

A significant amount of time in 2019 was spent assisting Local 1181 regarding **New York** State Assembly Bill 7749/S6208 relating to contracts for the transportation of school children. ATU supports A7749, requiring the City of New York to include employee protection provisions in any request for proposals issued for the transportation of schoolchildren in the City of New York. The local's main legislative priority is to restore employee protection provisions (EPP) to every bid issued by New York City for the transportation of schoolchildren.

Since 1979, the City of New York had included employee protection provisions in all contracts that it awarded for the transportation of schoolchildren in the City. However, in 2013, Mayor Bloomberg decided to eliminate the employee protection provisions from transportation contracts. This decision was wrong on several levels.

First, the employee protections are needed to ensure that the bus companies will hire experienced and qualified drivers to meet the demands of the RFPs issued by the City Department of Education. The employee protection provisions ensure that the private bus companies are required to hire and retain a skilled and trained workforce that will provide the safest and most reliable transportation to the schoolchild population. While no safeguards can ever be put in place to fully guarantee that no accidents will happen, provisions like the employee protection provisions provide a baseline that will set a minimum standard of qualifications before someone can transport children. Without the employee protection provisions, the private bus companies can hire anyone off the street to provide these transportation services.

Second, there was no real reason for the elimination of the employee protection provisions. The previous mayor had argued that eliminating these requirements would be a cost savings. However, there is nothing to support this argument. In fact, there is evidence to the contrary that shows that the elimination of these protections may, in fact, increase costs.

Without inclusion of these provisions in statute, the rank-and-file drivers and matrons are at the mercy of the City of New York and the bus companies. Average workers are caught in the middle, and these workers should be assured that their employment will not be jeopardized by the actions of others.

Then-Governor Andrew Cuomo (D) vetoed similar legislation in 2016, citing a 2011 decision by the state's highest court, which found that including employee protections in school transportation contracts violated state-bidding requirements by raising costs and discouraging competition. The governor's office estimated, at the time, that adding employee protections would cost the state \$22 million annually and cost the city an additional \$42 million a year. The governor's office said that any issue with this significant a fiscal impact should be debated as part of the budget process. The governor's office also said that the city, not the state, should pay the cost. The current version of the bill requires the City of New York to pay the cost.

The Transport Workers' Union (TWU), which represents only about 200 school bus drivers in the City of New York, opposes the bill. The reasons for TWU's opposition are not clear, as their memo is difficult to understand. TWU asked Cuomo to veto the bill in 2016. The Teamsters also issued a confusing opposition memo, although they reversed their position at the urging of Local 1181. The New York State AFL-CIO supports the bill.

We participated in a political event for the governor in New York City. We also wrote to Governor Cuomo, requesting a meeting to discuss this legislation. His office declined. The Governor's staff understood our point of view and openly agreed with us. However, with TWU, the dominant transit union in New York City, in opposition to the bill, the governor once again vetoed the bill.

2020

At the beginning of the pandemic, we wrote to every U.S. governor in support of a consortium through the National Governors Association (NGA) to supply the medical equipment and PPE needed to fight the coronavirus pandemic, and we urged the inclusion of public transit systems in the PPE supply chain. We also urged the nation's governors to require transit systems to deny service to any patron who is not wearing a face mask or face cover.

Later, promising news of multiple quality vaccines for the coronavirus was announced. The Advisory Committee on Immunization Practices (ACIP), which was advising the U.S. Centers for Disease Control and Prevention (CDC) on who should get the first doses of COVID-19 vaccine, agreed on initial priorities. The committee generally concurred that healthcare workers should get the first doses of vaccine, while essential workers should be in the second priority group because they often don't have the luxury of working from home and tend to be racially and demographically diverse. We therefore wrote to all the nation's governors, urging them to follow these guidelines and include transit and school bus workers in the category of essential workers, providing early vaccine access and availability for our members in the transit and school bus industries.

As discussed above, as CARES Act funds ran out in the fall of 2020, transit cuts and layoffs were announced across the country. In Denver (Local 1001), more than 600 of our members were set to lose their jobs. The Government Affairs Department worked with the local in an effort to convince Governor Jared Polis (D) to pressure RTD to hold off the layoffs as long as possible. We explained that federal relief was likely, and that RTD could wait until the new year until making decisions. Thankfully, the CRRSAA did pass in late December, providing the agency with the resources to fill budget gaps. The layoffs were avoided.

2021

In 2021, the Government Affairs Department launched a new program designed to track important state legislation impacting ATU members. We now have access to a custom-made database, which provides us with up-to-date information on transit and school bus bills being introduced in the states. We set up a system alerting locals and conference boards about important bills, asking them for feedback, and providing them with suggestions on how to improve or defeat certain legislation.

We had a special focus on bills requiring transit systems to transition from diesel to zero emission buses. Bills were introduced in more than a dozen states on this issue. Our goal has been to put in place a realistic timeline and a plan to ensure that transit workers, especially on the maintenance side, receive the training necessary to keep up with this new technology.

In **Arkansas**, we assisted Local 704 on SB 341, prohibiting public-sector collective bargaining. We reached out directly to the Republican senate sponsor of this bill on behalf of the employees at Rock Region METRO. We explained that under 49 U.S.C. 5333(b), also known as Section 13(c), in order for a public transit agency to receive federal transit funding, the U.S. Department of Labor must certify that arrangements are in place for the continuation of collective bargaining rights for employees affected by the assistance. We stated that if Arkansas state law stripped transit employees of their bargaining rights,

the U.S. Department of Labor would be unable to make such a certification, jeopardizing Arkansas transit authorities' ability to receive federal transit funding.

This legislation would therefore immediately jeopardize Rock Region METRO's eligibility for federal transit funds, including COVID-19 relief funding. In 2020, Rock Region METRO applied for \$20,841,404 in federal transit funding, including \$14,979,949 in CARES Act funding. We accordingly requested that transit authorities, including Rock Region METRO, be exempted from the definition of "public employer" in this bill. The sponsor of the bill granted our request.

In **Florida**, we assisted our conference board in response to SB 1014 of 2021, which would have rendered the public transit systems in the state ineligible for over \$1 billion in federal transit funds. By requiring recertification elections and prohibiting bargaining over and enforcement of existing dues deductions provisions in existing collective bargaining agreements, SB 1014 would void existing employee protection agreements required under Section 13(c) as a condition for federal transit grant funding and prevent compliance to obtain future grant funds. We accordingly requested that transit authorities be exempted from this bill. The legislation died in the final days of the session due to overwhelming opposition from organized labor across many sectors throughout the state.

In **Oregon**, we worked with Democratic Governor Kate Brown's office, in coordination with Local 757, urging her to save the jobs of the maintenance employees at TriMet, stop TriMet's growing practice of sending buses out of state for servicing, and stop its growing practice of bringing out-of-state workers to Portland on outsourcing contracts. The management at this agency -- the board of which is appointed by the governor's office -- was inexplicably calling for the termination of its long-standing and highly successful labor-management apprenticeship program in an effort to eliminate its maintenance department and contract out the jobs of Portland residents. We also worked with the entire congressional delegation in the state, asking them to provide direction to the TriMet Board to preserve the apprenticeship program. The campaign was successful.

In **New York** we worked with Locals 282, 580, 1321 and 1342, urging newly elected Governor Kathy Hochul (D) to sign A4077/S3537, which required various upstate public transit authorities and their employees to submit all unresolvable disputes over the terms and conditions to be included in the parties' collective bargaining agreement to binding arbitration.

This legislation would add the four upstate regional transit authorities to the binding arbitration provisions contained in the Civil Service Law. 40 years ago, a bill providing for binding arbitration at the Metropolitan Transportation Authority (MTA) was the cornerstone of a plan supported by both the MTA and New York City's transit unions to avoid a repetition of the strike in 1980 which paralyzed bus and

subway transportation for 11 days. That legislation passed, and it has served the city quite well for decades. In fact, the binding arbitration provisions for the downstate transit region were reauthorized in 2021 without any opposition from MTA.

In making the case for the upstate arbitration bill, we noted that it has been our experience that public binding arbitration panels work for both labor and management, creating a path for a fair and equitable resolution to the collective bargaining impasse for both the employer and employee, helping to ensure that public transit riders continue to enjoy uninterrupted service.

Generally speaking, we stated, transit areas which are able to submit all unresolvable contract negotiations to binding arbitration have had a great deal of success in settling disputes in a time-efficient manner. We also noted that binding arbitration avoids hostility. Since the parties in arbitration are usually encouraged to participate fully and sometimes even structure the resolution, they are often more likely to work together peaceably rather than escalate the situation, as is often the case in litigation. It is also usually less expensive than litigation because the process is quicker and generally less complicated than a court proceeding.

For all these reasons, we urged the governor to sign this important legislation, which she did just before the new year.

2022

This year, the Government Affairs Department grew to include Emma Cleveland, State and Local Political Coordinator. This added capacity has enabled the Department to not only alert locals and conference boards to state bills which would affect their membership, but also provide proactive support to locals on legislative campaigns, meetings and testimony, and hands-on training and support on COPE.

The Government Affairs Department has begun a new program focused on supporting locals to expand their COPE program. We developed a new union card which includes not only membership and dues authorizations but also COPE, all on one page to streamline the sign-up process. The new COPE cards allow members to select a weekly COPE contribution at \$2.50 per week, which has resulted in higher average COPE contributions per member. We have begun to pilot this union card to targeted locals, after which we will debrief the experience with the locals and make any suggested edits. Our goal is to roll out this new union card more broadly to other ATU locals at the convention in September.

Our team created a new presentation on the COPE program to train local leadership and membership on how to use the new union card to enroll new members in COPE at orientation meetings at the same time that they sign authorizations to become ATU members. We worked closely with Local 689 in

Washington, DC to hold trainings for the assistant business agents and shop stewards on how to discuss politics and to sign up members for COPE at orientations and in the field. We assisted the local to create a new procedure to ensure that new COPE cards are sent to the various agencies that the local represents and codify the new-member orientation process. We also organized and supported COPE blitzes of existing members at Local 1300 in Baltimore, Local 1596 in Orlando, Local 268 in Cleveland and Local 192 in Oakland. Moreover, we presented at E-Board meetings at these locals to deepen the elected leadership's knowledge of the COPE program and encouraged them to lead by example and to sign up for COPE themselves.

We had excellent results at every local we supported. COPE blitzes led to about 230 new COPE members in Orlando and increased yearly COPE contributions by about \$6,000 in Cleveland, about \$3,000 at Local 192 in Oakland and Local 1300 in Baltimore. Based on the new cards which have already been processed at Local 689, our efforts should have more than doubled the local's COPE contributions from about \$25,000 to over \$65,000 per year. These statistics are likely to increase as each local continues to sign up new hires on COPE during orientations, and we plan to follow up with leadership to plan future COPE blitzes at least once per year.

Emma has also been tasked with supporting the work of our Legislative Conference Boards. She assisted the Pennsylvania Conference Board in electing new leadership and collaborated with International Vice President Yvette Trujillo and Organizer Mike Haggard to form a Legislative Conference Board in Colorado, where there had previously been no such body. She has worked especially closely with Ohio, Illinois, New Jersey and Florida Conference Board Presidents to monitor and address state bills and presented on COPE at Legislative Conference Board meetings in Ohio, Illinois and Colorado.

In addition, we continued to track any ballot initiatives that would increase transit funding. Our focus has been on campaigning for the penny tax ballot measure in Orange County, Florida which would create about \$600 million in annual transit funding. These funds would be used to create new transit routes at LYNX and would increase membership at Local 1596. The Government Affairs Department is playing a coordinating role with national and regional partners to ensure that the ATU is at the table and helping to develop strategy to pass the ballot measure. We also provided Local 1596 with the information needed to ensure that a union member be nominated to sit on the Citizens' Oversight Board which will be formed if the initiative passes.

Our Department also provided political support to Local 192 in Oakland to pressure AC Transit to use American Rescue Plan dollars to fund hazard payments for ATU members. We set up meetings between Local 192 President Robert Coleman and State Representative Mia Bonta, State Senator Nancy Skinner and Congresswoman Barbara Lee, resulting in several letters urging the transit agency to provide hazard

pay to Local 192 members. The efforts were successful and in April, Local 192 ratified a contract which included up to \$4000 in “appreciation pay” on top of a 10% raise.

The Government Affairs Department was requested to support Local 1039 in Lansing, Michigan after the CBA expired, and dues deductions were halted for members. The Government Affairs Department worked to apply political pressure on CATA, the Lansing transit agency, by reaching out to county councilmembers and the ATU lobbyist in the state. We were able to open discussions with Nathan Triplett, Chair of the CATA board, resulting in a one-on-one meeting between Local 1039 President Steve Soliz and Triplett for the first time. Discussions about reinstating dues deductions continue with the support of the Legal Department.

The Government Affairs Department continues to track and analyze several categories of legislation through our legislative database including zero-emission/electric buses, autonomous vehicles, rideshare/transportation network companies, labor attacks and any other public transit or school bus bills. Some of the legislative campaigns where the Government Affairs Department provided notable assistance are listed below.

In **Maryland**, we worked with Local 1300 to testify in support of and successfully pass HB 10 which requires MTA to provide safety and workforce development training (including registered apprenticeships and other labor-management training programs) for its workforce related to the new zero-emission buses that it is required to purchase under the Zero Emission Transition Act. We also intervened in HB 1336, a bill which would have created a commission to study the regionalization of the transit system in the Baltimore area. We provided testimony for Local 1300 and worked with Delegate Antonio Bridges to push for amendments to the bill to ensure that ATU members would have a seat on the commission and to prevent the current governor from having too much influence in the process. Our amendments were only partially included in the final version of the legislation, but the bill was ultimately vetoed by Governor Hogan.

In **Colorado**, we supported the newly formed Colorado Conference Board and collaborated with the Colorado AFL-CIO to lobby on several important pieces of legislation in the state. We worked in coalition with other public-sector unions on SB 230, which would have provided collective bargaining rights for county, local and school district employees, following the expansion of collective bargaining to state employees last year. Governor Polis made clear that he would veto this broader version of the law, which would have allowed the ATU to organize currently unrepresented school bus operators throughout the state of Colorado. We worked with the bill sponsor to ensure that ATU's Section 13(c) rights were preserved in the legislation. A weaker version of the bill which only provides collective bargaining rights

to county workers and does not allow for the right to strike passed with the ATU-suggested language and was signed by the governor.

Also in Colorado, we lobbied on HB 1114, which allows transportation network companies to provide non-medical transit for people with developmental disabilities and be reimbursed by Medicaid. We worked to draft testimony which was presented to the House Committee on Public and Behavioral Human Services by Local 19. The ATU urged legislators to amend the bill to ban surge pricing and to ensure that TNC drivers receive at least the minimum wage (unlike most TNC workers who are independent contractors not covered by minimum wage laws). The final version of the bill signed by the governor requires there to be study into compensation practices in other states to ensure that there is fair compensation for drivers. We also worked on SB 144, which allows the Public Utilities Commission to regulate TNCs like Hop Skip Drive which provide school bus transportation, rather than the more stringent regulation of the Department of Education which provides regulations specifically on child safety.

In **Florida**, we assisted the Florida Conference Board to urgently respond to SB 1197 which would have ended dues deductions, a mandatory subject of bargaining. We informed them that due to 13(c), the bill could threaten to render the public transit systems in the state ineligible for over \$1 billion in federal transit funds. We worked with the Conference Board to recirculate a letter from the U.S. Department of Labor confirming the impact on transit funding to the House Committees. When the bill nevertheless passed the House, we provided an updated letter with the latest transit funding data from International President Costa. Thirteen ATU members travelled to Tallahassee to hand-deliver the letter to the members of the Senate Rules Committee, met with the Vice Chair of the Committee and rallied with the Florida AFL-CIO. The bill was eventually withdrawn from consideration and died in committee.

In **Kansas**, we assisted Local 1360 to campaign against SB 511, which would have required dues-deductions cards for public-sector union members to include a statement about their “First Amendment right ... to refrain from joining and paying dues to a labor organization.” If passed, the bill would have restricted dues deductions for public employees like those at Topeka Metropolitan Transit Authority and could therefore render the public transit systems in Kansas ineligible for FTA grants which are conditioned on the continuation of certain collective bargaining rights. Emma testified against the legislation in the Kansas House Commerce Committee, and the bill eventually died in committee at the end of session.

In **Pennsylvania**, we worked with the newly re-formed Legislative Conference Board to lobby for changes to HB 2505, a bill that would funnel \$5 million dollars in pilot funding to transportation network companies to set up microtransit systems. We organized a meeting with the Pennsylvania AFL-CIO to introduce the new Conference Board officers and place the bill on the State Federation of Labor's radar to be tracked. We worked with Conference Board Vice President John Renwick to meet with the bill's

sponsor, Representative Robert Merski from Erie, Pennsylvania, to find out more about the legislation's intent. We worked with the Legal Department to draft amendments to ensure that any funding for microtransit was kept in-house and done by union members, and we then set up a meeting with Conference Board President Ross Nicotero and Representative Merski to discuss the ATU amendments. He was very amenable to them and informed us that the bill is not likely to move this year. However, the meeting was a good opportunity to gain an ally and educate legislators on our issues. We also continued to track the set of anti-labor bills which would gut public unions' ability to collect dues and COPE through payroll deductions and require unions to inform members that they are not obligated to pay dues.

In **New Jersey**, we supported a meeting between the Legislative Conference Board and Assemblyman Daniel Benson, Chair of the New Jersey Assembly Transportation Committee, to discuss AB 4124 and AB 4016, two bills which would create microtransit pilot programs in the state of New Jersey. We are currently coordinating with International Vice President Ray Greaves and New Jersey Conference Board President Orlando Riley to schedule a follow-up meeting with Assemblyman Benson and Assemblyman Shama Haider, the sponsors of the two bills, to provide input and assure that the work remains in-house with New Jersey Transit.

In **Arizona**, SB 1278, an anti-labor bill which may violate Section 13(c) and threaten federal transit funding, passed this session and was signed by the governor. SB 1278 was an updated version of legislation which passed in Arizona the year prior and was enjoined due to a lawsuit from the Arizona AFL-CIO. We have requested updates on the AFL-CIO lawsuit and are awaiting notice if the new law will be enjoined as well. We are working with the Legal Department to prepare a response to SB 1278 by flagging its impact on transit funding to government officials.

In **Louisiana**, we assisted the Louisiana Conference Board to closely monitor HB 663, due to the 13(c) concerns the legislation presented. HB 663 would have required members to annually reauthorize payroll deduction for dues and for dues authorization cards to include a statement in 14-point bold font about the "First Amendment right to ... refrain from joining and paying dues to a labor organization." We reached out to the Louisiana AFL-CIO to gauge how likely the bill was to move through the legislature and kept the Conference Board abreast of any progress. HB 663 died in committee upon adjournment.

In **Virginia**, we worked with the Northern Virginia AFL-CIO to track a set of anti-labor bills which would have threatened the newly enacted expansion of public-sector collective bargaining and required annual authorization for payroll deduction of union dues. All bills died in committee. We also worked closely with International Vice President Amanda Sawyer-Malone, who was at the time the President of the Virginia Legislative Conference Board, to meet with Delegate Betsy Carr regarding HB 641. The bill allows transportation network companies which are arranged through a transit system (such as UZURV,

which provides some paratransit in Richmond) to collect cash fares. We raised our concerns that this bill would increase the incentive to contract out paratransit work, but it ultimately passed and was enacted.

In **Rhode Island**, we provided written testimony to Local 618 President Nick DeCristofaro in support of placing Rhode Island AFL-CIO Secretary Treasurer Patrick Crowley on the RIPTA board, ensuring that there is another labor-friendly voice at the transit agency.

In Minnesota we notified Local 1005 about SF 3482, which would have abolished the Metropolitan Council and moved the transit authority to the Department of Transportation. We worked with the local to get more intelligence about the bill's prospects from the Minnesota State Federation of Labor and to contact Senator Scott Dibble and Representative Frank Hornstein to express our concerns about the impact on ATU members at Metro Transit.

U.S. Political Activities

In February of 2020, ATU endorsed Joe Biden (D) for U.S. President. We became one of the first unions to endorse Biden, before the Iowa Caucuses. Just before the pandemic shut down the country, International President Costa led a labor event for Biden in Las Vegas, Nevada. Biden events in Ohio and Florida, in which we mobilized ATU members from several different locals, were cancelled at the last minute as the nation shut down due to the pandemic.

Nevertheless, we found other ways to work with the Biden campaign throughout the period. In April of 2020, ATU member Jerry Brown (Local 836, Grand Rapids, Michigan), was one of just three frontline workers who engaged with Biden at a live town hall event. Brown, a paratransit worker, discussed the challenges that he faced transporting elderly and disabled individuals while keeping himself safe during the pandemic. Throughout the period, we connected our local unions in key battleground states with Biden's state leaders.

In October of 2020, ATU held an unprecedented town hall Zoom event with Biden, the Democratic nominee for United States President. The hour-long event, led by International President Costa, was attended by thousands of ATU members, and many more viewed the program in the days after. Biden expressed his support for ATU's top legislative priorities, including the key parts of the surface transportation bill and the PRO Act. The event was covered in the national press.

Although the pandemic restricted our ability to knock on doors and canvass for Biden and the dozens of congressional candidates which we were supporting in the November elections, we did distribute a record number of personalized mailers to our members in targeted states and congressional districts nationwide, coordinating with the campaigns.

Although it took more than four days to count the votes, Biden was declared the winner of the 2020 election, raising the hopes of ATU members and other working families that better days were ahead. The congressional elections were disappointing. Several incumbents supported by labor were defeated, and none of the promising challengers were successful. Although Biden garnered more than 80 million votes nationwide (a record), Trump managed to pick up 73 million, and his influence directly impacted congressional races in toss-up seats. In fact, several Democrats, who were not expected to face much of a challenge, wound up losing their election.

However, Biden's victory in Georgia provided a glimmer of hope for Democrats in that state as it approached two special elections for both of its U.S. Senate seats. In the November elections, no senate candidate reached the required 50% of the vote, resulting in two January runoffs. The Government Affairs Department played a leading role in labor's efforts to elect Rafael Warnock and Jon Ossoff to the U.S. Senate. We rented a bus, wrapped it with ATU signs and drove it from one end of the state to the other in a very high-profile political campaign in which we included Locals 732 (Atlanta) and 1324 (Savannah).

The stakes could not have been higher, as Democrats took control of the U.S. Senate (with Vice President Kamala Harris serving as the tiebreaker) when both Warnock and Ossoff won.

Throughout the three-year period, we participated in many virtual labor fundraisers for many federal candidates, provided financial support and linked up our locals with the candidates.

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.

A complete financial report has been provided in a separate section. However, the highlights of the contributions paid from the various funds (combined) for the three-year period ending June 30, 2022 are as follows:

Federal

Senatorial Campaigns	\$203,500.00
Congressional Campaigns	\$1,140,900.00
Other	\$158,500.00

State

Senatorial Campaigns	\$213,375.00
Representative Campaigns	\$265,500.00
Other	\$895,650.49

Local

Mayoral Campaigns	\$49,015.00
Councilperson Campaigns	\$85,790.00
Other	\$57,614.22

Other	\$187,792.30
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Between July 1, 2019 and June 30, 2022, ATU-COPE took in contributions totaling \$3,222,791.69. As of June 30, 2022, the funds had a combined available balance of \$283,104.84.

ATU-COPE Local Union Awards

Each year, the local that contributes the highest dollar amount to the ATU-COPE program, as compared to locals within the same membership-size category, is awarded the Chairman's Award. Likewise, the local union with the highest percentage of its active members enrolled in an ATU-COPE Club, as compared to locals within the same membership-size category, is awarded the President's Award. These award winners receive an engraved wall plaque and special recognition at the next legislative conference.

The following locals received awards from 2019-2021:

ATU-COPE AWARDS, 2019 - 2021		
Category	President's Award	Chairman's Award
2019		
50 or less	519 - La Crosse, WI	1310 - Eau Claire, WI
51 - 200	272 - Youngstown, OH	540 - Trenton, NJ
201 - 800	1575 - San Rafael, CA	282 - Rochester, NY
801 - 1500	618 - Providence, RI	618 - Providence, RI
1501 +	726 - Staten Island, NY	726 - Staten Island, NY
2020		

50 or less	519 - La Crosse, WI	1310 - Eau Claire, WI
51 - 200	174 - Fall River, MA	821 - Jersey City, NJ
201 - 800	1575 - San Rafael, CA	282 - Rochester, NY
801 - 1500	618 - Providence, RI	618 - Providence, RI
1501 +	726 - Staten Island, NY	726 - Staten Island, NY
2021		
50 or less	1209 - New London, CT	1310 - Eau Claire, WI
51 - 200	558 - Shreveport, LA	821 - Jersey City, NJ
201 - 800	1575 - San Rafael, CA	282 - Rochester, NY
801 - 1500	694 - San Antonio, TX	618 - Providence, RI
1501 +	726 - Staten Island, NY	726 - Staten Island, NY

ATU-COPE Patriot Award

The ATU-COPE Patriot Award is awarded to the individual ATU member who contributed the highest dollar amount to ATU-COPE that year. The Patriot Award winner is presented with an engraved wall plaque at the ATU's annual Legislative Conference. For the year 2019, Local 587 Jose Rosado received the award. For the year 2020, Local 587 PR/BA Ken Price received the award. In 2021, Local 587 William Clifford received the award.

'OSCAR' AWARDS

At this Convention we are pleased to recognize the unsung heroes of our local unions – our financial secretaries – who have distinguished themselves with exemplary service to their members in what is often a very challenging job. They are named after long-time International Secretary-Treasurer Oscar Owens:

FINANCIAL SECRETARY 'OSCAR' AWARDS, 2019 - 2022	
Local	Financial Secretary
398-Boise, ID	Salvador Morales
1182-St. John, NB	Harold Richardson
1595-Pittsburgh, PA	Luann Bruno-Turpin
281-New Haven, CT	Ralph Buccitti
752-Bloomington, IL	Mark Hodel
987-Lethbridge, AB	Dion Zacharias
615-Saskatoon, SK	Rhealene Wagner
1267-Fort Lauderdale, FL	Douglas Behr
1385-Dayton, OH	Tanika Thompson
241-Chicago, IL	Toi Bowers
1005-Minneapolis & St. Paul, MN	Tommy Bellfield
1091-Austin, TX	Lawrence Prosser

Fee Objector System

Throughout this reporting period, we continued to administer the International's fee objection procedures in compliance with the constitutional requirements established by various Supreme Court opinions, lower court decisions and agency rulings applicable to employees working under U.S. contractual union security provisions. However, as a result of the U.S. Supreme Court's decision in *Janus v. American Federation of State, County, and Municipal Employees, Council 31*, 585 U.S. ____ (2018), which prohibited union security clauses at public-sector employers, the scope of the fee objector program was narrowed to only private-sector properties in the United States.

On an annual basis, we conducted our own internal review of chargeable and non-chargeable expenditures by the International. Our computations were then audited and verified in a report prepared by the Union's independent certified public accountants.

In the November/December issue of *In Transit*, we published each year during the reporting period a statement of laws and procedures detailing such matters as the registration of objectors, necessary auditing and the referral of challenges to an impartial decision-maker.

In light of our favorable experience with this process, we have recommended the implementation of similar auditing review procedures at the local level and have continued to assist local unions in the establishment of their own fee objector systems.

Over the course of these three years, we responded to a significant number of local union requests for assistance in maintaining recordkeeping systems and/or in determining the chargeable percentage of local union dues.

The periodic financial-secretary seminars once again incorporated a training segment intended to introduce this issue and to teach those in attendance the basic principles of recordkeeping and local fee objection procedures.

In addition, we have continued to assist local unions in developing collective bargaining language to comply with the U.S. law.

Trusteeships

During this convention cycle, there were six instances in which the International Union needed to impose a trusteeship upon a local union. In addition, seven trusteeships reported from the previous convention cycle continued into this one. Three local unions continued to be in trusteeship as of the close of this reporting period.

Placing a local union or other subordinate body in trusteeship is, of course, an extreme measure. It disrupts the normal local union control over its own affairs which is central to the ATU's democratic norms. The International Union, therefore, institutes trusteeships only when necessary to secure compliance with our ATU Constitution and General Laws (CGL) or otherwise to further the legitimate objectives of our Union.

Despite the need to administer 13 trusteeships over the past three years, the vast majority of our local unions and subordinate bodies have appropriately observed and carried out the requirements of our CGL in the performance of their official duties, thereby advancing the interests of our members.

Local 268 – Cleveland, OH

On March 19, 2019, Local 268 was placed into immediate temporary trusteeship upon authorization of the General Executive Board (GEB). The trusteeship was necessitated by the local union's failure to address significant financial problems. The local union was in dire financial straits, had two consecutive years of staggering operating deficits, ignored International Union advice and counsel regarding its finances and failed to implement adequate financial reforms.

International Vice President (IVP) Natalie Cruz was appointed as trustee and helped to return the local union to solvency. The GEB approved amended local bylaws on October 15, 2020. IVP Cruz conducted local officer elections on January 6, 2021, but due to nearly unprecedented mail delays, they had to be rerun on February 26, 2021. After IVP Cruz resolved certain election challenges, the trusteeship ended on April 5, 2021.

Local 591 – Gatineau, QC

On October 1, 2019, Local 591 was placed into immediate temporary trusteeship upon authorization of the GEB. The trusteeship was instituted due to local union officers' efforts to have a rival organization supplant Local 591 as the exclusive representative of its bargaining unit, along with the officers' use of local union property and funds to undermine Local 591, failure to properly negotiate and conclude a contract and failure to otherwise carry out the legitimate objectives of the ATU.

IVP Emanuele Sforza was appointed as trustee. Unfortunately, however, by the end of October 2019, the Local 591 officers had convinced the local union's membership to replace Local 591 with the rival organization. As a result, IVP Sforza wound down the local union's affairs and remitted all remaining local union funds to the International Union on March 3, 2020. The trusteeship then ended on May 19, 2020.

Local 998 – Milwaukee, WI

On November 30, 2020, Local 998 was placed into immediate temporary trusteeship upon authorization of the GEB. The trusteeship was instituted due to the breakdown and lack of any productive working relationship among the local union's officers, which substantially diminished the local union's ability to represent its members and to attend to its work.

IVPs Janis Borchardt and Michelle Sommers were appointed as trustees. The GEB approved amended local union bylaws on August 25, 2021, and new officers were subsequently elected. The trusteeship ended on January 1, 2022.

Local 1028 – Des Plaines, IL

On November 1, 2019, Local 1028 was placed into immediate temporary trusteeship upon authorization of the GEB. The trusteeship was instituted because the president/business agent, vice president and two executive board members had vacated their offices. The local union was therefore incapable of operating in conformance with the CGL, its local union bylaws, generally accepted practices and procedures and its legal requirements. Further, the lack of a full complement of officers prevented the democratic operation of the local union, inhibited the proper financial management and would have impeded the local union's ability to represent its members.

IVP Marcellus Barnes was appointed as trustee, and IVP Michelle Sommers was subsequently appointed as co-trustee. The GEB approved amended local union bylaws on December 30, 2019, and local officer elections were held on July 31, 2020. The trusteeship then ended on September 19, 2020.

Local 1374 – Calgary, AB

On September 13, 2018, Local 1374 was placed into immediate temporary trusteeship upon authorization of the GEB. The trusteeship was imposed to address serious transition and financial issues arising from the loss of over 400 Greyhound members following the company's cessation of service in western Canada.

IVP John Callahan was appointed as trustee. It was then determined that the interests of the remaining local union members were best served by transferring those members to other local unions. Therefore, between May and August 2019, the members were transferred to Local 569 and Local 1415. Upon the final disposition of the assets of Local 1374, the trusteeship ended on October 25, 2021.

Local 1546 – Baton Rouge, LA

On August 11, 2020, Local 1546 was placed into immediate temporary trusteeship upon authorization of the GEB. The trusteeship was instituted because Local 1546 lacked the necessary complement of officers who remained employed by the membership's employer and therefore, they neither retained access to the

employer's property nor had day-to-day contact with the members in their workplace. These circumstances stood to impede the local union's ability to prepare for collective bargaining when its contract expired at the end of 2020 and would have prevented the local union from discharging its obligations as its members' collective bargaining representative and otherwise carrying out the legitimate objectives of the ATU.

IVP Anthony Garland was appointed as trustee. The GEB approved amended local union bylaws in late March 2022, and new collective bargaining agreement has since been ratified. Trustee Garland continues to work with the local union to rebuild its membership, deal with management, and train members for leadership roles in the local union.

Local 1587 – Toronto, ON

On November 15, 2019, Local 1587 was placed into immediate temporary trusteeship upon authorization of the GEB. The trusteeship was instituted because the president/business agent, executive vice president and financial secretary-treasurer were suspended following a November 10, 2019 membership vote to further consider charges filed against each officer. Afterward, the local union was incapable of operating in conformance with the ATU CGL, its local union bylaws, generally accepted practices and procedures and its legal requirements.

IVP Emanuele Sforza was appointed as trustee. He helped the local union restore proper democratic functioning and ensure membership participation in local union affairs. The GEB approved amended local union bylaws on September 9, 2020, and local officer elections were conducted on September 14, 2020. The trusteeship then ended on October 1, 2020.

Local 1593 – Tampa, FL

On November 16, 2021, Local 1593 was placed into immediate temporary trusteeship upon authorization of the GEB. The trusteeship was instituted because Local 1593 had failed to follow CGL procedures and International Union directives regarding the processing of an election challenge, failed to fill a vacant officer position, failed to communicate with the International Union regarding important matters and failed to respond effectively to a petition from a rival organization to replace Local 1593 as the exclusive representative of the local union's bargaining unit.

International Organizer Ismael Rivera was appointed as trustee, and International Organizer Brenda Moore was later appointed as co-trustee. The co-trustees are working with Local 1593 to prepare for local officer elections and to establish strong processes and procedures which are consistent with the CGL and with best practices.

The Florida Public Employees Relations Commission has dismissed the rival organization's petition to represent the Local 1593 bargaining unit. Further, Local 1593 and its employer have ratified a collective bargaining agreement.

Local 1745 – Kankakee, IL

On March 18, 2019, Local 1745 was placed into immediate temporary trusteeship upon authorization of the GEB. The trusteeship was instituted because the complement of officers consisted of only a president/business agent and a vice president; all other local officer positions were vacant.

IVP Janis Borchardt was appointed as trustee. She helped the local union to restore democratic functioning, ensure member participation in local union affairs and develop leaders. Local 1745 ratified a new contract on February 10, 2020. The GEB approved amended local union bylaws on July 13, 2020, and local officer elections were conducted shortly thereafter. The trusteeship then ended on October 1, 2020.

Local 1756 – Arcadia, CA

On September 12, 2018, Local 1756 was placed into immediate temporary trusteeship upon authorization of the GEB. There were substantial concerns about the democratic functioning and financial well-being of the local union. The problems identified included the president/business agent's unilateral filling of officer vacancies in violation of the local union bylaws, along with the cancellation of membership meetings, the expenditure of local union funds without proper authorization, the practice of compensating and reimbursing officers beyond what was allowed by the local union bylaws and ATU policy and a failure to implement appropriate financial controls.

IVP Yvette Trujillo was appointed as trustee. Then-International Representative Dennis Antonellis and IVP Marcellus Barnes were appointed as co-trustees. All three were later replaced by International Representative Michael Cornelius. On November 12, 2020, the GEB approved amended local bylaws, and new local officers were elected on December 23, 2020. The trusteeship then ended on January 5, 2021.

Local 1764 – Washington, DC

On January 23, 2019, the International Union placed Local 1764 into immediate temporary trusteeship upon authorization of the GEB. The trusteeship was a result of representational burdens on the local union due to the wide dispersion of members across geography, jurisdictions, and modes of transportation; a failure to prepare adequately for bargaining at multiple properties; precarious finances; and a failure to comply fully with the requirements of the CGL and the local union's bylaws.

International Organizer Stanley Smalls was appointed as trustee and was later replaced by International Executive Vice President Javier Perez. IEVP Perez was replaced by Collective Bargaining Administrator John Ertl. Director of Joint Industry Councils and Collective Bargaining John Lyons later became a co-trustee.

Upon the conclusion of a referendum vote of the affected members, the ten Local 1764 properties in the Washington metropolitan area were transferred to Local 689, effective June 1, 2021. Co-Trustees Ertl and Lyons continue to assist the local union with collective bargaining, day-to-day representation, organizing, restoring financial health and establishing strong processes and procedures consistent with the CGL and best practices.

Local 1771 – Pensacola, FL

On September 5, 2017, Local 1771 was placed into immediate temporary trusteeship upon authorization of the GEB. The trusteeship was necessitated by the resignation of the former president/business agent – who then unilaterally appointed local union officers in violation of the CGL – as well as by other concerns about proper democratic functioning, such as the failure to hold monthly membership meetings and a lack of oversight by the local executive board.

IVP Curtis Howard was appointed as trustee. Local 1771 and Local 1395 then approved the merger of Local 1771 into Local 1395. IVP Howard resolved all remaining financial matters. The GEB ended the trusteeship and approved the merger on September 2, 2020.

Local 1772 – Englewood, CO

On August 7, 2017, Local 1772 was placed into immediate temporary trusteeship upon authorization of the GEB. The trusteeship was instituted because of the resignation of the local union's president/business agent and vice president, lack of financial controls, a per capita tax arrearage and failures to keep records properly and to file federally mandated reports.

IVP Yvette Trujillo was appointed trustee. She helped the local union to restore democratic functioning and financial controls. Under her stewardship – on April 1, 2019 – the local union won a Colorado Labor Peace Act “All-Union Shop” election which authorized a union security clause. Elections for local union officers were held in late June 2019.

After favorably resolving an unfair labor practice charge filed against the local union with the National Labor Relations Board, the GEB approved new local union bylaws on November 25, 2020. The trusteeship ended on January 1, 2021.

Charges Against Local Union Officers

During the three-year period, the General Executive exercised its authority under ATU Constitution and General Laws Sections 12.4 Discipline: LU Officers in one instance. Although such action is exceedingly rare, it may become necessary when the normal process under CGL Section 12.5, Discipline: LU Members and Section 22, Charges, Trials and Penalties, cannot address exigent circumstances.

Ravinder Bains

Local 1573 – Brampton, ON

On February 18, 2022, out of an abundance of caution, the General Executive Board, acting pursuant to CGL Section 12.4, suspended temporarily from office Local 1573 Financial Secretary-Treasurer Ravinder Bains for two months in order to ensure that the finances of the local union were properly safeguarded. The local union had been defrauded, and under the circumstances, it was not clear whether FST Bains had acted negligently in untimely discovering the fraud or his role in the fraud. An investigation found no intentional wrongdoing, the local union appropriately implemented sufficient financial controls to avoid a repeat of the situation, and no further action or a continuation of the suspension was necessary.

Appeals to the 60th International Convention

Appeal: James Macon

Local 998-Milwaukee, WI

This is an appeal submitted by James Macon of Local 998-Milwaukee-WI. On November 30, 2020, the International Union placed Local 998 into a temporary trusteeship. On February 24, 2021, the majority of the General Executive Board found that the trusteeship was justified and should be continued. By correspondence dated March 5, 2021, Brother Macon appealed the General Executive Board's decision.

The temporary trusteeship was ordered as the local union was incapable of discharging its obligations as its members' collective bargaining representative and otherwise carrying out the legitimate objectives of the ATU. These circumstances arose from the breakdown and lack of a productive working relationship among the local union's officers – specifically, the inability of key executive officers to interact in a constructive manner and to work collaboratively to address the business of Local 998. A hearing was held before then-International Representative Stephan MacDougall on December 30, 2020, and January 11, 2021, to determine whether the trusteeship was justified and whether it should be continued. Brother Macon represented the local union at the hearing and was provided a full opportunity to present evidence.

Upon completion and review of the evidentiary record, Brother MacDougall concluded that the discord within Local 998 and the effects of that discord, including the acrimonious relationship between key

executive officers and the decline in member participation in local union meetings and affairs, remained unresolved at the time of the trusteeship hearing. The Findings and Determinations of the Hearing Officer further found that there was no viable path for an improvement in the officers' relationship that would be significant enough to restore the full functioning of Local 998. Therefore, the underlying issues could not be remedied absent new elections in the local union. The General Executive Board adopted these findings.

On March 21, 2021, an unnamed Local 998 member filed a complaint with the U.S. Department of Labor (DOL). By decision dated October 8, 2021, the DOL concluded that there was no violation of the *Labor-Management Reporting and Disclosure Act of 1959* regarding the imposition and continuation of the trusteeship and dismissed the complaint. Pursuant to a vote of the General Executive Board, effective January 1, 2022, the trusteeship was lifted, and local union autonomy was restored.

Appeal: Charles Lare Local 587-Seattle, WA

This is an appeal submitted by Charles Lare of Local 587-Seattle-WA. Brother Lare appealed the March 22, 2022 decision of the General Executive Board to deny his appeal of International President Costa's August 20, 2021 decision regarding challenges to the June 25, 2021 election of Local 587 officers.

Brother Lare's appeal to the International President alleged that the appointment of the Local 587 Election Committee by the incumbent President/Business Agent created a conflict of interest. Additionally, Brother Lare alleged that a rule adopted by the Election Committee which prohibited members from campaigning in their uniforms in non-work areas on non-work time was invalid.

Upon investigation and review of relevant documents, the International President found that Brother Lare did not include his allegation concerning the appointment of the Election Committee in his initial challenge to the local union. Therefore, this basis for the challenge was not properly before his office. President Costa further determined that although the campaigning rule was not required under federal law, the law permits an election committee to adopt reasonable election rules so long as they are enforced consistently and evenly. The International President further noted that there was no evidence that this election rule was applied discriminatorily to the benefit of a specific candidate nor was there any evidence that the application of this rule impacted the results of the election.

Subsequently, by document dated October 5, 2021, Brother Lare filed an unfair labor practice complaint against Local 587 over election-related matters with the Washington Public Employment Relations Commission. In a decision dated December 21, 2021, the Washington Public Employment Relations Commission dismissed the complaint.

ATU MS Research Funds

The ATU Multiple Sclerosis Research Funds have been supporting medical research aimed at finding a cure or preventative treatment for multiple sclerosis for over two decades. During this convention period the funds contributed over \$181,500 to medical research, bringing total contributions since inception to over \$2.5 million.

Our primary source of income continues to be our annual golf tournament. Held at nearby courses in the Maryland suburbs, local union officers, members, vendors and employer representatives from throughout the U.S. and Canada participated in these annual events.

Local 113-Toronto, ON, has continued to lead Canadian fundraising and serves as an exemplar for our Locals. Between the Local 113 fundraising drives and their annual "old-timers hockey league" contest that features NHL players and local members, Local 113 raised over \$30,000 for our MS Funds during this convention period. We would also like to thank Locals 589-Boston, MA and 1277-Los Angeles, CA, for their sizeable contributions.

During this convention period, the money raised by the Fund in Canada was presented to the Canadian Jerry Fund, Mount Sinai Hospital to further assist in continuing research efforts, and to the MS Society of Canada Research Fund. This institute is one of the world's leading centers of genetically-based MS research. U.S. donations were also contributed to the Jerry Fund and the National Multiple Sclerosis Society.

There have been exciting advances during this convention period in multiple sclerosis medical research. We continue to hope that a cure will be found, and we will continue our battle against MS until that occurs.

ATU M.S. RESEARCH FUND Statement of Receipts and Disbursements JULY 1, 2019 THROUGH JUNE 30, 2022

U. S. OPERATIONS

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

General Contributions	\$	20,675.00
Local Union Contributions		16,212.00
Booster Contributions		10,956.89
Miscellaneous Income		20.00

Golf Tournament Proceeds:

Program Ads	19,280.00
Green & Tee Sponsors	9,165.00
Green Sponsors	675.00
Cart Sponsors	525.00
Golf Participants	51,510.00
Dinner Guests	7,250.00
Prize Sponsor Receipts	6,900.00
Raffle/Auction Receipts	2,470.00
Merchandise	327.00
Other Golf Receipts	<u>4,144.00</u>

Total Cash Receipts	<u>150,109.89</u>
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TOTAL CASH AVAILABLE	\$ <u>154,174.91</u>
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CASH DISBURSEMENTS

Donations	\$ 110,000.00
Golf Tournament Expenses	38,230.91
Miscellaneous Expenses	<u>0.00</u>

Total Cash Disbursements	<u>148,230.91</u>
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Cash in Bank - June 30, 2022	\$ <u><u>5,944.00</u></u>
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CANADIAN OPERATIONS

Cash in Bank - July 1, 2019	\$ 33,421.25
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CASH RECEIPTS

General Contributions	\$ 2,500.00
Local Union Contributions	30,265.00
Boosters	893.53
Miscellaneous Income	4,000.00
Golf Tournament Proceeds:	
Program Ads	550.00
Green & Tee Sponsors	325.00
Golf Participants	3,600.00
Interest Income	173.33

Total Cash Receipts		<u>42,306.86</u>
TOTAL CASH AVAILABLE	\$	<u>75,728.11</u>
CASH DISBURSEMENTS		
Donations	\$	71,500.00
Auditing		1,469.00
Bank Charges		<u>35.80</u>
Total Cash Disbursements		<u>73,004.80</u>
Cash in Bank - June 30, 2022	\$	<u><u>2,723.31</u></u>

ATU Scholarship Program

The ATU Scholarship Program, which was established by the General Executive Board over two decades ago, makes available five annual college scholarships. In addition, whenever qualified applications are submitted, another award is available to an individual who intends to enroll in a technical or vocational post-secondary school program. If there are no applicants for the latter, then an additional college scholarship award is given out.

Those eligible for the scholarships include all ATU family members who will be commencing post-secondary education for the first time in the coming year. International officers, staff and employees are deemed ineligible, as are their dependents.

Recipients and alternates are chosen by a distinguished committee of eminent community, academic and labor leaders. No ATU member participates in the selection process. Each applicant is carefully evaluated on the basis of his or her scholastic record, community involvement and extracurricular activities, as well as the quality of a required essay on a specified, labor-related topic.

For each award bestowed, the ATU deposits \$8,000 (\$2,000 for a vocational or technical scholarship) with the accredited university or school which the winning student is to attend.

The scholarships are awarded in memory of ATU officers and/or members whose contributions have exemplified the spirit and objectives of our great Union.

2019

During this convention cycle, the 2019 scholarships were 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.

Former International President Heintzman joined Local 757-Portland, OR, as a transit police officer. He was elected president of the Local in 1988. In 2002, he was appointed by International President James La Sala as an International vice president (IVP). Heintzman was elected as IVP at the 2004 convention and re-elected in 2007.

In 2009, Heintzman was appointed by International President Warren George to serve as International Executive Vice President. In June 2010, Heintzman was appointed International president (IP) by the General Executive Board upon the retirement of IP George. Heintzman retired after the election of current International President Larry Hanley at the 56th International Convention in 2010.

Former International Executive Vice President Bob Baker passed away on May 29, 2018. Baker joined Local 627-Cincinnati, OH, in 1973 as a bus operator. Baker was elected to the Local's executive board in 1975, as Vice President in 1977, and as President of the Local in 1980. In 1989, Baker was elected International vice president and was re-elected at the next seven conventions. He was elected International Executive Vice President with International President Larry Hanley at the 56th International Convention in 2010. Baker retired in July 2013.

2020

The 2020 scholarships were conferred in memory former International President **Lawrence J. Hanley**, who passed away in May 2019.

Under Hanley's leadership, ATU was transformed into one of the fiercest and most progressive unions in the labor movement, aggressively advocating for more and better public transportation and fighting for social, racial, and economic justice for all working people. He devoted more than 40 years of his life to the Union and the broader labor movement. He was a tireless and tenacious advocate for our members, transit riders, and all trade unionists.

Hanley began driving a bus in 1978, at age 21, in Brooklyn, NY, and attended his first union meeting that September as a member of the Transport Workers Union (TWU). In 1979, he transferred to Staten Island and became a member of ATU Local 726-Staten Island, NY.

On his first strike, he was renowned for walking the picket line every day and night. He became a shop steward, helped lead a takeover of his borough's Democratic party machine, and was elected the youngest president of Local 726. In that role, he pioneered worker-rider organizing, leading thousands of union members and transit riders in a successful effort to reform the way transit service was provided on Staten Island.

He ran the Staten Island operation of David Dinkins' successful campaign for mayor of New York and helped found New York's Working Families Party. In 2002, Hanley rose to become an international vice president, before being elected international president in 2010.

As international president, Hanley restructured ATU to better fight the rising tide of public transit privatization and to protect the livelihoods of transit workers. One of the many hallmarks of Hanley's career was recognizing the power and strength that can be achieved in uniting transit workers and riders in the fight for better public transportation.

He also firmly believed that an educated member was a powerful member and made it his mission to develop one of the most far-reaching training programs in the history of organized labor. Because of his efforts and commitment, thousands of ATU members have been trained and inspired to fight for justice in their communities.

2021

The 2021 scholarships were conferred in memory of **Oscar “OO” Owens**, who passed away October 2019.

Devoting more than 53 years of his life to the ATU, Owens maintained a fierce desire to continue serving the ATU up until his death. A revered leader and tireless activist, Oscar leaves behind an extraordinary legacy of service and commitment to the ATU and the entire labor movement.

Oscar was a beloved leader and a friend to our more than 200,000 members across the U.S. and Canada. He helped lead our Union through some very turbulent and difficult times. Yet throughout his long tenure, Oscar was a savvy, stabilizing, and calming influence, unafraid to call out injustice and fight for a better life for our members, those they serve, and all working people.

A U.S. Army veteran, Owens joined ATU Local 192-Oakland, CA, in 1966, as a bus operator for AC Transit. In 1973, he became a shop steward and rose to become its President and Business Agent. He then served the International for more than 37 years alongside six International Presidents, as a Special Organizer, an International Representative, an International Vice President, and International Secretary-Treasurer.

A founding member of the ATU Black Caucus, he was a strong voice in support of civil rights and the rightful place of African-Americans within the leadership of the ATU and the entire labor movement. Like Dr. Martin Luther King, Jr., Oscar believed ‘The labor movement was the principal force that transformed misery and despair into hope and progress.’ Affectionally known as ‘Double O,’ his signature call-to-arms, ‘Fired up and ready to go,’ will echo in our Union forever.

Owens is survived by his wife Betty, his beloved children, Damon, Shuron, DaShawn, Charity, eight grandchildren, and three great-grandchildren.

ATU SCHOLARSHIP RECIPIENTS, 2019 – 2021		
Recipient	School	Amount
2019		
Valerie Puliafico	Washington and Lee University	\$ 8,000
Linda Washburn	University of Pittsburgh	8,000

Celine Tseng	California State University	8,000
Francesca Marchese	Brandeis University	8,000
Rylee Fund	Stevenson University	8,000
Olivia Sadilek-Thring	University of Alberta	8,000
2020		
Emma Curley	Boston College	8,000
Marian Prather	University of Colorado Boulder	8,000
Marissa Jason	Kings College	8,000
Sasha Felthman	Queens University	8,000
Mauricio Hernandez	University of Pennsylvania	8,000
Samantha King	Mount Royal University	2,000
2021		
Alessandra Tortora	Monmouth University	8,000
Hosaena Tilahun	Dartmouth College	8,000
Greta Franke	Emory University	8,000
Emma Kennedy	University of Massachusetts Boston	8,000
Camilo Cortes-Pinilla	University of Toronto	8,000
		8,000
TOTAL:		\$138,000

ATU Disaster Relief Fund

During this convention period, we utilized the ATU Disaster Relief Fund for several unfortunate natural disasters. ATU members and their relatives were affected by natural disasters during the last three years and in the aftermath of the destruction wrought by these events, we displayed our union solidarity by making substantial contributions to the Disaster Relief Fund – a charitable fund initially established to provide for the needs of ATU members and fellow trade unionists when calamity strikes.

In 2020, members helped fellow ATU members who were devastated by Southern and Midwestern tornados and storms, flooding in Brandon, MB, west coast fires, and hurricane Sally. In 2021 contributions to the fund helped brothers and sisters affected by Texas winter storms, the San Jose shooting, Hurricane Ida, and Pacific Northwest flooding. This year the fund helped members hurt by the eastern Canada storms.

Members submitted their contributions online through the ATU website or mailed them in.

Education and Training Programs

The Amalgamated Transit Union is committed to empowering rank-and-file members through education and training programs that teach the skills, strategies and tactics to win at the bargaining table, in public campaigns and in the halls of government. ATU training programs show members how to fight for dignity and justice on the job and in our communities by educating members about their rights at work and how to resist employer attacks on wages, benefits and working conditions.

Training ATU leaders is necessary to build a strong and powerful union and labor movement. ATU education and training programs were conducted virtually and in regional sessions across the U.S. and Canada for officers and rank-and-file members alike. The education programs covered many topics including, but not limited to, grievance handling, workplace representation, bargaining and negotiations, organizing and mobilizing members and rights and responsibilities of elected officers. These programs are a vital in engaging our membership and galvanizing our riders into a potent political force that will have an impact on local and national campaigns.

While the onset of the COVID-19 pandemic caused the extended closure of the Tommy Douglas Conference Center and did not allow for in-person training programs, the ATU International continued to provide essential and novel training programs for ATU members and officers. Despite disruptions caused by travel and meeting restrictions, the International Union has trained over 3,000 members in over 100 different training programs under International President Costa's leadership during the last three years.

Due to restrictions on in-person meetings and in the interest of safety, the ATU Education and Training Department committed much of 2020 to adapting existing training programs for virtual delivery over Zoom. The ATU also expanded training programs, including the development and implementation of several new training programs for ATU officers and members which are described in more detail below. While the inability to meet in person reduced the total number of training programs and participants, it allowed for more participation by local officers and members who cannot often travel to Silver Spring for training at TDCC. It also allowed for locals to send members to train who may not have even been able to attend regional trainings due to financial and scheduling burdens.

ATU Training Courses:

New President's/Business Agent's Training

ATU International hosted training for newly elected presidents and business agents after the election cycles in June and December. The purpose of the training was to prepare the local union presidents to lead their local union, as well as introduce them to the departments and resources at ATU International. The training consisted of presentations from every department at the International and include sessions on president/business agent rights and responsibilities, collective bargaining, political affairs, organizing, strategic communications, research and health and safety. Presidents were also instructed on fiduciary obligations and responsibilities, as well as those of financial secretaries. The instructors for this seminar included Jeff Rosenberg (Director of Government Affairs), ATU Legal Department Staff, Brian Sherlock (ATU Safety Specialist), David Roscow (Director of Communications), Andrew Gena (Director of Strategic Research), Todd Brogan (Director of Field Mobilization) and Justin Panos (Director of New Organizing).

New Financial Secretary's Training

ATU International hosted training for newly elected Financial Secretaries after the election cycles in June and December. The newly elected financial secretaries participated in presentations and computer exercises, including ATU QuickBooks, Financial Secretary rights and duties, fiduciary responsibility and governmental reporting requirements, and MUMS software tutorial. This training included several recorded computer-based exercises and videos which participants could work on when in the meeting and on their own time. The instructors for this seminar were former ATU Controller Nancy Trumbull, ATU Controller Salma Yousefi and MUMS representative, Alton Reed.

Collective Bargaining and Contract Campaigns Training

The ATU Collective Bargaining and Contract Campaigns training demonstrated to local union bargaining committees the relationship between strong contract campaigns and success in negotiations. The training taught participants about table tactics and bargaining law while also focusing on building rank-and-file committees to run campaigns that put pressure on the boss. Under International President Costa's vision for proactive and aggressive bargaining strategies, the Education and Training Department worked closely with the Research Department and Campaigns Department to target local unions and invite them to train months before their contract expired. This strategic decision led to several local unions embarking on successful contracts campaigns in weeks and months following training. The training program was adapted from the existing Collective Bargaining and Contract Campaigns training normally delivered in person. The training program was condensed to allow instruction over Zoom for three days for a total of approximately 18 hours of training. The training program also includes an introduction to the collective bargaining process and contract campaigns, and includes sessions on contract terminology, preparing for bargaining, negotiating, labor law, strategic research, table tactics, elements of a contract campaign and building committees, as well as updates on bargaining issues in public transit, including RFPs and warranty agreements.

Shop Steward and Executive Board Training

This two-day training targets newly elected or appointed shop stewards and executive board members. The training combined training for stewards and officers for the first time because at many local unions, shop stewards sit on executive boards, and even where they do not, both need training and education on how to properly represent ATU members and defend the contracts they have won. Local unions were invited to select up to three shop stewards and/or executive board members to attend. Presentations covered topics, including grievance handling, roles and responsibilities of shop stewards, Duty of Fair Representation and the duties and responsibilities of executive board members under the ATU Constitution. The instructors included David Alexander, Dan Smith (General Counsel) and Rich Otzel (Associate General Counsel). The Shop Steward and Executive Board training conducted via Zoom was one of the most well-attended programs with over 800 stewards and executive board members trained.

from over 125 local unions. Zoom delivery of this training program allowed for many local unions to send members to train without worry of travel expenses or the time commitments which come with regional trainings.

Presidents Refresher – Parliamentary Procedure and *Robert's Rules of Order*

The COVID-19 pandemic changed the way that local unions held meetings and communicated with their members for the past two-and-a-half years. Many local unions were unable to hold in-person meetings due to restrictions on gatherings and have recently returned to in-person meetings as those restrictions were reduced. The refresher training for ATU Presidents/Business Agents introduced participants to *Robert's Rules of Order* for using parliamentary procedure at union meetings. The program taught participants how to move through the order of business at union meetings while considering motions and amendments. Training also covered issues of quorum and differences between board meetings and general membership meetings. Tools and techniques for setting and keeping to meeting agendas, as well as keeping the official minutes and reports for union meetings, were also included.

Race and Labor Training

In response to the tragic murder of George Floyd and uprisings during the summer of 2020, the ATU recommitted itself to the struggle for racial equity and the Black Lives Matter movement. International President Costa established the “Race and Labor” training program for ATU members to examine the history and impact of racism in the workplace and labor movement, including racial oppression and discrimination directed by employers. The workshop also covered the different manifestations of racism and how racism has been used to strategically weaken workers and their unions. Finally, this program offers varying strategies and tactics which can be used to interrupt oppressive moments. This interactive and discussion-based training has been held via Zoom and conducted by Bianca Cunningham.

Women's Equity Training

The ATU Women's Equity Training Program is based on the “ATU Women's Advocacy and Gender Equity Bargaining Guide” which will educate our locals and members on the barriers that women face and give them the tools to overcome them and establish more equitable policies and procedures at work and in our union. For too long, women have been mistreated, disrespected and discriminated against in the workplace and in our union halls. While the issues which affect women are concerns for all workers, women are disproportionately affected by the unjust policies, procedures and practices of our employers. The Amalgamated Transit Union is committed to Women's equity and inclusion. That means fighting for equitable treatment of all members in the workplace, in contract negotiations, in our own campaigns and in the halls of government. This also means standing together and protecting women's fundamental right to self-care, access to full family health services and fundamentally, the right to choose. The guide and training provide tools and resources to help local unions achieve a more equitable workplace for women

workers by building worker power with tools such as sample membership surveys, checklists for audit of employer policies, sample contract language and campaign-planning timelines.

FFCRA and CARES Act Training

This training was developed for U.S. local union presidents in response to requests regarding the Families First Coronavirus Response Act and the CARES Act, two relief bills passed in response to the COVID-19 pandemic. The training covered provisions of this legislation ranging from eligibility for pandemic leave, federal grant funds and flow of money to private contractors to assistance reviewing MOUs and FMLA requirements. Instructors included John Lyons (Director of Collective Bargaining) and Chris Bangs (Associate General Counsel).

COVID-19 Health and Safety Training

ATU members courageously moved the front lines and essential workers every day, putting themselves and their families at risk during this pandemic. With agencies and employers failing to address hazards, ATU International developed this training to educate local unions and provide them with resources to win safety on the job. The training gave attendees background on COVID-19, how it is transmitted and hazards on transit vehicles, as well as the strategies to control or eliminate viral transmission on public transit. The training session offered guidance regarding vehicle airflow, distancing and air filtration, as well as cleaning and sanitation. This training was instructed by Brian Sherlock (ATU Safety Specialist).

Zoom Tutorial Training

With the ongoing pandemic and inability to meet in person like we are accustomed to, many local unions used Zoom and other virtual platforms to communicate with members, management and in many cases, the public or members from the press. With that in mind, we developed Zoom Tutorial to train local unions how to schedule, host and participate in their own meetings and webinars via Zoom. This training was instructed by Jamaine Gibson (Workforce Development Coordinator), Madelin Burt-D'Agnillo (Organizer) and Russell Bateman (Education and Training Administrator).

Advanced Arbitration Training

This seminar was held in January and March and consisted of a skills application program whereby officers learn to become advocates in arbitrating grievances by preparing and presenting a mock case before a labor arbitrator and developing a draft closing written argument. The course is taught from both the perspective of the advocate and the neutral arbitrator, and uses a series of handout materials as guidelines for understanding how arbitration works; the role of the advocate in that process; distinguishing between discipline and contract interpretation grievances and the evidence required for each; the best evidence and the burden of proof; direct and cross-examination techniques of witnesses; making and

meeting objections; the development of both oral and written opening and closing arguments; and a discussion of current legal issues in arbitration.

Right-to-Work

In the response to the Janus decision in the states and ongoing efforts to pass right-to-work legislation in Canada, the ATU has refocused on internal organizing efforts. The trainings included political education on the forces pushing right-to-work in the U.S. and Canada. It gives union activists the skills to better communicate with their members. This includes a session one-on-one meetings and small group sessions.

Zero Emission Bus Meeting with Frontline Technicians

The training, developed in partnership with California Transit Works and the International Transportation Learning Center, includes sessions and panel discussion covering the state of Zero-Emission Bus (ZEB) technology, safety training, preventive maintenance, warranties, vehicle performance and legislative updates and considerations, including strong employee protections and labor standards. The training helps prepare local unions to work with their members and employers on these new technology issues which will change the way we work by providing best practices from frontline technicians. We are committed to protecting the jobs and safety of our members as this new technology is introduced at transit agencies across the U.S. and Canada.

ATU Conference Boards and Other Meetings

The ATU Education and Training Department worked to provide training programs for several conferences and joint boards from 2019 – 2022. ATU provided training at the Midwest Conference Board, the New England Joint Conference Board, the Can-Am Conference, the Northwest Conference and for several state legislative conference boards. Training topics varied across the several meetings that took place. In New England, the ATU Campaigns Department staff and local leaders led training on Organizing and Strategic Campaigns. The training focused on new organizing victories in Connecticut and offered best practices to local unions embarking on contract and new organizing campaigns. The ATU International also provided shop steward training for participants with the help of instructors from the UMASS Labor Extension Program. The instructors covered the roles and responsibilities of shop stewards, legal rights of stewards and union representatives, Weingarten rights and basics for grievance-handling, including mock step 1 hearings. At the Can-Am Conference and Northwest Conference, two days of training were provided by ATU International. The training sessions included health and safety presentations regarding psychosocial hazards which transit members face and the tools to address them. FHE Health representatives Janet Gerhard and Dr. Beau Nelson taught participants about mental health, stigma, substance abuse and how to find help for members who may be in a crisis. The second day of training covered ATU Workforce Development initiatives as well as introduced participants to the ATU

New Organizing program, including training on the six-step organizer conversation and strategies to engage workers through one-on-one conversations.

Education and Training Programs 2019 - 2022			
Program	Start Date	Location	Number of Participants
2019			
Right-to-Work – ATU Canada	7/9/19	Toronto, ON	38
Stewards Training – Local 1764	7/10/19	TDCC	9
Right-to-Work – ATU Canada	7/29/19	Calgary, AB	33
Right-to-Work – ATU Canada	8/15/19	Saint John, NB	7
Shop Steward Training – Local 1764	8/21/19	TDCC	10
NJ and NY State Joint Legislative Conference Board	8/27/19	Atlantic City, NJ	NA
Shop Steward Training – Local 1764	9/11/19	TDCC	18
Shop Steward Training – Local 1560	11/2/19	New Orleans, LA	22
New President Training	11/3/19	TDCC	15
New Financial Secretary Training	11/3/19	TDCC	18
Shop Steward Training	12/14/19	Lansing, MI	23
2020			
Shop Steward – Local 1756	1/18/20	Arcadia, CA	NA
Advanced Arbitration Training	1/26/20	TDCC	27
Shop Steward – Local 1756	2/22/20	Arcadia, CA	NA
New President Training	2/23/20	TDCC	28
New Financial Secretary Training	2/23/20	TDCC	25
Collective Bargaining Training	2/23/20	TDCC	21
Shop Steward – Local 1593	2/29/20	Tampa, FL	28
Advanced Arbitration Training	3/12/20	TDCC	20
COVID-19: Bus Airflow and Barriers	5/7/20	Zoom	29
COVID-19: FFCRA and CARES Act	6/4/20	Zoom	27
COVID-19: FFCRA and CARES Act	8/11/20	Zoom	30
COVID-19 Health and Safety Training	8/31/20	Zoom	29
Zoom Tutorial Training	9/15/20	Zoom	24
Zoom Tutorial Training	9/22/20	Zoom	20
New President Training	10/19/20	Zoom	23
New Financial Secretary Training	10/19/20	Zoom	27

Education and Training Programs 2019 - 2022			
Program	Start Date	Location	Number of Participants
Shop Steward and Executive Board Training	12/8/20	Zoom	40
2021			
Financial Secretary Refresher Training	1/22/21	Zoom	21
Collective Bargaining and Contracts Campaigns Training	1/26/21	Zoom	34
Zoom Tutorial Training	1/25/21	Zoom	35
Race and Labor Training	1/27/21	Zoom	24
Shop Steward and Executive Board Training	2/3/21	Zoom	40
New President Training	3/1/21	Zoom	15
New Financial Secretary Training	3/1/21	Zoom	17
Shop Steward Training – Local 308	3/13/21	Chicago, IL	31
Shop Steward and Executive Board Training	3/18/21	Zoom	48
Collective Bargaining and Contracts Campaigns Training	3/23/21	Zoom	18
Race and Labor Training	3/24/21	Zoom	21
Battery Electric Bus Training	4/12/21	Zoom	22
Battery Electric Bus Training	4/19/21	Zoom	64
Collective Bargaining and Contracts Campaigns Training	5/4/21	Zoom	34
Shop Steward and Executive Board Training	5/13/21	Zoom	61
Shop Steward and Executive Board Training	5/18/21	Zoom	23
Race and Labor Training	6/3/21	Zoom	18
U.S. Legislative Conference	6/7/21	Zoom	255
De-Escalation Training	6/19/21	Spokane, WA	65
De-Escalation Training	6/22/21	Zoom	20
Parliamentary Procedure Training	6/22/21	Zoom	20
Shop Steward and Executive Board Training	6/24/21	Zoom	24
Race and Labor Training	7/22/21	Zoom	32
Collective Bargaining and Contracts Campaigns Training	8/10/21	Zoom	22
Shop Steward and Executive Board Training	8/24/21	Zoom	34
Race and Labor Training	8/26/21	Zoom	30
New President Training	9/20/21	Zoom	14

Education and Training Programs 2019 - 2022			
Program	Start Date	Location	Number of Participants
New Financial Secretary Training	9/20/21	Zoom	16
Collective Bargaining and Contracts Campaigns Training	9/28/21	Zoom	24
Shop Steward Training – Midwest Conference Board	10/8/21	Zoom	27
Shop Steward and Executive Board Training	10/12/21	Zoom	50
Shop Steward and Executive Board Training	11/16/21	Zoom	48
Race and Labor Training	12/2/21	Zoom	25
Collective Bargaining and Contracts Campaigns Training	12/8/21	Zoom	24
Shop Steward and Executive Board Training	12/14/21	Zoom	21
2022			
Health and Safety Training Overview	1/27/22	Zoom	22
Shop Steward and Executive Board Training	2/8/22	Zoom	73
New President Training	2/14/22	Zoom	10
New Financial Secretary Training	2/14/22	Zoom	16
Collective Bargaining and Contracts Campaigns Training	2/22/22	Zoom	33
Race and Labor Training	3/1/22	Zoom	33
Shop Steward and Executive Board Training	3/8/22	Zoom	40
Collective Bargaining and Contracts Campaigns Training	4/5/22	Zoom	16
Shop Steward and Executive Board Training	5/10/22	Zoom	61
Women's Equity Training	5/20/22	Zoom	21
Zero Emission Bus Meeting with Frontline Technicians	5/21/22	Zoom	77
Safety Committees under IIJA	5/23/22	Zoom	21
Shop Steward Training – New England Joint Conference	6/5/22	Hyannis, MA	102
Race and Labor Training	6/7/22	Zoom	34
Psychosocial Hazards and Mental Health, Workforce Development and Organizing - Northwest Conference Board	6/8/22	Kelowna, BC	76
Collective Bargaining and Contracts Campaigns Training	6/21/22	Zoom	28

Education and Training Programs 2019 - 2022			
Program	Start Date	Location	Number of Participants
Presidents Refresher – Parliamentary Procedure and Robert's Rules of Order	7/19/22	Zoom	39
Women's Equity Training	7/21/22	Zoom	45
Psychosocial Hazards and Mental Health, Workforce Development, and Political Action - Can-Am Conference	7/26/22	Zoom	101
Presidents Refresher – Parliamentary Procedure and <i>Robert's Rules of Order</i>	8/4/22	Zoom	51
Shop Steward and Executive Board Training	8/8/22	Zoom	61
Collective Bargaining and Contracts Campaigns Training – Student Transportation	8/9/22	Zoom	15

Communications

Over the past three years, the International has continued to expand and modernize ATU's internal and external communications capabilities to raise the profile of the Union as it is viewed by the public, the media, politicians and most importantly, active members and retirees.

The Communications Department has optimized a mix of traditional and new media and technology; developed innovative tactics; developed and conducted trainings; and employed tools such as media outreach, social media, marketing/communications collateral, a mobile app, videos, events, websites, viral marketing, websites and more to support a wide variety of political, member mobilization, contract, issue-based and other campaigns on an international, national and local level.

The following are the key activities, campaigns and accomplishments of the Communications Department over the past three years:

Media Outreach

Over the past three years, the Communications Department has continued to be aggressive in our outreach to the media on a wide variety of issues and topics. Communications has been strategizing and developing press campaigns and outreach at an international level and working with our locals. This includes writing and pushing out press releases, statements, opinion pieces, and letters to the editor, coordinating press conferences, and conducting proactive media outreach on a regular basis on legislative, political, and transportation-related issues.

Aggressive media outreach has been conducted around the pandemic, assaults on transit operators, bathroom breaks, state legislative battles, strikes, contract campaigns, autonomous vehicles, elections, social justice, political issues and other events and topics. In addition, International President Costa has been interviewed by numerous reporters, including those from The Washington Post, The New York Times, Bloomberg, Politico, NPR, BBC, CNN, CNBC and other national and local media outlets.

These efforts have resulted in major media coverage by national and international media outlets, including cable news, local TV and radio stations, newspapers, blogs, other publications and nationally syndicated radio talk shows. ATU has been cited in major national publications and websites, including Politico, The Washington Post, The New York Daily News, The New York Times, CNN BBC, Roll Call and other media outlets.

Since February 2020, ATU members have been heroes providing transportation on the frontlines of the pandemic, risking their lives and the lives of their families. The Communications Department has been successfully conducting aggressive, proactive media outreach with the national, local and international press to tell their stories.

In the early weeks of the pandemic, nurses, healthcare workers and other essential workers were receiving the majority of major national media coverage, while transit workers and the ATU received coverage primarily on local news, despite our outreach efforts. Then, a video went viral of Local 26-Detroit, MI bus driver Jason Hargrove, who died from coronavirus days after recording the video complaining about a rider coughing in his face. CNN and other national news outlets saw the video and aired major stories, including interviews with Local 26 President Glenn Tolbert.

Building on the momentum of Brother Hargrove's viral video, the Communications Department ratcheted up our media outreach efforts to raise the profile of ATU members as heroes providing critical transportation to nurses, grocery stores and other essential workers on the frontlines of the pandemic. Our efforts paid off as International President John Costa has been interviewed on CNN, BBC Live, Cheddar Business, Al Jazeera TV, NY1, Scripps TV and countless local news TV stations across the country. International President Costa has also been interviewed by The New York Times, The Washington Post, Time Magazine, The Guardian, Associated Press, Bloomberg, Minneapolis Star-Tribune, Newark Star-Ledger, Seattle Times, the American Prospect and countless other media outlets.

The press coverage has not only featured our members as frontline heroes and those members who have lost their lives to the deadly virus but also highlighted ATU's campaign to fight for better protections for our members and riders. It also has established International President Costa as the expert source/spokesperson for media outlets and reporters for stories on public transportation and transit workers

during the pandemic.

Since the pandemic began, the Communications Department has worked with the International President's office and other departments to develop, draft and push out to media outlets more than a dozen international press releases. These include releases on the CARES Act, the SMART Fund, the CERTS Act, PPE petitions, FTA demand for PPE, the ATU Safe Service campaign, the ATU Local COVID-19 survey and other issues. In addition, ATU teamed with Transport Workers Union on numerous press releases, including one demanding "Aggressive Action" if transit operators do not provide transit workers with protections.

The Communications Department also worked with ATU Locals and ATU organizers on press releases and media outreach for locals on campaigns, rallies and other actions to fight for better PPE and other protections for members, hazard pay and other issues impacting our members. Since the pandemic began, the Communications Department has drafted and disseminated to local media outlets more than 80 press releases. Some examples include a media advisory for a rally for hazard pay and safe service for Local 1241-Lancaster, PA and Local 1345-Reading, PA, a press release for ATU Bay Area locals demanding that the Metropolitan Transit Commission (MTC) uses CARES Act funds to protect workers and riders and a press release for Local 770-Mobile, AL, when 95% of workers at Wave Transit reported for duty and refused to put buses into service over concerns about the spread of COVID-19 within the system. These efforts have generated major media coverage on local TV news stations, newspapers, news websites, radio stations and other media outlets across the U.S. and Canada.

The Communications Department continues to provide counsel and assistance to local unions per the direction of the International President. This includes media outreach, print and radio advertisements, message development, rallies and other activities around strikes, contract fights, transit worker assaults, privatization fights, rallies, protests and other events and actions. Among the projects we undertook were news releases and advertisements to support the successful Local 689-Washington, DC Circulator bus drivers and Cinder Bed Road strikes; media campaigns for Local 1395-Pensacola, FL to fight Escambia County's proposed takeover of the county's transit system; a successful strike by Local 1181-New York, NY MTA paratransit workers in Brooklyn, NY, and Staten Island, NY employed by private contractor MV Transportation; public responses to attacks on transit workers in cities across the U.S. and Canada; and many other campaigns.

Events and Campaigns

Over the past three years, the Communications Department has provided counsel and support on media outreach, advertising, marketing/communications collateral, videos, events, website, viral marketing and social media support on ATU political, legislative, contract and issue campaigns. The following are some

of the key campaigns from the last three years:

Oscar Owens Memorial

In close coordination with the International President's office, the Tommy Douglas Conference Center (TDCC) and ATU International Vice Presidents Ray Greaves and Stephan MacDougall, the Communications Department and other staff played a key role in the preparation, coordination and implementation of a memorial at the TDCC for International Secretary-Treasurer Oscar Owens, who passed away on October 25, 2019.

The Communications Department produced and coordinated the production of all materials for the memorial, including the invitation, program, prayer cards, posters, staging and other materials for the memorial and the reception afterwards. In addition, Communications worked with ATU International staff to coordinate speakers, dignitaries and the program for the memorial. Communications also coordinated photography and videography of the memorial.

Local 689 Cinder Bed Road strike and Local 1764 Fairfax Connector strike

In close coordination with the International President's office, the ATU Campaigns Department, Local 689-Washington, DC, and Local 1764-Washington, DC, the Communications Department played a key role in strategic internal and external communications for the successful strikes by Local 689 Transdev workers at the Cinder Bed Road Bus Garage and Local 1764 Transdev workers at the Fairfax Connector.

This included an aggressive media outreach campaign, a digital/social media campaign, the development and production of videos, digital and radio ad campaigns, the design and production of strike signs, leaflets, other materials and other support as needed.

To create support and solidarity for these workers on strike at our locals, in public and in the labor movement, the Communications Department worked with videographer Mike Kepka to produce a series of short, engaging and fast-moving motivational videos from the picket lines, rallies, and other strike events on a daily basis. These videos would be pushed out on our social media and website. These videos went viral quickly and were critical in building support for the strikes.

One video had an especially major impact. During one of the first days of the strike at Cinder Bed Road Bus Garage, member Otis Price was on the picket lines and wanted to fire up his sisters and brothers. A singer, Price took the bullhorn and spontaneously began humming a catchy tune and singing, "Ahhhhh...don't play with my money, ahhhhh...don't play with my family," and his fellow strikers began singing along. The song quickly became their anthem on the picket line. Price decided to write a longer version, and Communications, with videographer Mike Kepka, professionally recorded the song. Then,

Communications worked with Kepka and Brother Price to produce an inspirational music video titled “Don’t Play with Our Money.”

The “Don’t Play with Our Money” music video was premiered during the AM and PM rush-hour outside of WMATA headquarters in downtown D.C. The music video was projected on WMATA headquarters to gain attention and demand that WMATA, and GM Paul Wiedefeld, take responsibility for Transdev’s failure to give our workers a fair and just contract. It was also posted on social media and immediately went viral. On Facebook and Twitter, people called it “the anthem of the labor movement.” The video was viewed more than 30,000 times on Facebook and shared more than 500 times. On Twitter, it has almost 1,000,000 impressions and was retweeted countless times, including by Rage Against the Machine band member and union activist Tom Morello, who has nearly 600,000 followers.

Another key factor in the success of these strikes was aggressive, proactive outreach to the media in the DMV. The Communications Department worked closely with Brian Wivell at Local 689 to issue press releases and statements surrounding all rallies, issues at the bargaining table and other developments concerning the strike. Communications also set up media interviews for Local 689 President Raymond Jackson, ATU International President John Costa, striking workers and others. Communications also helped to draft and place an op-ed by Local 689’s President Jackson in the Washington Post Sunday “Opinions” section. These aggressive media outreach efforts paid off as the narrative in the news stories changed to focus more on the perils and problems of privatizing public transit and not just the strike and workers’ demands.

ATU Response to the COVID-19 Pandemic

When the coronavirus pandemic hit North America in early February, it was the most dangerous threat transit workers have faced since the 1918 Spanish Flu. Recognizing the gravity and potential impact of the coronavirus on our members, the International immediately began working with our locals to protect the health and livelihoods of our members as they worked on the frontlines.

In close coordination with the International President’s office and the ATU Command Center team consisting of key staff in all ATU departments, the Communications Department played a key role in our union’s response to this unprecedented challenge. This included the establishment of the Command and Response Center, a new COVID-19 website page, the Safe Service campaign, telephone town halls for local business agents and locals, the “Remember Our Fallen” memorial website page, videos, aggressive media outreach, robust social media outreach, text messaging and more. The Communications Department created more the 30 memes for social media, 13 COVID-19 informational PDFs – bulletins, checklists, countless fact sheets, online petitions, letter campaigns and various other materials, including posters, leaflets, logos, buttons and t-shirts.

COVID-19 Website Page

When the pandemic began, the International began immediately issuing recommendations to our locals, including a list of things members can do to avoid and prevent infection. The Union also sent memos to all local officers with information about disinfecting vehicles, understanding personal protective equipment and addressing labor relations issues. To provide locals officers and members quick access to this information, the Communications Department set up a COVID-19 page on the ATU website at <https://www.atu.org/members/covid-19> to house all of this critical information. The page was highlighted on the homepage of the website.

After a few months and more guidance and information being sent to locals, the Communications Department did a complete design and content overhaul of the COVID-19 website page to make the page more user-friendly, accessible and better overall. The new website page was broken down into new sections to make it easier to navigate and locate information. The new website received rave reviews and has been used by our locals and members. The new sections included:

- Take Action – Petitions and other actions for locals and members
- Stay Informed – Important information to assist the ATU's response to the ongoing COVID-19 pandemic
- Get Assistance/FAQs – Answers to common questions about issues concerning COVID-19
- Work Safe – Tips and advice for ATU members to stay safe on the job and at home
- Remember Our Fallen – A memorial page for ATU members lost to the virus
- Ride Safe – A section with safety and health tips for public transit riders

Remember Our Fallen Memorial Website Page and Memes

Unfortunately, as of this report, the ATU has lost 220 brothers and sisters to this deadly virus to date. Our members have been heroes on the frontlines providing transportation for essential workers and others who rely on public transit. Working with the International President's office and other key staff, the Communications Department created a memorial "Remember Our Fallen" website page, a badge and social media meme. The badge, which can be downloaded on the memorial page, includes the member's name and local. The meme includes a photo of each deceased member, a short bio and the badge. The memes are posted on the ATU Facebook and Twitter pages and have been widely shared by ATU locals, members and allies on their social media pages. The Remember Our Fallen website page includes a full list of deceased members by local and their badges, which can be downloaded.

COVID-19 Telephone BA and Local Townhalls

When states and provinces went into lockdown, the Communications Department worked closely with the

International President's office and the Command and Response Center team to set up a telephone town hall in early March. At the town hall, International President John Costa spoke with International officers and local business agents to discuss our Union's response to the crisis, the launch of the ATU COVID-19 Command and Response Center and the ATU COVID-19 webpage. These telephone town halls were conducted weekly and proved to be invaluable in providing important updates and coordinating ATU's campaigns to deal with the pandemic.

With locals unable to hold Union meetings because of the lockdowns in states and provinces, the Communications Department began to set up and staff telephone town halls for locals as approved by the International President. These telephone town halls have proved to be critical for locals to communicate with their members about the pandemic and campaigns pushing for their safety. Since the pandemic began, the Communications Department has set up and staffed more than 70 telephone town halls with locals. This was a critical way for our locals to communicate with their members as the pandemic continued.

Safe Service Campaign

With thousands of ATU and other transit workers infected and dying, the ATU Safe Service campaign was launched to demand that transit systems provide workers with the critical protections they need to stay safe on the job. The campaign began with a letter from International President John Costa to alert all our employers that transit workers have the legal right to refuse when confronted with an imminent hazardous safety or security condition. The Communications Department worked as an integral part of the Command Center team on this campaign to make a major outreach effort to our members, our employers, elected officials, the press and the public.

The Communications Department created more than a dozen Safe Service memes based on each Safe Service demand – including PPE, hazard pay, pandemic leave, rear-door boarding, on-site worker testing and more – that we aggressively pushed on social media to send a message to our employers and elected officials. The Communications Department worked with video producer Mike Kepka to produce a series of short, catchy videos on each Safe Service demand to use on social media and our website. Communications created an online petition for the Safe Service campaign to engage our members and allies in our fight. The Communications Department conducted aggressive media outreach around the Safe Service campaign. This not only included national press releases and outreach but press releases for locals. This generated press coverage not only nationally, but in local media markets across the U.S. and Canada.

Black Lives Matter Movement

In close coordination with the International President's office, the ATU Campaigns Department and other

staff, the Communications Department played a key role in strategic internal and external communications around the tragic death of George Floyd at the hands of police, the Black Lives Matter movement and protests against systemic racism.

The ATU was among the first organizations to publicly condemn Floyd's death in a statement. International President John Costa said in the statement, "ATU members have the right to refuse the dangerous duty of transporting police to protests and arrested demonstrators away from these communities where many of these drivers live. This is a misuse of public transit." This led to national news coverage across the country.

As protests across the U.S. and world continued, the Communications Department created an ATU Black Lives Matter logo that was pushed out on social media and printed on posters and materials. In addition, on June 18, 2020, the ATU Tommy Douglas Conference Center was the staging site for a car caravan to the U.S. Capitol for the AFL-CIO Caravan for Racial and Economic Justice. Hundreds of cars packed with members from ATU, UNITE, AFSCME and other unions gathered at TDCC. ATU distributed hundreds of our Black Lives Matter posters. The Communications Department, working with videographer Mike Kepka, produced a video featuring International President Costa rallying the caravan and footage of the caravan traveling to and at the U.S. Capitol. The video was pushed out on social media and the ATU website. It was viewed more than 4,500 times on Facebook and shared by many.

Joe Biden Endorsement and Primary Outreach

Working closely with the International President's office and Government Affairs, the Communications Department rolled out ATU International's endorsement of former Vice President Joe Biden for President. With the ATU being among the first two unions to endorse Biden, the Communications Department drafted and disseminated a press release working with the Biden campaign. This generated strong media coverage in Politico, the Hill, the Daily Kos, the Chief and other major publications.

After the endorsement, the Communications Department worked with the International President's office to develop the campaign slogan "We're Ridin' With Biden." The Communications Department created "We're Ridin' With Biden" t-shirts, posters, buttons and other materials. In addition, the Communications and Government Affairs Departments drafted and coordinated the mailing of letters of support for Biden from International President John Costa which were sent to all ATU members in states set to hold primaries.

2020 Elections – Biden Townhall and Congressional Races

Working closely with the International President's office and Government Affairs, the Communications Department worked on 2020 election campaign materials in support of Biden/Harris, more than 100

Senate and House campaigns and transit ballot initiatives in one of the largest election outreach efforts conducted ever by the ATU.

This included producing “We’re Ridin’ With Biden/Harris” posters, lawn signs, digital ads, t-shirts, buttons and other materials. In addition, the Communications Department developed, designed and coordinated mailers to ATU members and digital ads for the Senate and House campaigns and ballot initiatives. Overall the Communications Department produced and coordinated the mailing of 136 direct mail pieces to ATU members and more than 25 digital ads. The “We’re Ridin’ With Biden” t-shirts and “We’re Ridin’ With Biden/Harris” lawn signs and posters were in high demand among our members and allies.

The Communications Department also worked closely with the International President’s office, Government Affairs and the Biden/Harris campaign on an ATU member-only live virtual town hall meeting with Joe Biden on October 3, 2020. The Communications Department worked to promote the town hall to ATU members and coordinated with the Biden campaign to broadcast the town hall live on ATU’s Facebook page and YouTube channel. The town hall was a huge success, with thousands of members attending to watch International President John Costa lead a discussion with the former Vice President on his campaign, his policies on transit and other issues important to ATU members and all working families.

With delays in the final outcome of the presidential election due to vote-counts in key battleground states, the Communications Department issued statements from International President Costa and social media posts asking for patience as the final votes were counted. Upon Joe Biden and Kamala Harris finally winning the election, the Communications Department drafted and sent out a press release applauding the Biden/Harris election.

In addition, the 2020 election was a strong night for public transit, with ballot initiatives passing in Austin, TX, Seattle, WA and San Antonio, TX. In turn, the Communications Department drafted and distributed a press release touting these election wins for our ATU members, riders and public transit.

Georgia Senate Runoff Election

Two key U.S. Senate races remained undecided from November 2020 general election. Both were in Georgia and would determine the power of the Senate because Republicans held 50 Senate seats and the Democratic caucus – consisting of 46 registered Democrats and two allied Independents – held 48. Vice President Kamala Harris would be the tie-breaking vote in the Senate. One election was between incumbent Republican Senator David Perdue and Democratic challenger Jon Ossoff. The other election was Democrat Reverend Raphael Warnock challenging Republican Senator Kelly Loeffler.

Recognizing what was at stake, in conjunction with the International President's office and Government Affairs, the Communications Department helped to develop a comprehensive campaign to mobilize our members and riders to vote in this critical election. The campaign targeted ATU Local 732-Atlanta, GA and Local 1324-Savannah, GA members and riders to encourage everyone to vote in this critical election. This campaign included developing, designing and producing direct mail pieces and digital campaigns targeting the thousands of ATU Georgia members.

The crown jewel of the ATU campaign was an ATU Ossoff-Warnock Express bus designed by the Communications Department with Government Affairs and a bus company. Emblazoned with the tagline "We're Ridin' with Ossoff and Warnock" and wrapped with photos of Jon Ossoff, Reverend Raphael Warnock, along with President-elect Joe Biden, Vice President-elect Kamala Harris, voting rights activist Stacey Abrams, former President Barack Obama and ATU International President John Costa, the bus traveled across the state until election day on January 5. Once launched in early December, the bus was immediately a hit on the campaign trail and received media coverage across the country.

Upon winning the election, the Communications Department produced a video highlighting the victory that was shared on social media, our website and during legislative conferences.

Local 265-San Jose, CA, Mass Shooting

In the early morning hours of May 26, 2021, the unthinkable happened when in an act of workplace violence, a gunman entered the Santa Clara Valley Transportation Authority (VTA) railyard, taking the lives of nine brothers, eight of who were members of Local 265-San Jose, CA. He then took his own life. The Communications Department took immediate action working alongside the International President's office, the Legal Department and the local to put out a statement about the tragic events to both the public, our members and internally from International President Costa. The Communications Department also assisted in getting out a statement to Local 265 members from Local 265 President John Courtney, who was a firsthand witness to the tragic events.

After the original statement was released, the Communications Department worked to get out information on social media about donating to the ATU Disaster Relief Fund for the shooting victims and their families. Once ATU staff was on the ground in San Jose that night, the Communications Department worked with Jamaine Gibson, Director of Apprenticeships and Workforce Development, to gather information about the victims to put out on social media. The Communications Department designed a memorial meme with all of the victims' names and pictures, as well as a logo with the slogan "Together We Grieve" for people to share on social media to stand in solidarity with San Jose.

The day after the shootings, International President Costa was on the ground in San Jose for a vigil. The

Communications Department produced a video of his remarks and other speakers, including John Courtney, at the event for social media and the website. In the days ahead, the Communications Department also worked with the local to put together a June 1 Zoom town hall held by the local, featuring International President Costa, speaking to the membership and another video produced by the Communications Department, honoring the nine lost brothers. The Communications Department also created a special weekly Dispatch dedicated to San Jose with biographies for each victim, which was gathered by communicating with staff on the ground in San Jose.

The Communications Department then traveled to San Jose for a memorial on Sunday, July 18, 2021, at the San Jose SAP Center to honor our nine Local 265-San Jose, CA brothers killed in the tragic shooting. The day began with a solemn procession of VTA and other transit agencies' buses, escorted by police and first responders past the Center. The day continued by hearing from family members of the fallen brothers, as well as International President Costa and Local 265 President John Courtney. The Communications Department captured high-resolution photos and video of the event, which we posted to social media, the website and in the *In Transit* magazine.

2021 Legislative Conference

Due to the continued pandemic, for the first time ever, the 2021 Legislative Conference went virtual. The Communications Department worked closely with the International President's office, Government Affairs, the Training Department and the IT Department to plan, develop and execute this online conference.

In preparation for this first-ever virtual conference, the Communications Department worked closely with the IT and Training Departments to produce a stage, backdrop and recording capability to run the entire conference from headquarters. Communications also produced various videos and graphics for the conference that were played for attendees. These included a recap of COVID-19 legislation that was passed in the U.S., a video highlighting legislative victories, including for Biden/Harris, Jon Ossoff, and Raphael Warnock and a COPE video.

In addition, the Communications Department worked closely with the International President's office and Government Affairs to develop a new and revamped ATU-COPE program to encourage more members to contribute to COPE. Communications developed a new ATU-COPE logo, a new COPE website page, including a listing of all ATU member contributors to COPE, a new COPE brochure and other materials which allowed people to visit the donation page by scanning a QR code.

For the conference, the Communications Department staffed all three days of the event at our headquarters in Silver Spring, MD and also provided daily summaries of the conference for social media, the website

and an article in the *In Transit* magazine.

International President John Costa Tours locals – California, Florida, Louisiana, Ohio, Illinois, Iowa, Massachusetts, New York, Colorado, and New Jersey

The Communications Department has been traveling across the U.S. and Canada to locals from Northern California to Niagara Falls, staffing and documenting International President Costa and our members as they attended Conference Board meetings, conferences and tours of our locals and various transit locations where our members work.

In addition to International President Costa meeting the local members on their jobs, the Communications Department captured photos, video footage and interviews with members for our upcoming 60th International Convention, our new website, social media and other communications materials. While on location, we were able to gain photos of International President Costa with members, large-format portrait-style photos of various members, large-format photos of various members at work, large-format photos of each local's modes of transportation, 4K video taken portrait-style of various members, 4K video taken portrait-style of various members saying convention slogan "Stronger Together," 4K video taken of various members at work and 4K video taken of each local's modes of transportation.

Throughout these trips, Communications documented, by photos and videos, the critical work that our members perform each day and were shared on ATU social media, the *In Transit* magazine and the ATU website.

November 2021 elections

In conjunction with the International President's office and Government Affairs, the Communications Department helped to develop comprehensive campaigns to mobilize our members and riders to vote in the November elections in both Canada and the U.S.

For Canada, the Communications Department developed various direct mail pieces for the successful campaign in Edmonton to elect former Local 569-Edmonton, AB bus operator Amarjeet Sohi and successful campaigns in Calgary for the first woman mayor, Jyoti Gondek, and pro-transit Councilors.

In New York, NY, the Communications Department produced direct mail pieces as well as buttons and yard signs for successful New York City Mayoral candidate Eric Adams.

In Ohio, the Communications Department produced direct mail for the successful Toledo, OH Issue 12, Congressional District 11 Representative Shontel Brown, and Cleveland Mayor-elect Justin Bibb. Finally,

in New Jersey, the Communications Department produced direct mail pieces, buttons and yard signs for the successful campaign to re-elect Governor Phil Murphy.

National Apprenticeship Week 2021

From the VTA in San Jose, CA, to Metro in the Twin Cities, MN, to TriMet in Portland, OR, and many other transit agencies, the ATU has been setting the standard for apprenticeships in North America. In celebration, the ATU took part in National Apprenticeship Week (NAW) in November 2021 by highlighting the impact that our apprenticeship programs have made on members by profiling success stories of Local 757-Portland, OR Journeyman Diesel Mechanic Kevin Kinoshita and Local 265-San Jose, CA Coach Operator Symone Wright.

The Communications Department worked in coordination with Jamaine Gibson, Director of Apprenticeships and Workforce Development, to identify and interview both Kevin and Symone to get their backgrounds and quotes for visuals that the Communications Department developed to post on social media, our website and the *In Transit* magazine.

First-Ever Legislative Conference Boards Zoom Meeting

In December 2021, more than 55 ATU local leaders attended the first-ever meeting of the ATU State Legislative Conference Boards hosted by ATU International President John Costa and International Secretary-Treasurer Kenneth Ray Kirk. State Legislative Conference Boards have been engaged in elections, state legislative fights, political fights and other actions but have never met together before. The Zoom meeting featured discussions about the important role that our Conference Boards play in fighting for the rights and interests of our members.

The Communications Department produced a video highlighting the ATU's role in legislative and election victories to kick off the Zoom meeting. The Communications Department also staffed the Zoom session at ATU headquarters by setting up cameras, computers and TV screens. The Communications Department also took photos and screenshots and produced a recap of the event to post on social media, the website and the *In Transit* magazine.

Local 689 Circulator Strike

In May of 2022, the Communications Department provided support to Local 689-Washington, DC in their strike of over 150 Circulator workers. The Communications Department helped draft and distribute a press release working with the local to announce the strike and was on-site the first day of the strike to get footage, both photos and video, to get the word out via social media and our website. On the second day of the strike, International President Costa joined the picket line. The Communications Department captured photos and video of the strike line for social media and the website.

The Communications Department created two videos from the footage which received great interaction online. Our video, “Hold the Line,” from the second day of the strike featuring Costa, received over 405 “likes” and 102 “shares” on Facebook and 330 views on TikTok. We also created an image with audio of International President Costa on the strike line saying, “United We Bargain, Divided We Beg,” which received over 350 “likes” and 120 “shares” on Facebook. On TikTok, it was viewed by 320 people.

After a unified and strong three-day strike, ATU Local 689 bus operators voted overwhelmingly to approve a collective bargaining agreement with RATP Dev. Working with the local, the Communications Department drafted and distributed a press release announcing the ratification of the strong new contract, which generated widespread media coverage.

AFL-CIO Convention – Philadelphia

The Communications Department traveled to Philadelphia, PA in June 2022 to staff the AFL-CIO Convention. Leading up to the convention, the Communications Department created various promotional items for our exhibitor booth, including a backdrop and leaflet regarding our ATU Apprenticeship programs, as well as a short video of members from Local 689-Washington, DC, members welcoming the delegates to the convention. The Communications Department staffed the exhibitor booth for the four days of the convention. We also took photos each day to post on social media, our website and weekly Dispatch.

Women's Equity Initiative

Labor unions have a long history of using their power, including the collective bargaining process, to win advancements for women's equality. For too long, women have been mistreated, disrespected and discriminated against in the workplace and in our union halls. To address this, the ATU launched a Women's Equity Initiative. For the initiative, the Communications Department helped review, edit and design the bargaining guide, helped review, edit and disseminate the women's equity survey and created content for a special Dispatch sent out on the survey as well as for social media and in the *In Transit* magazine.

ATU Zoom Trainings, Joint Industry Councils, ATU Canada Legislative Conference, and ATU Black Caucus Meeting

The Communications Department staffed various Zoom meetings, including Zoom trainings, Joint Industry Councils, the ATU Canada Legislative Conference in April and the ATU Black Caucus meeting in June. The Communications Department took photos of participants and wrote text to post on social media, highlighting the important work which takes place during these Zoom meetings and conferences. Over the past three years, the Communications Department has staffed dozens of Zoom sessions.

New ATU Website

The last time the ATU redesigned our website was over a decade ago. Although the website has been recognized by the International Labor Communications Association (ILCA) with numerous awards for design and writing, it was time for a change. In 2021, the ATU started the process of redesigning the website in close coordination with the International President's office.

The Communications Department put out a bid to various vendors to rebuild the website. In the end, we decided to go with the same company that built our award-winning website, Trilogy. The redesign included weekly calls with Trilogy which continued up until the launch date in July of 2022.

The process started with designing a site map of the website. After that, a wireframe for the homepage was made based on our feedback. Wireframes for other pages followed, including the Media Center. At each juncture, the Communications Department consulted and gained approval from the International President's office on the direction and design of the website.

After we gained wireframe approval, Trilogy and the Communications Department started coding and creating animations for the new, fully responsive website. New content was also created for each page. Overall, we revamped the site to have a sleeker, modern design and a more streamlined and concise user experience for our members and the general public.

The Communications Department will continue to add new features and content to the international website to make it more user-friendly, interactive and responsive for members, our allies, riders and the public, including our new ATU store.

The department is constantly updating the website with fresh content, new videos and new features while utilize the latest technology and digital innovations to keep the website on the cutting edge. In addition, the Communications Department continues to optimize the website's search engine.

The traffic to our website has increased since the last convention, especially to the COVID website page during the pandemic. There have been more than 1,165,900 pageviews in the last three years, with many more visitors viewing the website on their mobile devices. With the recent launch of our new website, there has already been increased traffic which will continue to grow as more upgrades and features are added.

In Transit

The Communications Department continues to improve *In Transit*, ATU's flagship magazine, to appeal more to the membership. The latest version features a sleeker design with more photos and illustrations

and more dynamic content with shorter articles and more local union stories.

Communications also continues to publish more articles of particular interest to our Canadian members. In addition, the magazine now has more articles translated into Spanish and French Canadian.

In Transit is also completely redesigned on our new website. Each article links to its own page, making it easier to navigate and share. The Communications Department will continue to add new features, including the addition of photos related to each article and other features to the new online *In Transit*.

ATU Mobile App

Recognizing that, like most Americans and Canadians, a growing number of members, transit riders, advocates and the public rely on their smartphones and tablets as their sole connection to the internet, the Communications Department has continued to expand and upgrade the ATU Mobile App.

The department is constantly updating content on our app and has worked with our app development company, Yellowstone Strategies, to implement new interactive technology and content, including the addition of videos and other features.

The department has also engaged in a successful, aggressive promotional campaign on social media, our website and blast emails to encourage more members, riders and allies to download our app. Currently, we have almost 6,500 active devices (smartphones/tablets) using our app and have gained more than 478 new members since September 2019. In addition, the app's page views and launches of the app have both skyrocketed.

The Communications Department is continuing to work with Yellowstone to add new features and the latest technology to our app, as well as new uses in campaigns and other events.

Facebook and Twitter

Knowing the power of social media to reach members, riders, allies, media, legislators and the public, especially during the pandemic when states, cities and communities were in lockdown, the Communications Department continued to employ an aggressive program to increase ATU's presence on Facebook and Twitter.

In July 2019, our Facebook page had more than 16,500 "likes." In our ongoing effort to increase that number, the department posts numerous updates each day of news stories, ATU strikes, rallies, ATU conferences, ATU State Legislative Board meetings, Zoom trainings of ATU leaders, press events, videos, rallies, photos, campaigns and issues relevant to our members and riders. In addition, the Communications

Department has been posting International President John Costa touring our locals and visiting with our members on the job. Also, the Communications Department has launched numerous, targeted Facebook ad campaigns to increase the number of “likes” and promote posts on the Facebook page. Over the course of the last three years, ATU's Facebook page “likes” have jumped to 26,780 and continue to rise daily.

ATU's Twitter handle, @ATUComm, had 3,700 followers in July 2019. To increase followers, the Communications Department made a commitment to aggressively tweet and re-tweet items about ATU news, our locals, campaigns and other events impacting our members.

@ATUComm has been a very effective tool in publicizing ATU campaigns. Currently, we have more than 7,815 followers and are gaining more each day.

ATU Launches Instagram and TikTok

In an effort to expand ATU's social media presence and the growing use of photos and videos on social media, the Communications Department launched an ATU Instagram and TikTok page. Increasingly, Instagram and TikTok have become important organizing tools with workers going online to communicate about workplace issues. In this way, Instagram and TikTok have been growing and powerful tools to help us expand outreach to members, riders and allies. The ATU Instagram and TikTok pages had strong launches, and we quickly gained followers. Our first TikTok was viewed 388 times, and our most popular TikTok for the AFSCME rally received 916 views. Our Instagram now has almost 1,000 followers, with our most popular posts getting hundreds of views.

ATU Dispatch

Over the course of the last three years, the Communications Department has upgraded the design, content, frequency and reach of ATU Dispatch, our e-newsletter sent to members and transit advocates. Published weekly, it features a new design with bigger photos and shorter text. Also, the Dispatch now includes more late-breaking news stories and multimedia content, including videos and photos for and about ATU locals.

In addition, *Special Dispatches* have been sent concerning ATU Disaster Relief Fund appeals, surveys, rallies, special events, legislation and other campaigns. The Communications Department has dramatically increased the member email list that receives the Dispatch with more than 27,000 and growing every day.

Videos

Working with the International President's office and video production companies, the Communications Department has produced videos to highlight ATU campaigns, rallies, strikes and other actions to generate

public and member awareness of critical issues affecting our members and the transit industry. These include the Black Lives Matter Caravan to the U.S. Capitol, World Suicide Prevention Day, Workers' Memorial Day, Local 689-Washington, DC's Cinder Bed Road Strike and more.

The department has created a number of in-house productions, including video messages from International President John Costa and many more. The department continues to work on additional digital projects and expand our video capabilities.

ATU Text Messaging Service

Appreciating the continued growth and reliance on smartphones and the increase in public and ATU member use of text messaging, the Communications Department continued to encourage the use of a cost-effective text messaging service, Tatango, which helps locals better communicate with their members more quickly.

In July 2019, about 65 locals in the U.S. and Canada used the service; now, more than 95 locals are regularly using the service. Tatango has been used successfully in campaigns across North America by our locals to alert their members of local union meetings, rallies, elections and many other uses. Communications continues to encourage more locals to sign up for and use the system.

UnionHall

The Communications Department is always reviewing new UnionHall system advancements and features, ensuring that they are tested and ready to be rolled out into our local unions' system. At the direction of the International President's office, the Communication Department provides UnionHall training and support for locals in conjunction with the AFL-CIO.

Working with locals, the Communications Department handles all the back-end design and technology. All locals' websites have been "live" within two weeks of requesting the service. The program includes free content management training for members of the locals to learn how to update and maintain their websites.

In July 2019, 70 ATU locals had websites set up through UnionHall. Currently, more than 100 locals have active UnionHall websites.

Training

New Presidents' Trainings

Before the pandemic and via Zoom during the pandemic, the Communications Department staff has

conducted numerous communications training sessions for new presidents and financial secretaries. The first session focused on how to effectively deal with the press. Participants learned that the media exercises a lot of influence over the information the general public, elected officials and our members receive; and the subsequent opinions they hold. They learned techniques and tips on how to raise their visibility in the news media and the role media can play in adding power to our mobilization efforts. The second session was on social networking and how to capitalize on Facebook, Twitter and YouTube.

International Labor Communicators Association (ILCA) Media Awards

ATU Communications won awards in the National/International Union category of the International Labor Communicators Association (ILCA) for 2020 and 2021 Media Competitions. The ATU did not submit entries in 2019 because of the pandemic. ILCA said the “winners represent some of the best and most inspired work in labor communications and are to be congratulated in promoting the highest standards of labor journalism.”

In 2020, ATU won the following awards:

- **First Place:** Writing - Saul Miller Awards – Collective Bargaining – Two Paths to a First Contract – *In Transit* magazine July-Aug 2019
- **Second Place:** General Excellence – Website - ATU Website, www.atu.org
- **Second Place:** Writing – Best Analysis – Two Paths to a First Contract: – *In Transit* magazine July-August 2019
- **Second Place:** Political Action/Organizing Campaign – Best Flyer – ATU Local 689-Washington, DC, Cinder Bed Road Strike
- **Third Place:** Electronic Media – Best Issues Advocacy Video – “Don’t Play With My Money” music video – ATU Local 689-Washington, DC Cinder Bed Road Strike

In 2021 ATU won the following awards:

- **First Place:** Max Steinbock Award – The highest single award for journalistic excellence – *In Transit* magazine October-December 2020
- **Second Place:** Saul Miller Awards for Political Action – ‘How a Union Saved Public Transit,’ *In Transit* magazine April-June 2020
- **Second Place:** Best Illustration for locals - Fight on the Frontline Against the Pandemic, *In Transit* magazine – July-September 2020
- **Second Place:** Political Action – Best Mail Piece – Biden/Harris Representative Elissa Slotkin ATU mailer
- **Third Place:** Visual Communications, for best front page/cover – *In Transit* magazine, October-December 2020

- **Third Place:** Electronic Media – Best News Video – Video: ‘ATU Tommy Douglas Conference Center launches AFL-CIO Caravan for Racial and Economic Justice’
- **Third Place:** Best Informational Graphic for Visual Communications – Transit ballot initiatives, *In Transit* magazine July-September 2020
- **Honorable Mention:** Best Website – ATU website, www.atu.org
- **Honorable Mention:** Best Electronic Publication – The ATU Dispatch
- **Honorable Mention:** Best Issue Advocacy Video – Not One More
- **Honorable Mention:** Political Action – Best Flyer – Ossoff/Warnock Georgia senate runoff election leaflet

AFL-CIO & CLC Affiliations

Over the convention period, our affiliations with the AFL-CIO and the Canadian Labour Congress were of considerable benefit to our organizing, strategic campaigns, legislative, political and research activities. The ATU actively participated on AFL-CIO Executive Council Committees and attended its semi-annual and special meetings and regular convention.

In our efforts around the COVID-19 pandemic to fight for safety protections for our members and riders and COVID relief funding we coordinated with the AFL-CIO and its Transportation Trades Department (TTD), and the alliance has enabled us to gain access and achieve success. We secured more \$70 billion in federal COVID relief for public transit in the United States to prevent layoffs our members, keep our transit systems running, and critical safety protections for our members and riders.

The ATU has been a member of the TTD since its inception in 1990. TTD works closely with our Government Affairs department, in conjunction with all the other transportation-related affiliates, to expand our strength and influence with elected officials across the U.S. The ATU worked in concert with the TTD to secure passage of critical legislation for our members, our Union, and our industry. Among the legislation was the landmark Infrastructure Investment and Jobs Act. The Act includes language from the ATU-backed Transit Worker and Pedestrian Protection Act that will make critical safety improvements to protect the lives of transit workers and passengers. For the first time, transit agencies will be required to take appropriate actions to ensure that workers are protected from these vicious attacks, improving safety conditions for everyone. In addition, the legislation includes funding to replace thousands of gas-powered buses with clean, zero-emission vehicles and provide critical workforce development to ensure frontline transit workers are trained to safely repair, maintain, and operate vehicles with this new technology.

Significantly, the AFL-CIO, in communities across the U.S., assisted ATU locals in their contract campaigns, efforts to secure protective legislation against operator assaults and to address safety and health issues, including access to bathrooms.

In Canada, we participated in CLC programs and committees through our international officers, local unions affiliated with the CLC and ATU Canada. Together, we were supported in our efforts to fight for COVID relief funding, PPE and other safety measures, protection our members against assaults and development of federal and provincial transit legislation, anti-privatization, and provincial efforts to undermine labour rights and labour standards campaigns.

LAWS

I am recommending seven (7) amendments to the International *Constitution and General Laws* to better serve the interests of our membership.

First, I am recommending amendments to Section 6.17, Delegate Expenses, to increase the International Union's financial assistance to local unions, joint bargaining councils and the Canadian Council (ATU Canada) who send delegates to the International Convention.

Second, in order to reflect current realities, I am recommending an amendment to Section 19.3, Strike Benefits, to increase the minimum strike and lockout benefits and to eliminate the two-week period before strike or lockout benefits begin.

Third, I am recommending an amendment to Section 20.2, Strike Sanction, to remove the requirement that a local union or joint bargaining council make an offer of arbitration before the General Executive Board considers granting a local union or joint bargaining council strike sanction.

Fourth, I am recommending an amendment to Section 28, Official Publications, to eliminate the requirement that *In Transit* be printed and that a physical copy be sent to every member and non-member feepayer. Doing so would allow the ATU to transition to an electronic publication if it were advisable in order to better reach members and provide information on a more timely basis.

Fifth, I am recommending an amendment to Section 29.4, Qualifications for Benefit, to provide the International Secretary-Treasurer discretion to provide a funeral or dismemberment benefit to an ATU member who was not properly enrolled with the International Union under certain circumstances.

Sixth, I am recommending an amendment to Section 29.10, Amount of Benefit, to double the funeral and dismemberment benefit.

Seventh, I am recommending amendments to use gender-neutral language throughout the *Constitution and General Laws*.

NOTE: In all of the amendments submitted current language to be deleted appears in ~~overstruck text~~, and new language to be added appears in *underlined italics*.

I. DELEGATE EXPENSES

Section 6.13 of the *Constitution and General Laws* provides that the International Union will assist local unions, joint bargaining councils and the Canadian Council (ATU Canada) with a portion of the costs of sending delegates to the International Convention. I recommend that the amount of this assistance be increased so that all affiliates are better able to be represented at the Convention.

Amendment No. 1

6.13 Delegate Expenses. The IU shall pay one thousand *and five hundred* dollars ~~(\$1,000.00)~~ *(\$1,500.00)* to each LU, JBC, and CC towards the mileage and legitimate expenses of an LU, JBC and CC's first delegate and an additional ~~seven hundred and fifty~~ *one thousand and five hundred dollars* ~~(\$750.00)~~ *(\$1,500.00)* to an LU, JBC and CC sending two (2) or more delegates. The IU shall pay an additional one thousand *and five hundred* dollars ~~(\$1,000.00)~~ *(\$1,500.00)* to each LU with three hundred (300) or fewer members towards delegate expenses. All other mileage and legitimate expenses for delegates shall be borne by the LU, JBC and CC they represent.

II. STRIKE BENEFITS

Section 19.3 of the *Constitution and General Laws* provides for a minimum strike or lockout benefit of two hundred dollars (\$200) per week, paid after the second consecutive week of the strike or lockout. I recommend that this amount be raised to four hundred dollars (\$400.00) per week. Additionally, I recommend that the benefits begin immediately with the caveat that the benefits be prorated to the number of days or fraction of days in the first week for which the strike or lockout continues.

The GEB, exercising its authority under the *Constitution and General Laws*, in recent years has been providing four hundred dollars (\$400) weekly, and starting benefits on the first day of the strike. The GEB's action has successfully supported our local unions as they have been increasingly willing to use strikes to advance the interests of our members and the riding public. This amendment would acknowledge the importance of International Union support for strike action and codify the current practice of the International Union.

Amendment No. 2

19.3 Strike Benefits. Where there is a strike of the members of the Union which has been approved by the GEB in compliance with the laws of this Union, or where there is a lockout, the GEB will determine the amount of money that will be contributed to aid in prosecuting the strike or defending the lockout. The facts in connection with the strike or lockout and the financial conditions of the members affected shall be reported to the IP by the representative who may be in charge of the situation, and the IP shall submit the same to the GEB. If there is no international representative present, the president and executive board of the LU, through its RS, shall give full information of the situation, and the GEB shall at once determine the amount which will be contributed weekly to the cause of the strike or lockout. Strike or lockout benefits, if authorized by the GEB, shall be paid to all active members and non-member feepayers participating in the strike or lockout who otherwise meet the requirements of Sections 19.8 and 19.9; provided that those who hold only casual employment in the occupation or who concurrently hold other permanent employment in another job or occupation shall not be eligible to receive such benefits. The distribution of the funds to the members and non-member feepayers on strike or those locked out shall be arranged by the local executive board and the officer representing the IU if there is one in charge of the situation. Minimum strike benefits of ~~two~~ four hundred dollars (\$~~2400.00~~) per week shall be paid to each member or non-member feepayer each week ~~after the second (2nd) consecutive week~~ of the strike or lockout, except that if the strike or lockout lasts less than seven days, the benefit will be prorated such that the benefit will be one-seventh (1/7) of \$400.00 per day or fraction of a day for which the strike or lockout continues. If there is litigation or other strike expenses affecting the workers on strike or locked out, such facts shall be submitted in writing to the IP and by the IP to the GEB, and only such expenses as are approved by the GEB shall be allowed.

The GEB, before endorsing such strike, or at the outset of a lockout, shall advise the local officers and executive board of the LU affected as nearly as possible as to the length of time financial assistance can be expected and keep in touch with the LU and the progress of the strike, and if, in the opinion of the GEB benefits should stop at any time, the GEB shall have the authority to stop them, but must notify the LU or its executive board at least one (1) week before stopping the benefits.

III. STRIKE SANCTION: ARBITRATION

Section 20.2 of the *Constitution and General Laws* requires that a local union or joint bargaining council offer arbitration to an employer prior to being granted strike sanction by the General Executive Board. I recommend that the offer of arbitration to an employer becomes a factor considered by the General Executive Board, rather than a mandatory prerequisite to granting strike sanction.

Amendment No. 3

20.2 Strike Sanction. If by compliance with Section 20.1 the committee has been unable to secure a settlement of the matters in dispute satisfactory to the LU or JBC, and the LU or JBC believes that the matters in dispute are of such importance that a strike should be ordered, the LU or JBC shall give timely notice to the IP of intention to strike and advise with the IP before taking any such vote. Failure to give timely notice to the IP shall be a factor to be considered by the GEB in determining whether to grant strike sanction. If, after consultation with the IP, it is determined that a strike vote shall be taken, the question of a strike shall be submitted to a secret-ballot vote of the membership of the LU or JBC. If necessary to reach the membership of the LU or JBC, the ballot shall be taken by referendum, ballots being prepared and so distributed to give every member an opportunity to vote. A decision to strike requires a two-thirds vote of the membership voting on the question. If two-thirds of the membership voting upon the question decide in favor of suspending work, and if an international officer is not present at the time of the taking of the vote, the LU or JBC shall at once notify the IP. If an international officer has been assigned to assist the LU or JBC, the international officer shall proceed in the same fashion as hereinafter set forth for governing situations in which no international officer has yet been assigned up to this stage of the matter. The IP, if no international officer has previously been assigned to the matter, shall, upon receipt of the notice of the results of the strike vote, proceed to the scene of dispute in person or by deputy, and in conjunction with the committee of the LU or JBC, shall make a thorough investigation and attempt to settle the matter in dispute. In case of failure thus to secure a settlement, the IP or the IP's deputy ~~shall~~may then, in conjunction with the local committee, prepare propositions of arbitration defining the points in dispute and the basis upon which they shall be arbitrated. If the company refuses to accept arbitration ~~as if~~tendered, the IP or the IP's deputy shall then communicate ~~with~~to the membership of the GEB any such refusal. ~~in writing or by telegram and obtain the consent of a majority of the GEB before endorsing the strike.~~ Any offer of arbitration shall be a factor to be considered by the GEB in determining whether to grant strike sanction. No strike sanction will be granted in the event the strike is deemed by the Board to be in clear violation of any applicable law or contract. Before any strike authorized by the membership may be ordered, the membership shall be given an opportunity to vote upon the company's last proposal for settlement of the dispute. If, during the dispute, a two-thirds strike vote has previously been taken, any subsequent rejection of proposals does not require an additional two-thirds vote to authorize a strike.

IV. IN TRANSIT: PUBLICATION

Section 28 of the *Constitution and General Laws* requires that *In Transit* be provided to each ATU member and non-member feepayer. I recommend that this requirement be removed so that the International Union has the option in the future of transitioning from printing and mailing *In Transit* to publishing it electronically.

Given current trends in member reading habits and media engagement, in the future, it will be possible that the union will be better served by a transition to an electronic format where news is published electronically and in real time without the delay of printing and mailing.

Amendment No. 4

SEC. 28 OFFICIAL PUBLICATIONS: There shall be published at the international office of the IU an official organ, to be known as *In Transit*. The editor and manager shall have charge of its publication. The IP shall have general supervision subject to the approval of the GEB. ~~The journal shall be furnished to all members of the Union and all non-member fee payers without charge and it shall be furnished to other subscribers at an appropriate uniform rate as determined by the IP.~~ Space shall be reserved for the publication of assessment notices and other general union business. There shall not be endorsed or published by any LU any papers or journals using the official title and announcing themselves as official organs of the ATU without first having secured the sanction and endorsement of the GEB.

V. FUNERAL AND DISMEMBERMENT BENEFIT QUALIFICATION

Section 29.4 of the *Constitution and General Laws* provides that a member or non-member fee payer must be enrolled in the International Union to be eligible for the funeral or dismemberment benefit. I recommend that the International Secretary-Treasurer be given the discretion to provide this benefit to an individual who was not enrolled with the International Union due to a good-faith error or omission of a local union.

Amendment No. 5

29.4 Qualifications for Benefit. Members of this Union, after one (1) year of continuous membership in the Union, and non-member fee payers of this Union, after one (1) year of continuous payment of required fees, shall be entitled to one (1) of the following: either a funeral or dismemberment benefit, provided they have complied with the laws of the Union and are in good standing and that the LU by which they are represented is in good financial standing and has complied with the laws and rules laid down in the Constitution and General Laws.

To be in good standing in order to receive the funeral or dismemberment benefit of this Union, a member or non-member fee payer must be enrolled in the international office of the Union. Members and non-member fee payers must also have all dues, fines and assessments, or otherwise required fees, levied in compliance with the laws of the Union paid on or before the fifteenth (15th) of each month, and the LU by which they are represented must be in good standing with the IU having all per capita tax and assessments paid, as required by this Constitution. Notwithstanding the above, the IST shall have the discretion to provide a funeral or dismemberment benefit to an individual who was not enrolled with the IU due to a good-faith error or omission of an LU.

VI. FUNERAL AND DISMEMBERMENT BENEFIT AMOUNT

Section 29.10 of the *Constitution and General Laws* provides for a funeral or dismemberment benefit in the amount of one thousand dollars (\$1,000.00). I recommend that the amount of the funeral and dismemberment benefit be doubled to two thousand dollars (\$2,000.00). Additionally, I recommend that this increased benefit become effective on October 1, 2022.

Amendment No. 6

29.10 Amount of Benefit. The amount of funeral or dismemberment benefit to which the IU is responsible for payment in case of death or dismemberment of a member or non-member feepayer during the second (2nd) year of continuous membership or thereafter shall be ~~one~~ two thousand dollars (~~\$1,000.00~~) (\$2,000.00), effective October 1, 2022.

VII. GENDER-NEUTRAL LANGUAGE

The *Constitution and General Laws* currently uses gendered language in certain provisions. I recommend amendments throughout the *Constitution and General Laws* to utilize gender-neutral language so that all members understand that they are respected and belong in our Union.

Amendment No. 7

To amend the *Constitution and General Laws* to use gender-neutral language throughout. A copy of the proposed amendments is available to all International Convention delegates on the Convention app.

Concluding Remarks

The report that is herewith presented to the delegates of the 60th ATU International Convention, describes the hard work of many people working in solidarity at the international, national and local levels.

I am particularly indebted to the international executive officers and, of course, our hard-working staff for all that they have done to improve the lives of our members during these last three years.

Fraternally,

John Costa
International President

REPORT OF THE **INTERNATIONAL SECRETARY-TREASURER**

to the Sixtieth International Convention of the Amalgamated Transit Union

Officers and Delegates:

In accordance with the Constitution and General Laws of the Amalgamated Transit Union, I submit to you a financial report of the work of the Office of the International Secretary-Treasurer for the three-year period of July 1, 2019, through June 30, 2022.

Audits and examinations of all books, accounts and financial records of this Union have been made regularly at the close of the following six-month periods: December 31, 2019; June 30, 2020; December 31, 2020; June 30, 2021; December 31, 2021; and June 30, 2022. The audits were performed by Calibre CPA Group, PLLC, Certified Public Accountants, 7501 Wisconsin Avenue, Suite 1200W, Bethesda, MD 20814.

This firm was selected by the General Executive Board in accordance with our laws. The audit reports rendered by them were examined and passed upon by the General Executive Board at its regular semi-annual meetings. The auditor statements, together with complete itemized reports showing income and expense and financial standing, have been printed and copies of the same mailed to the financial secretaries of all local unions, as our laws require.

**Section 19.2 Assistance for Arbitration or Fact-Finding
of New or Renewal Working or Pension Agreements
July 1, 2019 - June 30, 2022**

Date	Local	Total Active Membership	Amount Paid Under 19.2
02/03/20	LU 308 - Chicago, IL		46,340.57
02/12/20	LU 618 - Providence, RI		17,264.61
01/07/21	LU 1287 - Kansas City, MO		6,964.23
02/09/21	LU 558 - Shreveport, AL		2,878.10
05/13/21	LU 1093 - Kalamazoo, MI		18,000.00
05/13/21	LU 1436 - Harrisburg, PA		18,000.00
11/16/21	LU 770 - Mobile, AL		6,207.00
11/17/21	LU 1039 - Lansing, MI		5,000.00
02/25/22	LU 1342 - Buffalo, NY		41,373.40
03/29/22	LU 627 - Cincinnati, OH		13,190.78
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<hr/>			
<u>Total:</u>			<u>\$ 175,218.69</u>

Note: Amounts paid in US funds

Statement of Financial Position
As of June 30, 2022
ASSETS

	<u>ATU</u>	<u>ATU Training Center</u>	<u>Eliminations</u>	<u>Total</u>
<u>Current Assets:</u>				
<u>Cash:</u>				
Petty Cash	\$ 1,283	-	-	\$ 1,283
<u>In Banks:</u>				
Amalgamated Bank, Washington, DC	-	164,538.00	-	164,538
Citibank, Washington, DC	2,298,286	-	-	2,298,286
Bank of Montreal, Windsor, ON	757,685	-	-	757,685
TOTAL CASH	<u>\$ 3,057,254</u>	<u>\$ 164,538</u>	<u>-</u>	<u>\$ 3,221,792</u>
Accounts Receivable - Local Unions	\$ 624,449		\$ -	\$ 624,449
Others	7,625	46,007	-	53,632
TOTAL RECEIVABLES	<u>\$ 632,074</u>	<u>\$ 46,007</u>	<u>-</u>	<u>\$ 678,081</u>
<u>Investments:</u>				
Common and Preferred Stocks	\$ 20,971,545	\$ -	\$ -	\$ 20,971,545
Mutual Funds	51,464,907	-	-	51,464,907
Commingled Trust Funds	12,008,823	-	-	12,008,823
Short Term Investments	723,723	-	-	723,723
Limited partnership	6,811,591	-	-	6,811,591
Real Estate Related Investments	53,512,119	-	-	53,512,119
TOTAL INVESTMENTS	<u>\$ 145,492,708</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 145,492,708</u>
TOTAL CURRENT ASSETS	<u>\$ 149,182,036</u>	<u>\$ 210,545</u>	<u>\$ -</u>	<u>\$ 149,392,581</u>
<u>Fixed Assets:</u>				
ATU Training Center Land and buildings	\$ -	40,507,183	-	\$ 40,507,183
Furniture, Fixtures and Equipment	2,054,316	1,282,333	-	3,336,649
Energy Upgrades	-	-	-	0
Vehicles	372,853	36,963	-	409,816
	2,427,169	41,826,479	-	44,253,648
Less: Estimated Depreciation	(1,885,693)	(7,520,166)	-	(9,405,859)
Net property and equipment	541,476	34,306,313	-	34,847,789
TOTAL FIXED ASSETS	<u>\$ 541,476</u>	<u>\$ 34,306,313</u>	<u>\$ -</u>	<u>\$ 34,847,789</u>
<u>Other Assets:</u>				
Intercompany Receivable	\$ 3,550,639		(3,550,639)	\$ -
Mortgage and Interest Receivable	57,542,619		(57,542,619)	-
Prepaid Expenses	169,654	12,990	-	182,644
TOTAL OTHER ASSETS	<u>\$ 61,262,912</u>	<u>\$ 12,990</u>	<u>\$ (61,093,258)</u>	<u>\$ 182,644</u>
TOTAL ASSETS	<u>\$ 210,986,424</u>	<u>\$ 34,529,848</u>	<u>\$ (61,093,258)</u>	<u>\$ 184,423,014</u>

Statement of Financial Position
As of June 30, 2022
LIABILITIES AND MEMBERS' EQUITY

	<u>ATU</u>	<u>ATU Training Center</u>	<u>Eliminations</u>	<u>Total</u>
<u>Liabilities</u>				
Overpayments from Local Unions	\$ 766,349	-	-	\$ 766,349
Mortgage and interest payable	-	57,542,619	(57,542,619)	-
Intercompany payable	-	3,550,639	(3,550,639)	-
Accrued Funeral Benefits for Life Members	7,741,996	-	-	7,741,996
Other	231,608	28,565	-	260,173
TOTAL LIABILITIES	\$ 8,739,953	\$ 61,121,823	\$ (61,093,258)	\$ 8,768,518
<u>Net Assets</u>				
General Fund	\$ 116,064,149	-	\$ -	\$ 116,064,149
Benefit Fund	32,544,628	-	-	32,544,628
Defense Fund	45,049,836	-	-	45,049,836
Bonding & Idemnity Fund	113,925	-	-	113,925
Convention Fund	1,521,482	-	-	1,521,482
Health Fund	10,000,000	-	-	10,000,000
Organizing & Activism Fund	(3,047,549)	-	-	(3,047,549)
ATU Training Center	-	(26,591,975.00)	-	(26,591,975)
TOTAL NET ASSETS	\$ 202,246,471	\$ (26,591,975)	\$ -	\$ 175,654,496
TOTAL LIABILITIES AND NET ASSETS	\$ 210,986,424	\$ 34,529,848	\$ (61,093,258)	\$ 184,423,014

INCOME
Fiscal Years Ended June 30, 2020, 2021, 2022
Combined U.S. & Canadian
Converted to U.S. Dollars

	<u>2020</u>	<u>2021</u>	<u>2022</u>
<u>GENERAL FUND</u>			
Per capita tax	\$ 22,197,181	\$ 22,328,259	\$ 22,154,278
Registration fees	84,547	48,185	66,402
Investment earnings (losses)	3,173,666	14,014,846	2,847,123
Royalty income	122,355	121,845	113,662
ATU Training Center service fee and allocated payroll expense	336,453	264,988	268,422
ATU Training Center mortgage interest	1,679,159	-	-
Profit from sale of building	-	-	-
Miscellaneous	80,020	393,151	33,871
GEB Transfers	(3,046,337)	(2,350,937)	(3,415,588)
	<u>\$ 24,627,044</u>	<u>\$ 34,820,337</u>	<u>\$ 22,068,170</u>
<u>BENEFIT FUND</u>			
Per capita tax	\$ 1,975,513	\$ 1,969,703	\$ 1,926,175
Reinstatement fees	1,814	3,440	1,565
	<u>\$ 1,977,327</u>	<u>\$ 1,973,143</u>	<u>\$ 1,927,740</u>
<u>DEFENSE FUND</u>			
Per capita tax	\$ 4,172,117	\$ 4,185,535	\$ 4,161,304
Investment earnings (losses)	1,133,453	5,005,303	1,016,830
Miscellaneous	378,219	198,834	(1,704)
	<u>\$ 5,683,789</u>	<u>\$ 9,389,672</u>	<u>\$ 5,176,430</u>
<u>BONDING & INDEMNITY FUND</u>			
Bond premiums	\$ 95,191	\$ 99,649	\$ 103,772
<u>BUILDING FUND</u>			
GEB transfers	\$ -	\$ -	\$ -
<u>CONVENTION FUND</u>			
Registration fees	\$ 202,631	\$ 175	\$ 195
GEB transfers	600,000	600,000	800,000
	<u>\$ 802,631</u>	<u>\$ 600,175</u>	<u>\$ 800,195</u>
<u>HEALTH FUND</u>			
Investment earnings (losses)	\$ 226,691	\$ 1,001,061	\$ 203,366
Miscellaneous	738,042	439,698	263,196
GEB transfers	2,446,337	1,750,937	2,615,588
	<u>\$ 3,411,070</u>	<u>\$ 3,191,696</u>	<u>\$ 3,082,150</u>
<u>ORGANIZING AND ACTIVISM FUND</u>			
Per capita tax	\$ 1,386,343	\$ 1,394,180	\$ 1,381,991
<u>ATU TRAINING CENTER</u>			
Income	\$ 2,722,851	\$ -	\$ -
ATU Training Center Lease	-	692,257	738,156
Other Training Center income	-	20,405	-
Total Operating Income	<u>\$ 2,722,851</u>	<u>\$ 712,662</u>	<u>\$ 738,156</u>
<u>Eliminate Intercompany</u>			
ATU Training Center service fee and allocated payroll expense	\$ (336,453)	(264,988)	(268,422)
ATU Training Center Mortgage Interest	(1,679,159)		
ATU Training Center lease	(660,070)	(692,257)	(705,164)
TOTAL INCOME & FUND TRANSFERS	<u>\$ 38,030,564</u>	<u>\$ 51,224,269</u>	<u>\$ 34,305,018</u>

EXPENSES
Fiscal Years Ended June 30, 2020, 2021, 2022
Combined U.S. & Canadian
Converted to U.S. Dollars

GENERAL FUND	<u>2020</u>	<u>2021</u>	<u>2022</u>
<i>Per Capita Tax to:</i>			
AFL-CIO	\$ 970,743	\$ 1,035,780	\$ 896,566
Canadian Labour Congress	236,949	187,511	211,559
International Transport Workers' Federation	41,109	46,335	43,209
Transportation Trades Dept., AFL-CIO	319,275	351,000	326,700
Union Label Trades Dept., AFL-CIO	12,000	13,000	12,000
Union Label Trades, CLC	-	-	-
Salaries	7,033,800	6,742,933	7,054,686
Travel and related expenses	1,468,173	584,502	1,521,825
Payroll taxes	2,429,419	2,588,923	2,695,726
Pension expense	4,806,135	4,933,805	4,752,848
Per capita taxes	1,580,076	1,633,626	1,490,034
Insurance	46,851	47,050	71,192
Seminars and events	818,765	38,117	64,474
Consultant fees and expenses	242,395	345,994	264,873
Audit and accounting fees	55,750	77,500	63,250
Actuary fees	1,358	1,014	-
Publication and distribution costs	322,211	374,010	521,406
Donations	218,846	362,218	396,457
Allocated building operating costs	-	-	-
Depreciation	86,795	99,356	108,310
Canadian National Office	321,155	338,777	349,418
Printing and supplies	166,698	233,955	104,239
Postage	118,968	147,208	106,350
Telephone	39,924	45,569	44,368
ATU internet and website	58,609	52,293	95,202
Subscriptions and publications	292	547	755
Other office	374,267	240,941	343,747
MUMS/UnionWare expense	71,001	60,169	70,318
COPE Fund	335,369	1,420,730	1,281,916
ATU Jerry Fund	29,349	-	29,519
ATU Scholarship Program	45,993	52,839	38,334
ATU Disaster Relief	80	-	-
401(k) and 457 Retirement Plan	-	-	-
ATU Training Center lease	462,048	484,579	493,615
Information technology consultant fees and expenses	228,065	97,218	156,370
Miscellaneous	655,259	261,830	396,781
Total Operating Expenses	<u>\$ 22,017,651</u>	<u>\$ 21,265,703</u>	<u>\$ 22,516,013</u>
<u>BENEFIT FUND</u>			
Funeral and dismemberment benefits	\$ 1,699,553	\$ 1,499,131	\$ 1,405,441
Salaries	73,279	74,020	75,256
Allocated building operating costs			
ATU Training Center lease	33,004	34,613	35,258
	<u>\$ 1,805,836</u>	<u>\$ 1,607,764</u>	<u>\$ 1,515,955</u>

	<u>2020</u>	<u>2021</u>	<u>2022</u>
<u>DEFENSE FUND</u>			
Donations to locals on strike	\$ 537,293.00	\$ 10,493	\$ 8,185
Arbitration, Other	63,605	45,842	65,771
Financial assistance			
Outside legal and consultant fees and expenses	1,026,017	618,030	355,086
<u>Legal Department:</u>			
Salaries	1,180,325	1,469,561	1,677,601
Travel and related expenses	24,828	2,207	23,509
Subscriptions and publications	82,388	93,440	99,052
Depreciation	8,655	9,160	11,627
Telephone	3,558	8,325	9,210
Allocated building operating costs	7,953	-	-
State battles and local union assistance	447,245	129,920	53,015
ATU Training Center lease	99,011	103,839	105,775
Miscellaneous	154,720	92,231	99,188
	<u>\$ 3,635,598</u>	<u>\$ 2,583,048</u>	<u>\$ 2,508,019</u>
<u>BONDING & INDEMNITY FUND</u>			
Bond premiums	<u>\$ 107,235</u>	<u>\$ 107,683</u>	<u>\$ 106,525</u>
<u>BUILDING FUND</u>			
Depreciation	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
<u>CONVENTION FUND</u>			
Convention expenses	<u>\$ 3,388,421</u>	<u>\$ 69,000</u>	<u>\$ 1,198,711</u>
<u>HEALTH FUND</u>			
Healthcare premiums, claims and fees	\$ 3,283,767	\$ 3,055,250	\$ 2,956,118
Outside legal and consultant fees and expenses	2,021	4,882	6,736
Actuary fees	-	33,063	-
Miscellaneous	125,282	98,501	105,551
	<u>\$ 3,411,070</u>	<u>\$ 3,191,696</u>	<u>\$ 3,068,405</u>
<u>ORGANIZING AND ACTIVISM FUND</u>			
Salaries	\$ 859,384	\$ 923,004	\$ 977,153
Travel	253,274	69,651	290,191
Telephone	10,395	10,902	12,452
Consultant fees and expenses	424,133	19,507	13,317
Printing and supplies	11,244	63	-
Member organizing/field mobilization expenses	271,790	160,370	207,970
ATU Training Center lease	66,007	69,226	70,516
Miscellaneous	63,146	35,462	36,524
	<u>\$ 1,959,373</u>	<u>\$ 1,288,185</u>	<u>\$ 1,608,123</u>

	<u>2020</u>	<u>2021</u>	<u>2022</u>
<u>ATU TRAINING CENTER</u>			
Salaries	\$ 1,651,894	\$ 518,060	\$ 560,910
ATU Training Center employee benefits	491,199	359,158	206,518
Payroll taxes	101,623	51,572	51,809
Insurance and health care expenses	85,213	81,512	93,471
Outside legal and consulting fees	83,480	31,786	29,750
Audit and accounting fees	6,700	7,000	7,000
Depreciation	1,162,680	1,187,659	1,170,283
Printing and supplies	23,588	5,936	5,798
Telephone	50,456	45,834	40,355
Website expense	-	-	-
Other office expenses	-	-	-
Taxes	-	-	-
ATU Training Center - other expenses	1,611,905	911,573	978,963
Miscellaneous	-	-	-
ATU Training Center service fee and allocated payroll expense	336,453	264,988	268,422
Total Operating Expense	<u>\$ 5,605,191</u>	<u>\$ 3,465,078</u>	<u>\$ 3,413,279</u>
Training Center Mortgage Interest	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
<u>Eliminate Intercompany</u>			
ATU Training Center service fee and allocated payroll expense	\$ (336,453)	\$ (264,988)	\$ (268,422)
ATU Training Center lease	(660,070)	(692,257)	(705,164)
Training Center Mortgage Interest	-	-	-
TOTAL EXPENSES & FUND TRANSFERS	<u>\$ 40,933,852</u>	<u>\$ 32,620,912</u>	<u>\$ 34,961,444</u>

ATU TRAINING CENTER
Other Expenses
Three Fiscal Years Ended June 30, 2022

	<u>2020</u>	<u>2021</u>	<u>2022</u>
Maintenance			
Building	\$ 157,707	\$ 76,334	\$ 124,305
Landscape	126,085	76,472	79,938
Elevator	-	-	-
Cleaning and supplies	150,545	81,796	77,421
HVAC monitoring	55,267	66,315	65,125
Total Maintenance	<u>\$ 489,604</u>	<u>\$ 300,917</u>	<u>\$ 346,789</u>
Utilities			
Electric	\$ 365,262	\$ 323,752	\$ 367,901
Gas/oil	50,152	64,451	72,616
Trash removal	8,109	5,325	4,479
Water	37,398	27,035	34,837
Total Utilities	<u>\$ 460,921</u>	<u>\$ 420,563</u>	<u>\$ 479,833</u>
Hospitality Services			
Guest room supplies	\$ -	\$ -	\$ -
Food and beverage	201,516	22,027	-
Cable TV and telephone	-	-	-
Management systems	-	-	-
Entertainment	-	-	-
Other hospitality services	200,118	24,271	36,274
Total Hospitality Services	<u>\$ 401,634</u>	<u>\$ 46,298</u>	<u>\$ 36,274</u>
Training Expense			
Instructor fees	\$ -	\$ -	\$ -
Audio visual expenses	24,858	-	-
Total Training Expenses	<u>\$ 24,858</u>	<u>\$ -</u>	<u>\$ -</u>
Furniture and fixtures	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Other building expenses	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Other operating expenses	<u>\$ 234,288</u>	<u>\$ 143,795</u>	<u>\$ 116,067</u>
TOTAL EXPENSES	<u><u>\$ 1,611,305</u></u>	<u><u>\$ 911,573</u></u>	<u><u>\$ 978,963</u></u>

MEMBERS' NET ASSETS

	Fiscal Year Ended <u>6/30/20</u>	Fiscal Year Ended <u>6/30/21</u>	Fiscal Year Ended <u>6/30/22</u>
SUMMARY			
Beginning of the year	\$ 160,885,758	\$ 157,982,470	\$ 176,585,827
Income - Net of eliminations	38,030,564	51,224,269	34,305,018
Expenses - Net of eliminations	(40,933,852)	(32,620,912)	(35,236,349)
End of the year	<u>\$ 157,982,470</u>	<u>\$ 176,585,827</u>	<u>\$ 175,654,496</u>
GENERAL FUND			
Beginning of the year	\$ 97,003,441	\$ 99,612,834	\$ 114,908,129
Income - July 1 thru June 30	27,673,381	38,911,935	27,087,621
Expenses - July 1 thru June 30	(22,017,651)	(21,265,703)	(22,516,013)
Transfers from Building Fund		-	
Transfers to Convention Fund	(600,000)	(600,000)	(800,000)
Transfers to Health Fund	(2,446,337)	(1,750,937)	(2,615,588)
End of the year	<u>\$ 99,612,834</u>	<u>\$ 114,908,129</u>	<u>\$ 116,064,149</u>
BENEFIT FUND			
Beginning of the year	\$ 31,595,973	\$ 31,767,464	\$ 32,132,843
Income - July 1 thru June 30	1,977,327	1,973,143	1,927,740
Expenses - July 1 thru June 30	(1,805,836)	(1,607,764)	(1,515,955)
End of the year	<u>\$ 31,767,464</u>	<u>\$ 32,132,843</u>	<u>\$ 32,544,628</u>
DEFENSE FUND			
Beginning of the year	\$ 33,595,336	\$ 35,643,527	\$ 42,450,151
Income - July 1 thru June 30	5,683,789	9,389,672	5,107,704
Expenses - July 1 thru June 30	(3,635,598)	(2,583,048)	(2,508,019)
End of the year	<u>\$ 35,643,527</u>	<u>\$ 42,450,151</u>	<u>\$ 45,049,836</u>
BONDING & INDEMNITY FUND			
Beginning of the year	\$ 136,756	\$ 124,712	\$ 116,678
Income - July 1 thru June 30	95,191	99,649	103,772
Expenses - July 1 thru June 30	(107,235)	(107,683)	(106,525)
End of the year	<u>\$ 124,712</u>	<u>\$ 116,678</u>	<u>\$ 113,925</u>

	Year Ended <u>6/30/20</u>	Year Ended <u>6/30/21</u>	Year Ended <u>6/30/22</u>
CONVENTION FUND			
Beginning of the year	\$ 3,974,613	\$ 1,388,823	\$ 1,919,998
Income - July 1 thru June 30	202,631	175.00	195.00
Expenses - July 1 thru June 30	(3,388,421)	(69,000)	(1,198,711)
Transfers from General Fund	600,000	600,000	800,000
End of the year	<u>\$ 1,388,823</u>	<u>\$ 1,919,998</u>	<u>\$ 1,521,482</u>
HEALTH FUND			
Beginning of the year	\$ 10,000,000	\$ 10,000,000	\$ 10,000,000
Income - July 1 thru June 30	964,733	1,440,759	466,562
Expenses - July 1 thru June 30	(3,411,070)	(3,191,696)	(3,068,405)
Transfers from General Fund	2,446,337	1,750,937	2,601,843
End of the year	<u>\$ 10,000,000</u>	<u>\$ 10,000,000</u>	<u>\$ 10,000,000</u>
ORGANIZING AND ACTIVISM FUND			
Beginning of the year	\$ (2,354,382)	\$ (2,937,412)	\$ (2,821,417)
Income - July 1 thru June 30	1,386,343	1,394,180	1,381,991
Expenses - July 1 thru June 30	(1,959,373)	(1,288,185)	(1,608,123)
End of the year	<u>\$ (2,927,412)</u>	<u>\$ (2,831,417)</u>	<u>\$ (3,047,549)</u>
ATU TRAINING CENTER			
Beginning of the year	\$ (13,065,979)	\$ (17,627,478)	\$ (22,120,555)
Income - July 1 thru June 30	2,722,851	712,662	738,156
Expenses - July 1 thru June 30	(5,605,191)	(3,465,078)	(3,413,279)
ATU Training Center Mortgage Interest	(1,679,159)	(1,740,661)	(1,796,297)
End of the year	<u>\$ (17,627,478)</u>	<u>\$ (22,120,555)</u>	<u>\$ (26,591,975)</u>

DONATIONS TO LOCAL UNIONS ON STRIKE OR LOCK OUT

Strike Benefits

July 1, 2019, to June 30, 2020, inclusive:

Local 689 - Washington, DC	190,093
Local 1181 - New York, NY	198,800
Local 1548 - Plymouth, MA	51,200
Local 1764 - Washington, DC	97,200
	<u>\$ 537,293</u>

July 1, 2020, to June 30, 2021, inclusive:

LU 1181 - New York, NY	10,494
	<u>\$ 10,494</u>

July 1, 2021, to June 30, 2022, inclusive:

Local 689 - Washington, DC	8,185
	<u>\$ 8,185</u>

**Comparative Analysis of the Union's Funds as of
July 1, 2019, and June 30, 2022**

General Fund

The balance in the General Fund as of July 1, 2019, was \$97,003,441. The corresponding balance in the Fund on June 30, 2022, was \$116,064,149, representing an increase to the Fund for the three-year period of \$19,060,708, after transferring \$2,000,000 to the Convention Fund and \$6,812,862 to the Health Fund.

Per capita tax, fees, and investment earnings, etc. allocated to the Fund for the three-year period	\$ 93,672,937
Expenses of the Fund for the three-year period	(65,799,367)
Transfers to the Convention Fund	(2,000,000)
Transfers to the Health Fund	(6,812,862)
Increase (decrease) for the three-year period	<u>\$ 19,060,708</u>

Benefit Fund

The balance in the Benefit Fund as of July 1, 2019, was \$31,595,973. The corresponding balance in the Fund on June 30, 2022, was \$32,544,628, representing an increase to the Fund for the three-year period of \$948,655.

Per capita tax and fees allocated to the Fund for the three-year period	\$ 5,878,210
Expenses of the Fund for the three-year period	(4,929,555)
Increase (decrease) for the three-year period	<u>\$ 948,655</u>

Defense Fund

The balance in the Defense Fund as of July 1, 2019, was \$33,595,336. The corresponding balance in the Fund on June 30, 2022, was \$45,049,836 representing an increase to the Fund for the three-year period of \$11,454,500.

Per capita tax, investment earnings, etc. allocated to the Fund for the three-year period	\$ 20,181,165
Expenses of the Fund for the three-year period	(8,726,665)
Increase (decrease) for the three-year period	<u>\$ 11,454,500</u>

Bonding & Indemnity Fund

Bonding was provided for the officers and employees of our local unions under blanket positions bonds issued by the Fidelity and Deposit Company of Maryland. Premiums for the bonds were paid on a three-year basis from the Bonding & Indemnity Fund of the Union. These payments were refunded to the Bonding & Indemnity Fund by annual payments for bond coverage made by the local unions to the Fund.

The balance in the Bonding & Indemnity Fund as of July 1, 2019, was \$136,756. The corresponding balance in the Fund as of June 30, 2022, was \$113,925, representing an decrease to the Fund for the three-year period of \$22,831.

Convention Fund

The balance in the Convention Fund as of July 1, 2019, was \$3,974,613. The corresponding balance in the Fund on June 30, 2022, was \$1,521,482, representing an decrease to the Fund for the three-year period of \$2,453,131.

Registration fees	\$	203,001
Expenses of the Fund for the three-year period		(4,656,132)
Transfers from the General Fund		2,000,000
Increase (decrease) for the three-year period	\$	<u>(2,453,131)</u>

Health Fund

The balance in the Health Fund as of July 1, 2019, was \$10,000,000. The corresponding balance in the Fund on June 30, 2022, was \$10,000,000, representing no change to the Fund for the three-year period.

Investment earnings (losses) allocated to the Fund and miscellaneous income for the three-year period	\$	2,872,054
Expenses of the Fund for the three-year period		(9,671,171)
Transfers from the General Fund		6,799,117
Increase (decrease) for the three-year period	\$	<u>0</u>

Organizing and Activism Fund

The balance in the Organizing Fund as of July 1, 2019, was (\$2,354,382.) The corresponding balance in the Fund on June 30, 2022, was (\$3,047,549,) representing a decrease to the Fund for the three-year period of \$693,167.

Per capita tax allocated to the Fund for the three-year period	\$	4,162,514
Expenses of the Fund for the three-year period		(4,855,681)
Increase (decrease) for the three-year period	\$	<u>(693,167)</u>

ATU Training Center

The balance in the Training Center as of July 1, 2019, was (\$13,065,979.) The corresponding balance in the Fund on June 30, 2022, was (\$26,591,975,) representing an decrease to the Fund for the three-year period of \$13,525,996.

ATU Training Center lease and other income for the three-year period	\$	4,173,669
Operating expenses for the three-year period		(12,483,548)
Mortgage interest expense for the three-year period		(5,216,117)
Increase (decrease) for the three-year period	\$	<u>(13,525,996)</u>

Members' Net Assets

On July 1, 2019, total Members' Net Assets was \$160,885,758. The corresponding Members' Net Assets on June 30, 2022, was \$175,654,496, representing an increase in Members' Net Assets of \$14,768,738, for the three-year period.

Income for the three-year period	\$	123,559,851
Expenses for the three-year period		<u>(108,791,113)</u>
Increase (decrease) for the three-year period	\$	<u>14,768,738</u>
ATU International Members' Net Assets		
General Fund	\$	116,064,149
Benefit Fund		32,544,628
Defense Fund		45,049,836
Bonding & Indemnity Fund		113,925
Convention Fund		1,521,482
Health Fund		10,000,000
Organizing Fund		<u>(3,047,549)</u>
Total ATU Members' Net Assets	\$	<u>202,246,471</u>
ATU Training Center Net Assets	\$	<u>(26,591,975)</u>
Total	\$	<u>175,654,496</u>

Conclusion

During this last convention cycle, I am pleased to report that ATU has done much to carry out the mandate of the 60th Convention that ATU promote the welfare of our members and advance the goals of the labor movement.

We continue to administer ATU finances in ways that accrue the greatest value to our members for the dollars we spend. The seriousness with which we exercise this fiduciary responsibility reflects this Union's commitment to honor the trust that our members have placed in us. The result has been a financially sound Union that is doing and accomplishing more for its members than ever before.

We continue to instruct our local presidents, along with our financial secretaries, on the elements of their financial responsibilities, leading to better management of local union finances.

I am delighted with all that has been accomplished during this convention cycle under the leadership of International President John Costa. I also want to thank International Executive Vice President Javier Perez, Jr., our international vice presidents and representatives who have given countless hours over to the success of this enterprise in their travels around our countries.

I would be remiss if I did not thank all of our local financial secretaries who are truly the unsung heroes of this Union, without whom none of our local unions could continue to operate. I am proud, again, to commend the hard work of the international staff, who go above and beyond the call of duty daily in their dedication to our mission.

At this time, and in accordance with the provisions of the ATU Constitution and General Laws, I submit this report and attest that it is a true and accurate record of the financial condition of this International Union and the work of the International Secretary-Treasurer for the three-year period ended June 30, 2022.

In solidarity,

Kenneth Kirk

International Secretary-Treasurer

Special Meeting, October 22-23, 2019

Silver Spring, MD

FIRST SESSION

The meeting convened at 11:00 a.m. on Tuesday, October 22, 2019. General Executive Board members participating were, Richard Murphy, Janis Borchardt, Paul Bowen, Kenneth Kirk, 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, and Anthony Garland. International President John A. Costa chaired the meeting. Also, in attendance were International Executive Vice President Javier M. Perez, Jr., General Counsel Robert Molofsky, ATU-TEC General Manager Amy Harris, ATU-TEC Deputy Controller Salma Yousefi, and Executive Assistant to the International President Mary Goldsworthy.

International Secretary Treasurer Oscar Owens was excused.

INTRODUCTORY REMARKS

International President Costa convened the meeting and reviewed the agenda for the next two days. He advised the primary purpose was to review the finances and operations of the Amalgamated Transit Union Training and Education Center, Inc. (ATU-TEC), and to discuss current issues following the International Convention.

PRESENTATION AND DISCUSSION ON ATU-TEC FINANCES AND OPERATIONS

ATU-TEC Deputy Controller Salma Yousefi presented a PowerPoint discussion on ATU-TEC's budget, finances, and operational issues. She provided a summary of capital improvement since the purchase, a review of the Center's revenues and expenses, and a summary of loans provided by ATU to ATU-TEC since the acquisition of the property. Following her presentation, members of the Board discussed various financial and operational matters, including staffing, various service contracts, including the IT services, the Siemens energy saving project, the revenue impact of terminated lease space in Building 2, the marketing program and concerns to date with the occupancy rate, the trajectory of overnight room bookings, and third party use of the facilities, especially by other unions. The status of the 'Holly Hall' development project was also discussed, as well as the potential for the ATU to stem rising losses by exploring its own development options, including selling all or part of the land. Discussions also included potential for expanded use of the Center for "apprenticeship" training programs and a strong outreach to the labor community for business. An overarching concern was the length of time required to reduce reliance on ATU loans and enable the Center to close the gap between revenue and expenses.

ATU-TEC General Manager Harris discussed the ongoing marketing programs, revenue projections for the first quarter of 2020, plans to improve the ATU-TEC Website, investigate use of online booking options and social media presence.

President Costa, citing the need to address these critical financial issues facing the ATU and the Center, committed to a more aggressive approach to marketing, reductions in operating costs and full consideration of all development options.

MOTION TO EXTEND CURRENT ATU/ATU-TEC MORTGAGE APPROVED

The Board was advised that to continue the present financing of ATU-TEC, it was recommended that the Board approve an option to extend the current mortgage with ATU for an additional five (5) years. It was noted that the market rate loan continued to generate interest, accumulating for ultimate repayment when the Center's financial situation improved and or development options were exercised.

Upon motion duly made and seconded, a majority of the General Executive Board approved a motion to extend the current mortgage between ATU and ATU TEC Properties, LLC.

MOTION FOR ADDITIONAL ATU LOAN TO ATU-TEC APPROVED

Initially, a motion to table a motion duly made and seconded, to approve an additional \$1 million dollar loan was rejected. Following a discussion to provide sufficient reserves for the coming year, a motion, duly made and seconded to amend the loan request to \$1.5 million was approved. Thereafter, a majority of the General Executive Board approved the motion for an additional loan of \$1.5 million.

MOTION TO APPROVE LOCAL 689 (WASHINGTON, DC) STRIKE AT "CINDER BED ROAD" (Transdev) APPROVED

Upon motion duly made and seconded, the General Executive Board approved a request for strike authorization by ATU Local 689 against Transdev, the private employer, providing service from WMATA's publicly owned Cinder Bed Road facility. The routes in question had previously been provided directly by WMATA by Local 689 members.

MOTION TO WAIVE THE "TWO-WEEK" WAITING PERIOD FOR STRIKE BENEFITS FOR LOCAL 689 (WASHINGTON, DC) MEMBERS AT CINDER BED ROAD APPROVED

Pursuant to authority vested in the General Executive Board, under Section 35, Suspended Constitutional Provisions, and given the impact of the pending strike on thwarting regional privatization efforts, upon motion duly made and seconded, the Board approved waving the two-week waiting period for the payment of strike benefits, under Section 19.3 Strike Benefits under the ATU Constitution.

MOTION TO TRUSTEE ATU LOCAL 1028 (DES PLAINES, IL)

Upon motion duly made and seconded, the General Executive Board approved a motion granting International President Costa authority to place Local 1028 (Des Plaines, IL), in

trusteeship in response to vacancies created by resignations of the local's president/business agent, vice-president and two executive board members.

MOTION TO APPROVE COLA INCREASES FOR ATU EXECUTIVE OFFICERS AND GENERAL EXECUTIVE BOARD MEMBERS APPROVED

Upon motion duly made and seconded, a majority of the General Executive Board approved a 2.62% COLA increase for the period March 2018 to May 2019, and an additional .26 % COLA increase for the period May 2019 to September 2019, effective November 1, 2019.

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 5:00 p.m.

SECOND SESSION

The meeting convened at 9:00 a.m. on Wednesday, October 23, 2019. General Executive Board members participating were, Richard Murphy, Janis Borchardt, Paul Bowen, Kenneth Kirk, 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, and Anthony Garland. International President John A. Costa chaired the meeting. Also, in attendance were General Counsel Robert Molofsky, Assistant General Counsel Dan Smith, ATU Director of Government Affairs, Jeff Rosenberg, Assistant to the President for Special Projects, Ed Watt, and Executive Assistant to the International President Mary Goldsworthy.

International Secretary Treasurer Oscar Owens was excused.

REPORT ON LEGISLATIVE AFFAIRS

ATU Director of Government Affairs, Jeff Rosenberg reported to the Board on the status of pending federal and state legislation. He briefed the Board on the status of the ATU sponsored bill, the Transit Worker and Pedestrian Protection Act H.R. 1139, now with 193 co-sponsors and its companion Senate bill, S. 436. The legislation is intended to advance the ATU's policies on operator protections, requiring jointly developed risk reduction programs. He also updated the Board on status of 2020 transit appropriations measures and ATU advocacy in concert with the AFL-CIO in support of the "PRO" Act, the Protecting the Right to Organize Act H.R. 2474, intended to reform federal labor laws to facilitate union organizing and reverse onerous decision by the Trump appointed members of the NLRB. He also reported on ATU efforts in New York, including pending state legislation to again require employee protection provisions in the City's school bus contracts.

REPORT ON ATU TRAINING AND APPRENTICESHIP PROGRAMS

Assistant to the President for Special Projects Ed Watt, discussed ongoing efforts to expand the ATU officer and member training and education programs, including improvements in the "new officer" training, additional pension trustee seminars, and the increase use of ATU staff for training on legal and internal ATU governance issues.

GENERAL DISCUSSION

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

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

Special Meeting, December 13, 2019

Silver Spring, MD

The meeting convened at 10:30 a.m. on Friday, December 13, 2019. General Executive Board members participating were, Richard Murphy, Janis Borchardt, Paul Bowen, Kenneth Kirk, 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, and Anthony Garland. International President John A. Costa chaired the meeting. Also, in attendance were General Counsel Robert Molofsky, Assistant General Counsel Dan Smith, and Executive Assistant to the International President Mary Goldsworthy.

SESSION DELAYED TO REVIEW AGENDA

International President Costa initially convened the session at 9:00. Because the meeting agenda was not provided in advance of the meeting, a *point of order* concerning Robert's Rules was raised, to provide Board members an opportunity to review the just released agenda. The point of order was denied by the Chair. A subsequent motion, duly made and seconded, to overrule the chair failed. Following further discussion, in order to provide the Board sufficient time to review a revised agenda, President Costa proposed a recess and the session reconvened at 10:30.

MOTION TO APPROVE NEW AGENDA ADOPTED

Upon reconvening at 10:30, a motion was duly made and seconded, to adopt the new agenda. By an amendment duly made and seconded, a majority of the General Executive Board approved adding "strike sanctions" as an agenda item. Thereafter, the motion to adopt the new agenda, as amended was approved.

REPORT ON FEDERAL LEGISLATION

Government Affairs Director Jeff Rosenberg updated the Board on pending federal legislation including the *Transit Worker and Pedestrian Protection Act* (H.R. 1139), now with 193 co-sponsors and its companion bill, S- 436. He also cited the successful inclusion of some \$12.9 B in FY 20 transit funding as part of the FY '20 omnibus appropriations measure approved by Congress. The measure included \$2.5 million for workforce development programs. He focused in particular on ongoing efforts to secure Congressional support among regional representatives in Congress for the striking Local 689 (Washington, DC), Cinder Bed workers and pressure on WMATA to end its privatization not only of the Cinder Bed garage, but also operation of the Silver Line Rail extension. Rosenberg also reported on ongoing efforts in the New York legislature and within the City Council, to seek employee protections for ATU represented school bus employees and matrons.

President Costa briefed the Board on recent Congressional meetings with Congressman Peter DeFazio (D-OR-4), Chairman of the House of Transportation and Infrastructure Committee, Earl Blumenauer (D-OR-3) and Senator Sherrod Brown (D-OH), and his attendance at an event for Congressman William Pascrell (N-NJ-9).

MOTION TO REQUEST STRIKE SANCTION FOR LOCAL 107 (HAMILTON, ON) APPROVED

Upon motion duly made and seconded the General Executive Board approved Strike Sanction for Local 107 (Hamilton, ON), against the City of Hamilton.

MOTION TO WAIVE “TWO-WEEK” WAITING PERIOD FOR LOCAL 107 (HAMILTON, ON), MEMBERS AND INCREASE PAYMENTS TO \$400.00 PER WEEK APPROVED

A motion was duly made and seconded seeking Board approval for waving the two-week waiting period for the payment of strike benefits, under Section 19.3 Strike Benefits of the ATU Constitution. The motion was amended to include an increase in benefits from \$200.00 to 400.00 per week. Thereafter, pursuant to authority vested in the General Executive Board under Section 35, Suspended Constitutional Provisions, of the ATU Constitution and, upon motion duly made and seconded the Board adopted the motion as amended.

APPOINTMENT OF KENNETH RAY KIRK AS NEW INTERNATIONAL SECRETARY-TREASURER APPROVED

In accordance with Section 7.2 of the ATU Constitution, the General Executive Board approved the recommendation of International President John A. Costa, to appoint International Vice President Kenneth Ray Kirk to serve as International Secretary Treasurer, subject to approval at the next Convention. This action follows the untimely death in October 2019, of Oscar Owens, who had served in that position since January 1, 2001.

GENERAL DISCUSSION

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

The meeting adjourned sine die at 1:15 p.m.

Special Meeting, January 31, 2020

Videoconference

The meeting was convened at 2:00 p.m. Eastern Time on Friday, January 31, 2020. General Executive Board members participating 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 Ray Kirk, International Executive Vice President Javier M. Perez, Jr., Chief of Staff Jessica Chu, General Counsel Robert Molofsky, Director of Government Affairs, Jeff Rosenberg, and Director of Communications, David Roscow.

OPENING REMARKS BY INTERNATIONAL PRESIDENT

International President Costa convened the meeting. President Costa discussed the status and candidates for the 2020 Presidential elections. He highlighted the consistent and longstanding pro-labor record of former Vice President Joe Biden, including his unwavering support for working families, pro transit and job-creating infrastructure proposals; his commitment to labor rights, racial justice and equity, enforcement of labor standards and employee protections, and his opposition to the privatization of public services. Members of the Board then engaged in a thoughtful discussion of the candidates, including Senators Klobuchar, Sanders and Warren, among others, and the advantages of an early endorsement. Upon conclusion of the discussions, President Costa recommended endorsement of Vice President Biden.

MOTION APPROVED TO ENDORSE FORMER VICE PRESIDENT BIDEN FOR PRESIDENT

Upon motion duly made and seconded, a majority of the members of the General Executive Board voted to endorse and support the candidacy of former Vice President Joe Biden for President.

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 3:30 p.m. *sine die*.

Special Meeting, March 31, 2020

Videoconference

The meeting was convened at 4:00 P.M. Eastern Time on April 3, 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, Chuck 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.

OPENING REMARKS BY INTERNATIONAL PRESIDENT

International President John A. Costa convened the meeting. He reported to the Board on recent activities by the International Officers and staff, recent memos and protocols to locals on prevention, the use of PPE, cleaning of vehicles and options for cancellation of local meetings, benefit and leave options under the “Families First Coronavirus Response Act, and the newly formed ATU COVID -19 Command Center.

MOTION APPROVED TO PERMIT THE POSTPONMENT OF LOCAL UNION ELECTIONS UNTIL JULY 25, 2020.

Upon motion duly made and seconded, a majority of the General Executive Board, acting consistent with its authority under the ATU Constitution and General Laws (CGL), voted to suspend Section 14.1, When held, and Section 14.4 Nominations, of the CGL, to delay local union elections scheduled for May/June 2020 until July 25, 2020.

This action was necessitated because of the continuing health, safety and legal challenges accompanying the novel coronavirus (COVID-19) pandemic, rendering it impossible for virtually every local union to conduct and complete their scheduled elections by June 25, 2020.

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 5:30 p.m. *sine die*.

Special Meeting, April 3, 2020

Videoconference

The meeting was convened at 4:00 p.m. Eastern Time on Friday, April 3, 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.

OPENING REMARKS BY INTERNATIONAL PRESIDENT

International President John A. Costa convened the meeting. He reported to the Board on recent activities by the International Officers and staff, recent memos and protocols to locals on prevention, the use of PPE, cleaning of vehicles, options for cancellation of local meetings, benefit and leave options under the “Families First Coronavirus Response Act”, and the newly formed ATU COVID-19 Command Center.

MOTION APPROVED TO PERMIT THE POSTPONEMENT OF LOCAL UNION ELECTIONS UNTIL JULY 25, 2020

Upon motion duly made and seconded, a majority of the General Executive Board, acting consistent with its authority under the ATU Constitution and General Laws (CGL), voted to suspend Section 14.1, When Held, and Section 14.4, Nominations, of the CGL, to delay local union elections scheduled for May/June 2020 until July 25, 2020.

This action was necessitated because of the continuing health, safety and legal challenges accompanying the novel coronavirus (COVID-19) pandemic, rendering it impossible for virtually every local union to conduct and complete their scheduled elections by June 25, 2020.

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 5:30 p.m. *sine die*.

Special Meeting, May 15, 2020

Videoconference

The meeting was convened at 3:00 p.m. Eastern Time on Friday, May 15, 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.

OPENING REMARKS BY INTERNATIONAL PRESIDENT

International President John A. Costa convened the meeting. He reported to the Board on recent activities by the International Officers and staff, including recent memos, federal legislation related to COVID 19, and related issues affecting ATU members and their locals.

MOTION APPROVED TO PERMIT THE POSTPONMENT OF LOCAL UNION ELECTIONS UNTIL AUGUST 25, 2020

Upon motion duly made and seconded, a majority of the General Executive Board, acting consistent with its authority under the ATU Constitution and General Laws (CGL), voted to suspend Section 14.1, *When Held*, and Section 14.4 *Nominations*, of the CGL, to delay local union elections scheduled for May/June 2020 until August 25, 2020.

This action was necessitated because of the continuing health, safety and legal challenges accompanying the novel coronavirus (COVID-19) pandemic, rendering it impossible for virtually every local union to conduct and complete their scheduled elections by June 25, 2020.

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 4:00 p.m. *sine die*.

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><u>5,399.98</u></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.

Special Meeting, June 1, 2020

Videoconference

The meeting was convened at 6:00 p.m. Eastern Time on Monday, June 1, 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.

OPENING REMARKS BY INTERNATIONAL PRESIDENT

International President Jon A. Costa convened the meeting with a moment of silence for fallen ATU members who passed away because of the COVID -19 pandemic. He reported to the Board on recent activities by the International Officers and staff responding to both local and member concerns arising from the pandemic, noting in particular reduced service, member layoffs, state restrictions on group gatherings, and the continued inability of most locals to conduct membership meetings or elections in person. He also discussed a recent memo informing locals of members' rights to refuse to drive, based on unsafe conditions including the refusal to transport police during protests or civil unrest.

President Costa also updated the Board on the status of negotiations involving MV Transportation, at Local 1181 (Brooklyn, NY, and Staten Island, NY).

MOTION APPROVED TO GRANT STRIKE SANCTION TO LOCAL 1181 (NEW YORK, NY) AGAINST MV TRANSPORTATION, BROOKLYN, NEW YORK, RETROACTIVE TO MAY 27, 2020.

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

MOTION APPROVED TO WAIVE THE TWO-WEEK WAITING PERIOD FOR STRIKE BENEFITS FOR LOCAL 1181 MEMBERS ON STRIKE AGAINST MV TRANSPORTATION, BROOKLYN, AND TO INCREASE THE BENEFIT TO \$400 PER WEEK RETROACTIVE TO MAY 27, 2020.

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

MOTION APPROVED TO GRANT STRIKE SANCTION TO LOCAL 1181 (NEW YORK, NY) AGAINST MV TRANSPORTATION, STATEN ISLAND, SUBJECT TO A STRIKE VOTE BY THE MEMBERSHIP.

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

MOTION APPROVED TO WAIVE THE TWO-WEEK WAITING PERIOD FOR STRIKE BENEFITS FOR LOCAL 1181 (NEW YORK, NY) IF A STRIKE IS CALLED AGAINST MV TRANSPORTATION STATEN ISLAND, AND TO INCREASE THE BENEFIT TO \$400 PER WEEK.

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

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 6:50 p.m. *sine die*.

Special Meeting, June 25, 2020

Videoconference

The meeting was convened at 3:00 p.m. Eastern Time on Thursday, June 25, 2020. General Executive Board members present were Richard M. Murphy, Janis M. Borchardt, 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.

International Vice President Paul Bowen was excused from the meeting.

OPENING REMARKS BY INTERNATIONAL PRESIDENT

International President John A. Costa convened the meeting with a moment of silence for fallen ATU members who passed away because of the COVID -19 pandemic. He reported to the Board on recent activities by the International Officers and staff responding to both local and member concerns arising from the pandemic, noting in particular reduced service, member layoffs, state restrictions on group gatherings, and the continued inability of most locals to conduct membership meetings or elections in person.

MOTION APPROVED TO PERMIT THE POSTPONMENT OF LOCAL UNION ELECTIONS UNTIL SEPTEMBER 25, 2020.

Upon motion duly made and seconded, a majority of the General Executive Board, voted to suspend Section 14.1, *When Held*, and Section 14.4 *Nominations*, of the CGL, to delay local union elections scheduled for May/June 2020 until September 25, 2020.

This decision follows the previously approved action by the GEB to suspend Section 14.1, *When Held*, and Section 14.4 *Nominations*, of the CGL, to delay elections scheduled for May/June 2020 until July 25, 2020, and its subsequent actions to extend the delay until August 2020. As set forth in the April 6, 2020, and May 21, 2020, memos to all ATU Local Union Presidents and Financial Secretaries. The postponement was necessitated because of the continuing health, safety and legal challenges accompanying the novel coronavirus COVID-19 pandemic, rendering it impossible for virtually every local union to hold their scheduled elections in June, July, and August 2020.

MOTION APPROVED TO EXTEND LOCAL UNION DUES AND PER CAPITA TAX WAIVER PROGRAM

By a motion duly made and seconded, a majority of the General Executive Board, as authorized under Section 35, *Suspended Constitutional Provisions*, voted to extend for the months of July, August and September, the previously approved grant of authority to the International President, to waive CGL Section 18.1 *Per Capita Tax*, and CGL Section 18.2 *Dues*, for certain

members meeting the “Waiver Criteria and Requests,” as set forth in the April 6, 2020, Memo and Procedures, issued to all Presidents and Financial Secretaries. Pursuant to those procedures, following requests by a local union and satisfaction of the eligibility requirements, individual members are not required to pay local union dues in order to remain in good standing, and local unions are not required to pay any per capita taxes to the International on such members for the applicable months.

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 4:30 p.m. *sine die*.

Special Meeting, July 2, 2020

Videoconference

FIRST SESSION

The meeting was convened at 11:00 a.m. Eastern Time on Thursday, July 2, 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, Chuck 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 Ray Kirk, International Executive Vice President Javier M. Perez, Jr., Chief of Staff Jessica Chu, General Counsel Robert Molofsky, Assistant General Counsel Dan Smith, and Director of Government Affairs Jeff Rosenberg.

International Vice President Curtis Howard was excused from the meeting.

DISCUSSION OF THE 2020 PRESIDENTIAL CAMPAIGN

International President John A. Costa convened the meeting. President Costa discussed the historic importance of the 2020 Presidential election and the necessity to elect a candidate who stands with working people, supports major investment in transit and represents our values and aspirations. He reviewed the significant impact that the ATU has had to date, in support of Vice President Joe Biden. He also, cited the significance of ATU's early February 2020 endorsement of Joe Biden. As only the second Union to then endorse his candidacy, he noted the press and momentum that our "Ridin' with Biden" campaign generated, during a critical time in the democratic primaries, spurring him on to victory. President Costa then discussed the ongoing campaign to defeat President Trump, including the critical role the ATU will play in key battleground states, by mobilizing our members and locals throughout the U.S.

President Costa and Government Affairs' Director Jeff Rosenberg then discussed the need to provide additional financial support to ensure Biden's election. They explained the role of "Unite the Country", a super PAC formed to communicate to voters and advocate for his election, and how such could be funded by the ATU. Costa explained the benefits that the ATU would gain with a major contribution to the PAC, and the requirement to do so through a specially created segregated account, separate from our current ATU-COPE accounts, used for contributions to federal, state and local candidates.

Members of the Board then discussed the necessity to defeat President Trump and the extraordinary opportunity to play a significant role in Biden's election. President Costa then discussed ongoing plans to educate and activate our members and locals in key races.

MOTION TO AUTHORIZE A \$500,000 INDEPENDENT EXPENDITURE TO “UNITE THE COUNTRY” THROUGH NEWLY FORMED SEPARATE SEGREGATED FUND

Upon motion duly made and seconded, the members of the General Executive Board approved a motion to contribute \$500,000 to the “Unite the County” super PAC, as an independent expenditure, through a newly formed separate segregated account established for such expenditures.

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 12:05 p.m. *sine die*.

Fall Meeting, 2020

Videoconference

FIRST SESSION

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

REPORT OF THE INTERNATIONAL PRESIDENT

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

AUDIT COMMITTEE APPOINTED

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

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

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

ATU-COPE (Financial)

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

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

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

Federal

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

State

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

Local

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

Other \$104,096.15

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

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

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

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

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

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

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

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

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

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

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

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

ATU M.S. RESEARCH FUND		
STATEMENT OF RECEIPTS AND DISBURSEMENTS		
JANUARY 1, 2020 – JUNE 30, 2020		
U. S. OPERATIONS		
Cash in Bank – January 1, 2020	\$	5,399.98
CASH RECEIPTS		
General Contributions	\$	
Local Union Contributions		51.50
Golf Tournament Proceeds:		
Booster Contributions		<u>679.00</u>
Total Cash Receipts		<u>730.50</u>
TOTAL CASH AVAILABLE	\$	6,130.48
CASH DISBURSEMENTS		
Total Cash Disbursements		0.00
Cash in Bank – June 30, 2020	\$	<u><u>6,130.48</u></u>

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

GENERAL DISCUSSIONS

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

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

SECOND SESSION

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

International Vice President Anthony Garland was excused from the meeting.

Director of Communications David Roscow was also in attendance.

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

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

PRESENTATION AND DISCUSSION ON THE 60TH INTERNATIONAL CONVENTION

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

MOTION APPROVED TO PROVIDE COLA INCREASE TO INTERNATIONAL OFFICERS

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

GENERAL DISCUSSIONS

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

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

THIRD SESSION

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

FINANCIAL ASSISTANCE **LOCAL 1700, (CHICAGO, IL)**

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

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

Currently, Local 1700 has 90 active members.

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

AUDIT COMMITTEE REPORT APPROVED

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

REPORT ON THE ATU TRAINING AND EDUCATION CENTER

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

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

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

REPORT OF THE INTERNATIONAL SECRETARY-TREASURER APPROVED

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

REPORT OF THE ASSISTANT GENERAL COUNSEL

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

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

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

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

GENERAL DISCUSSIONS

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

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

FOURTH SESSION

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

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

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

International Representative Mike Harms was excused from the meeting.

REPORT ON THE 2020 U.S. ELECTIONS

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

REPORT ON ATU CANADA

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

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

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

REPORT ON INTERNAL ORGANIZING

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

REPORT ON NEW ORGANIZING

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

REPORT ON BARGAINING

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

REPORT OF THE RESEARCH DEPARTMENT

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

REPORT ON ATU SCHOOL BUS MEMBERSHIP

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

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

REPORT OF THE COMMUNICATIONS DEPARTMENT

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

REPORT ON LEGISLATIVE AND POLITICAL AFFAIRS

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

RECOGNITION OF SERVICE OF IVP RAFAEL RIVERA UPON HIS RETIREMENT

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

GENERAL DISCUSSIONS

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

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

FIFTH SESSION

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

International Vice President Curtis Howard was excused.

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

EAP PRESENTATION

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

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

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

REPORT ON ATU TRAINING

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

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

WORKFORCE DEVELOPMENT REPORT

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

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

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

GENERAL DISCUSSION

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Spring Meeting, 2021

Videoconference

FIRST SESSION

The meeting was convened at 11:00 a.m. Eastern Time on Monday, May 17, 2021. General Executive Board members present were Richard Murphy, Janis Borchardt, Paul Bowen, Marcellus Barnes, Yvette Trujillo, Gary Johnson Sr., Robin West, Charles Watson, Bruce Hamilton, Michelle Sommers, James Lindsay, Emanuele Sforza, John Callahan, Curtis Howard, Natalie Cruz, Anthony Garland and Raymond Greaves. International President John A. Costa presided. Also in attendance were International Secretary-Treasurer Kenneth R. Kirk, International Executive Vice President Javier M. Perez Jr., Chief of Staff Jessica Chu, General Counsel Robert Molofsky and Assistant General Counsel Dan Smith.

OPENING REMARKS BY THE INTERNATIONAL PRESIDENT

International President Costa opened the meeting by reviewing the week's agenda and noting the comprehensive reports which would be presented to the General Executive Board over the course of the week.

AUDIT COMMITTEE APPOINTED

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

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

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

ATU-COPE (Financial)

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

ATU-COPE consists primarily of the Voluntary Account, which is used to make contributions to candidates for federal elections (i.e., U.S. Senate, U.S. House, and U.S. President), and to state and local candidates in jurisdictions which strictly regulate political contributions. In addition to the Voluntary Account, ATU-COPE maintains the Special Holding Account for

contributions to state and local candidates and also maintains separate accounts in Missouri, New York and Rhode Island as required by those states' laws.

The highlights of the contributions paid from the various funds (combined) for the six-month period ending December 31, 2020, are as follows:

Federal

Senatorial Campaigns	\$ 82,000.00
Congressional Campaigns	\$387,000.00
Other	\$ 37,500.00

State

Senatorial Campaigns	\$ 60,575.00
Representative Campaigns	\$ 66,550.00
Other	\$190,400.49

Local

Mayoral Campaigns	\$ 3,800.00
Councilperson Campaigns	\$ 13,550.00
Other	\$ 73,729.00

Other \$ 59,710.38

Between July 1, 2020, and December 31, 2020, ATU-COPE took in contributions totaling \$481,362.81. As of December 31, 2020, the funds had a combined available balance of \$208,709.12.

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 2020 Scholarship Program named in memory of former International President Lawrence J. Hanley was concluded with the issuance of checks in the amount of \$8,000.00, to the following: Boston College, for the scholarship of Emma Curley; the University of Colorado Boulder, for the scholarship of Marian Prather; King's College, for the scholarship of Marissa Jason; the University of Pennsylvania, for the scholarship of Mauricio Hernandez; Queens University, for the scholarship of Sasha Felthman, and Mount Royal University, for the scholarship for Samantha King.

The 2021 Scholarship Program named in memory of former International Secretary-Treasurer Oscar "Double O" Owens commenced with the publication of the official application in the 2020, October/November/December issue of the In Transit. A subsequent mailing of a supply of applications, accompanied by the official guidelines was mailed to each local union.

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

The required essay had to 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, 2021, to file their application for this year’s scholarship. All subsequent materials had to be postmarked by March 15, 2021.

REPORT OF THE INTERNATIONAL SECRETARY-TREASURER ON THE ATU MS RESEARCH FUND 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 MS Research Fund. The report as presented, appears below.

ATU M.S. RESEARCH FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS JULY 1, 2020 - DECEMBER 31, 2020

U.S. OPERATIONS

Cash in Bank - July 1, 2020	\$ 6,130.48
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CASH RECEIPTS

Local Union Contributions	21.00	
Golf Tournament Proceeds:		
Booster Contributions	<u>1,426.00</u>	
Total Cash Receipts		1,447.00
TOTAL CASH AVAILABLE		\$ 7,577.48

CASH DISBURSEMENTS

Total Cash Disbursements	0.00
Cash in Bank - December 31, 2020	\$ <u><u>7,577.48</u></u>

ATU M.S. RESEARCH FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS

JULY 1, 2020 - DECEMBER 31, 2020

CANADIAN OPERATIONS

Cash in Bank - July 1, 2020	\$	6,224.80
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CASH RECEIPTS

Golf Tournament Proceeds:

Interest Income	4.92
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Booster Contributions	<u>20.00</u>
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Total Cash Receipts	24.92
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TOTAL CASH AVAILABLE	\$	6,249.72
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CASH DISBURSEMENTS

Bank charges	\$	1.45
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Total Cash Disbursements	1.45
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Cash in Bank - December 31, 2020	\$	<u>6,248.27</u>
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REPORT ON THE TRUSTEESHIP OF LOCAL 1374 (CALGARY, AB)

International Vice President John Callahan reported on the status of the trusteeship of Local 1374 (Calgary, AB). The trusteeship was instituted to assist with the restructuring of the local union following a large drop in membership of over 400 members, resulting from the cessation of service by Greyhound Lines, Inc., in Alberta, Canada. In May 2019, Local 1374's members employed by the Red Deere Transit System, were transferred to Local 569 (Edmonton, AB). In August 2019, Local 1374's remaining Greyhound members and its members employed by the intercity carrier Brewster Transport Company, Ltd., were transferred to Local 1415 (Toronto, ON). IVP Callahan reported that the local union continues to deal with determining which members of Local 1374 went to Local 569 or Local 1415 and noted the particular difficulty with regard to the retirees.

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

International President John Costa reported on the trusteeship of Local 1764 (Washington, DC). The trusteeship was imposed in large part, to address the failure of the local union to bargain and to prepare to bargain, contracts at its largest properties. ATU Collective Bargaining Administrator John Ertl, who is one of the local union's co-trustees, reported that the membership of Local 1764, had voted to have its Washington-area properties transfer to Local 689 (Washington, DC), and its Baltimore-area properties transfer to Local 1300 (Baltimore, MD). IP Costa also reported that the transfer of Washington-area properties into Local 689 had been completed in the Fall of 2020, and that all necessary actions related to the trusteeship would be

completed by June 1, 2021. He further reported that Local 1300 had reversed its decision on accepting Local 1764's Baltimore-area properties, and that the trustees were continuing to develop member leadership and negotiate collective bargaining agreements at the properties. He also discussed the recent one-day strike at a WMATA Metro Access call-center, operated by MV Transportation.

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

International Vice President Anthony Garland reported on the status of the trusteeship of Local 1546 (Baton Rouge, LA). The trusteeship was instituted as a result of a mass termination by the Capital Area Transit System, the local union lacked the necessary complement of officers employed by the employer, with access to the employer's property, and day-to-day contact with their members in the workplace. IVP Garland reported that the local union was making progress in bargaining and may reach an agreement soon. He also noted that of 14 terminated employees, the local union was able to return ten of them to work. The Executive Board was also reinstated as the result of an arbitrator's award.

REPORT ON THE TRUSTEESHIP OF LOCAL 998 (MILWAUKEE, WI)

International Vice Presidents Janis Borchardt and Michelle Sommers reported on the status of the trusteeship of Local 998 (Milwaukee, WI). The trusteeship was instituted because of leadership disfunction, including the inability of the local union's president/business agent and financial secretary to maintain a working relationship. IVPs Borchardt and Sommers reported they had reached collective bargaining agreements in Waukesha, Kenosha, and the Milwaukee paratransit service. They have been establishing a filing system for the local union's records and are examining the bylaws.

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

International Vice President Yvette Trujillo reported on the trusteeship of Local 1772 (Englewood, CO). IVP Trujillo reported that the local union had new leaders and had been released from trusteeship, effective January 1, 2021.

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

International Representative Michael Cornelius reported on the conclusion of the trusteeship of Local 1756 (Arcadia, CA), effective January 5, 2021. He reported that new elections were conducted, the leaders were doing a good job in handling bargaining at Foothill Transit operated by Transdev, and the local union finances were in a good shape.

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

International Vice President Natalie Cruz reported on the status of the trusteeship of Local 268 (Cleveland, OH). The trusteeship was instituted in part to address excessive spending by the local union following its failure to amend its bylaws to reduce the number of full-time officers, monthly stipends, and other expenses. IVP Cruz reported the issues giving rise to the trusteeship

had been resolved, elections had been conducted, and the local union was released from trusteeship effective April 5, 2021.

MOTION TO CONTRIBUTE TO UNITE THE COUNTRY PAC APPROVED

International President John Costa discussed the crucial role of federal pandemic assistance in saving the transit industry in the United States. He explained the important role that the ATU played in ensuring the victory of transit and labor-friendly candidates for the executive and legislative branches of the U.S. federal government. The discussion moved to the importance of keeping transit and labor-friendly majorities in the U.S. House of Representatives and Senate. He also discussed the Unite the Country PAC, a committee to which the ATU contributed to during the presidential election, and the role it will play in electing transit and labor-friendly candidates. Upon a motion duly made and seconded, the General Executive Board approved a \$250,000 contribution to the Unite the Country PAC.

RESOLUTION AUTHORIZING INTERNATIONAL PRESIDENT COSTA TO CLAIM FUNDS APPROVED

Upon a motion duly made and seconded, the General Executive Board authorized International President John Costa in the name of, and on behalf of ATU, to take appropriate action to claim property in the name of the ATU, including property consisting of proceeds from uncashed checks from Piedmont Realty Trust and any future unclaimed funds, effective immediately; and to authorize International Secretary-Treasurer Kenneth R. Kirk to take all action necessary, including the release of documents, in order to claim such funds.

MOTION TO CONTRIBUTE TO THE NEW JERSEY STATE AFL-CIO APPROVED

It was announced that International President John Costa was being honored at a June 2021 award ceremony, for his leadership in the labor movement in New Jersey, by the New Jersey State AFL-CIO. Upon a motion duly made and seconded, the General Executive Board approved a \$10,000 contribution to the New Jersey State AFL-CIO, to purchase a page in the award ceremony program.

REPORT OF THE INTERNATIONAL PRESIDENT APPROVED

Upon a motion duly made and seconded, the General Executive Board approved the International President's Report.

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 1:03 p.m., to reconvene at 11:00 a.m. on Tuesday, May 18, 2021.

SECOND SESSION

The meeting was convened at 11:00 a.m. Eastern Time on Tuesday, May 18, 2021. General Executive Board members present were Richard Murphy, Janis Borchardt, Paul Bowen, Marcellus Barnes, Yvette Trujillo, Gary Johnson Sr., Robin West, Charles Watson, Bruce Hamilton, Michelle Sommers, James Lindsay, Emanuele Sforza, John Callahan, Curtis Howard, Natalie Cruz, Anthony Garland and Raymond Greaves. International President John A. Costa presided. Also, in attendance were International Secretary-Treasurer Kenneth R. Kirk, International Executive Vice President Javier M. Perez, Jr., Chief of Staff Jessica Chu, General Counsel Robert Molofsky, Assistant General Counsel Dan Smith, and Associate General Counsel Rich Otzel.

Assistant Controller Salma Yousefi and Senior Accountant Alexis Cowan were also in attendance.

APPEALS TO THE GENERAL EXECUTIVE BOARD

APPEAL NO. 1

Frank Lacey

LOCAL UNION 26 (DETROIT, MI)

There came before the General Executive Board, an appeal by Local 26 member Frank Lacey, appealing to the Board, the February 24, 2021, decision of International President John Costa. International President Costa's decision denied Brother Lacey's appeal of the decision of Local 26, to reject his challenge to the local union's election of officers conducted on May 24, 2019.

Brother Lacey joined the meeting via telephone conference call, in order to explain the basis of his challenge and appeal, and to answer questions from the members of the Board.

Upon a thorough deliberation of all the facts and evidence in this case, the Board, upon motion duly made and seconded, voted to sustain the decision of International President Costa.

APPEAL NO. 2

Jaroslav Pizunski

LOCAL UNION 1209 (NEW LONDON, CT)

There came before the General Executive Board, an appeal by Local 1200 member Jaroslav Pizunski, appealing to the Board, the October 23, 2020, decision of International President John Costa. International President Costa's decision rejected Brother Pizunski's appeal of the decision of Local 1209, to reject his challenge to the local union's election of officers conducted on August 19, 2020.

Upon a thorough deliberation of all the facts and evidence in this case, the Board, upon motion duly made and seconded, voted to sustain the decision of International President Costa.

MINUTES OF THE JULY 2, 2020, SPECIAL MEETING OF THE GENERAL EXECUTIVE BOARD APPROVED

Upon a motion duly made and seconded, a majority of the General Executive Board approved the minutes of the Special GEB meeting held on July 2, 2020.

MINUTES OF THE NOVEMBER 30, 2020, SPECIAL MEETING OF THE GENERAL EXECUTIVE BOARD APPROVED

Upon a motion duly made and seconded, the General Executive Board approved the minutes of the Special GEB meeting held on November 30, 2020.

MINUTES OF THE 2020 FALL MEETING OF THE GENERAL EXECUTIVE BOARD APPROVED

Upon a motion duly made and seconded, the General Executive Board approved the minutes of the 2020 Fall GEB Meeting.

ATU-TEC FINANCIAL REVIEW

International President John Costa opened a discussion of the finances of the Amalgamated Transit Union Training and Education Center. Senior Accountant Alexis Cowan provided the Board with a review of the finances.

DISCUSSION OF U.S. AND CANADIAN TAX IMPLICATIONS OF THE OFFICER AND STAFF PENSION PLAN

International President John Costa and General Counsel Robert Molofsky provided the Board with an update on a pending agreement with Ullico, to indemnify Canadian retirees for Ullico's oversight on not withholding taxes on that portion of their pension, which was earned for working in the U.S.

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 1:15 p.m., to reconvene at 11:00 a.m. on Wednesday, May 19, 2021.

THIRD SESSION

The meeting was convened at 11:00 a.m. Eastern Time on Wednesday, May 19, 2021. General Executive Board members present were Richard Murphy, Janis Borchardt, Paul Bowen, Marcellus Barnes, Yvette Trujillo, Gary Johnson Sr., Robin West, Charles Watson, Bruce Hamilton, Michelle Sommers, James Lindsay, Emanuele Sforza, John Callahan, Curtis Howard, Natalie Cruz, Anthony Garland and Raymond Greaves. International President John A. Costa presided. Also, in attendance were International Secretary-Treasurer Kenneth R. Kirk, International Executive Vice President Javier M. Perez, Jr., Chief of Staff Jessica Chu, General Counsel Robert Molofsky and Assistant General Counsel Dan Smith.

FINANCIAL ASSISTANCE

LOCAL 285 (STEUBENVILLE, OH)

By letter dated July 27, 2020, Local 285 Acting President/Business Agent Ronald Turner requested financial assistance to help offset expenses directly associated with a recent arbitration.

The financial statement of Local 285, for the period ending June 30, 2020, listed a beginning balance of \$2,979.43. Receipts for the period amounted to \$2,668.47, and disbursements were \$2,335.74, leaving a balance at the end of the period of \$3,312.16.

Currently, Local 285 has 11 active members.

After careful review and consideration of the facts, the General Executive Board voted to approve \$4,500, in financial assistance to Local 285.

LOCAL 1208 (JACKSON, MS)

By email dated October 14, 2020, Local 1208 President/Business Agent Alphonso Burns Jr. requested financial assistance to help offset expenses directly associated with recent arbitration cases.

The financial statement of Local 1208, for the period ending December 31, 2020, listed a beginning balance of \$13,323.00. Receipts for the period amounted to \$15,701.00, and disbursements were \$13,691.00, leaving a balance at the end of the period of \$15,333.00.

Currently, Local 1208 has 45 active members.

After careful review and consideration of the facts, the General Executive Board voted not to approve financial assistance to Local 1208.

LOCAL 1778 (LANSING, MI)

By letter dated February 22, 2021, Local 1778 President/Business Agent Maria Powell requested financial assistance because soon after the local ratified a first contract, a petition to

decertify was filed, which was then delayed due to coronavirus restrictions, causing a delay in the local's ability to begin collecting membership dues until December 2020.

Currently, Local 1778 has 65 active members.

Because there were questions regarding the circumstances and background related to the local union's finances, the General Executive Board voted to table the request for financial assistance pending further investigation.

LOCAL 128 (ASHEVILLE, NC)

By telephone call and later by correspondence of January 8, 2021, Local 128 President/Business Agent Diane Allen requested financial assistance to help offset expenses directly associated with recent arbitration cases.

The financial statement of Local 128, for the period ending December 31, 2020, listed a beginning balance of \$5,766.74. Receipts for the period amounted to \$9,914.54, and disbursements were \$7,499.96, leaving a balance at the end of the period of \$8,181.32.

Currently, Local 128 has 29 active members.

After careful review and consideration of the facts, a majority of the General Executive Board voted to approve \$4,600 in financial assistance to Local 128.

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, 2020.

INTERNATIONAL SECRETARY-TREASURER'S REPORT 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, 2020, through December 31, 2020.

REPORT OF THE GENERAL COUNSEL

ATU General Counsel Robert Molofsky reported on the work of the Legal Department. He opened his report by noting that the Department's 13(c) program work had expanded dramatically with additional federal transit grants under the Coronavirus Aid Relief, and Economic Security Act (CARES Act), the Coronavirus Response and Relief Supplemental Appropriations Act (CRRSAA), and the American Rescue Plan Act (ARP Act). He also noted the Department was looking at ways to use 13(c) protections to deal with issues related to transit agencies' transition to electric bus fleets and micro transit service.

He explained the Department continued to respond to numerous and wide-ranging inquiries coming in from the field, related to everything from union governance to local union elections, collective bargaining, drug and alcohol testing, labor standards, safety and health, and employee benefits.

General Counsel Molofsky also reported that the Legal Department continued to play a role in the International Union's response to the Coronavirus pandemic, including by assisting International Union officers and local unions, and drafting contract language and memos on topics as diverse as union administration during the pandemic, state workers compensation presumptions regarding the Coronavirus, and school bus safety.

He also announced the enhanced state legislation program to track and respond to the growing number of bills being introduced in state houses, regarding autonomous vehicles and the electrification of bus fleets. The Legal Department, working with the Government Affairs Department, identified, and worked with local unions on 45 separate bills in 15 states.

A discussion of the current litigation was provided to the Board. Molofsky noted that, after being dormant for one-and-a-half years, the Ontario litigation involving Local 113, seeking to interfere in union self-governance, had been revived and would move forward. He also noted that the PEPRA litigation in California, was current pending on cross motions for summary judgment before the U.S. District Court for the Eastern District of California, and that the parties were waiting to see what position the U.S. Department of Labor would take under the new administration. Lastly, he informed the Board that the program of First Amendment litigation continued to be successful, with the exception of one adverse decision by a District Court involving Local 22 (Worcester, MA) which was being appealed to the U.S. Court of Appeals for the Second Circuit.

During the General Counsel's report, International President Costa announced to the Board that General Counsel Robert Molofsky, after 35 years of service to the ATU, would be retiring. He thanked him for everything that he had done to advance the cause of the union.

Assistant General Counsel Dan Smith reported that in 2020 and 2021, the ATU had significant success in road supervisor cases under the National Labor Relations Act. He noted that in the past, employers had been able to frequently block efforts by road supervisors to join the ATU, on the basis of findings that they were statutory supervisors under 2(11) of the Act, but that in 2020, we received three favorable decisions from Regional Directors, and in 2021, the U.S. Court of Appeals for the Eighth Circuit upheld a favorable decision of the National Labor Relations Board. Assistant General Counsel Smith closed by noting the ATU recently won a case allowing the union to conduct an election among only the fixed-route operators in a garage, which operated both fixed-route and paratransit service.

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 1:14 p.m. to reconvene at 11:00 a.m. on Thursday, May 20, 2021.

FOURTH SESSION

The meeting was convened at 11:00 a.m. Eastern Time on Thursday, May 20, 2021. General Executive Board members present were Richard Murphy, Janis Borchardt, Paul Bowen, Marcellus Barnes, Yvette Trujillo, Gary Johnson Sr., Robin West, Charles Watson, Bruce Hamilton, Michelle Sommers, James Lindsay, Emanuele Sforza, John Callahan, Curtis Howard, Natalie Cruz, Anthony Garland, Raymond Greaves and Stephan MacDougall. 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, Marilyn Williams, Michael Harms, and Michael Cornelius; ATU Canada President John Di Nino; Director of New Organizing Chris Townsend; Director of Field Mobilization Todd Brogan; Director of Collective Bargaining and Joint Industry Coordinator John Lyons; Director of Strategic Research Andrew Gena; Director of Communications David Roscow; Director of Government Affairs Jeff Rosenberg; National Political Director Clem Balanoff; Education and Training Administrator Russell Bateman; and Workforce Development Coordinator Jamaine Gibson were also in attendance.

APPOINTMENT OF STEPHAN MACDOUGALL AS THE 18TH INTERNATIONAL VICE PRESIDENT

International President John Costa appointed ATU International Representative Stephan MacDougall to the position of 18th International Vice President. Upon a motion duly made and seconded, the members of the General Executive Board approved the appointment of the International President.

REPORT ON NEW ORGANIZING

Director of New Organizing Chris Townsend reported that the ATU has continued to organize new properties throughout the pandemic, running eleven elections in 2021, of which ten were won. Director Townsend noted that in the Washington, DC area, there are two properties where the employers have tried to oust the ATU; in one case, the employer was trying to take advantage of the transfer of the property from one ATU local union to another, and in the other case, a new transit contractor tried to take advantage of its status as a new employer on the property and its consolidation of the ATU garage with a non-union garage. In both situations, He expects we will prevail. He also reported that the department was able to squash a nascent decertification effort at a school bus contractor and observed that experience confirmed the importance of addressing decertification drives early.

Townsend also addressed the issue of open shops. There are 160 local unions with 360 open-shop properties. He said the number of non-members, in our bargaining units, is estimated to be no less than 10,000. He also noted that the department is beginning to develop a program to address the issue.

REPORT ON FIELD MOBILIZATION

Director of Field Mobilization Todd Brogan reported on the ongoing efforts of the Campaigns Department, during the pandemic. He reported on the large scope of campaign work from efforts related to the pandemic and its economic fallout, such as securing adequate PPE and fighting layoffs, to efforts around perennial issues such as bargaining, strikes, and political action.

He explained the deep organizing approach the Department has been able to take with a number of our local unions. This approach has included 1,056 members successfully completing member organizing training, and over 31,000 confirmed conversations have been held between members. The union has seen growing involvement in union campaigns in a number of local unions where the department has adopted this approach. Results have been, larger participation in union campaigns and contract ratification votes, and bigger “yes” votes in ratification votes.

Brogan concluded that the Department is now looking nine months out from bargaining campaigns and starting earlier than they were previously able to, by distributing bargaining surveys, building contract action teams, and conducting organizer training.

REPORT ON COLLECTIVE BARGAINING AND JOINT INDUSTRY COUNCILS

Collective Bargaining Director and Joint Industry Council Coordinator John Lyons reported on bargaining trends in the last six months, including trends affected by the pandemic. He noted that the department has been working with a number of local unions in securing hazard pay. He also reported on the sale of FirstGroup’s, First Transit and First Student, to a private equity company. Director Lyons briefly reviewed the state of the Joint Industry Councils. He explained the assistance which his department has provided regarding the RFP process, bargaining, and trusteeships.

He finished his discussion by recounting his experience leading Local 689 in bargaining at a WMATA MetroAccess call-center operated by MV Transportation. The workers recently conducted a successful one-day strike, and bargaining is ongoing.

REPORT ON THE STRATEGIC RESEARCH DEPARTMENT

Director of Strategic Research Andrew Gena reviewed the different types of assistance the department had provided to International Officers and staff, and to local unions in assisting with preparing local unions for bargaining and contract enforcement. He discussed the efforts of the department to prepare for strategic bargaining. He also reported on the efforts of the department to monitor SARS-CoV-2 vaccines and transit worker prioritization. Lastly, he discussed the purchase of First Transit and First Student from FirstGroup by EQT Infrastructure. EQT Infrastructure has stated that it intends to invest in the companies, but the purchase of the companies by a private equity fund remains very concerning.

REPORT ON KEY POLITICAL RACES IN 2021

Clem Balanoff, National Political Director, reported on the key political races facing ATU members. He explained the importance of the ATU's early endorsement of U.S. President Joe Biden, and work in the recent U.S. Senate races in Georgia. He explained the ATU's support for Jennifer Carroll Foy in the Virginia Democratic gubernatorial primary, Nina Turner in the Democratic primary for the U.S. House of Representative for the 11th District of Ohio, and Eric Adams in the New York City Democratic mayoral primary. Lastly, Balanoff reported that the union will be focusing on ensuring strong turnout in the U.S. federal mid-term elections.

REPORT ON LEGISLATIVE AND POLITICAL AFFAIRS

Director of Government Affairs Jeff Rosenberg reported on funding provided by the U.S. federal government to transit agencies under the CARES Act, CRRSAA, and ARP Act. He discussed the successful push to make sure federal transit grant money was available to private contractors at transit agencies, and that CERTS Act funding was available for the over-the-road and school bus industries.

Rosenberg explained the importance of the U.S. American Jobs Plan, and the provisions funding training for the transition to electric buses. He reported that the current surface transportation bill currently in U.S. Congress, would be a five-year bill with significant funding for transit systems, and would address operator assaults, bus blind spots, workforce development and a national transit training center, and autonomous vehicles.

REPORT ON THE COMMUNICATIONS DEPARTMENT

Director of Communications David Roscow reported on the International Union's aggressive communications program. He explained that the International Union's public electronic and social media have had more engagement than in the past. He also noted that the department has continued to assist local unions and International staff with communications support.

REPORT ON TRAINING AND EDUCATION

Education and Training Administrator Russell Bateman reported on ATU's continued use of training by video conference during the pandemic. He noted that early in the pandemic, the training was focused on safety and health issues related to COVID-19, but that the scope of training by video conference has expanded to topics such as U.S. federal grant programs, new officer and steward responsibilities, collective bargaining, and organizing.

REPORT ON WORKFORCE DEVELOPMENT

Workforce Development Coordinator Jamaine Gibson reported on ATU's increasingly successful workforce development program. He discussed the various training and apprenticeship projects with numerous local unions in 40 locations in the U.S. and Canada, including the ATU's bus and rail operator and maintenance mentorship and apprenticeship programs.

ANNOUNCEMENT OF RETIREMENT OF THE GENERAL COUNSEL

International President John Costa announced the retirement of ATU General Counsel Robert Molofsky, recognized him for his 35 years serving the ATU and North America's transit workers, and thanked him for his service. Members of the General Executive Board expressed their gratitude for his contributions to the ATU and its members.

APPOINTMENT OF NEW GENERAL COUNSEL

International President John Costa announced the appointment of Assistant General Counsel Dan Smith to the position of ATU General Counsel, effective July 1, 2021. Smith expressed his gratitude for the honor of the appointment.

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 4:17 p.m., to reconvene at 11:00 a.m. on Friday, May 21, 2021.

FIFTH SESSION

The meeting was convened at 11:00 a.m. Eastern time on Friday, May 21, 2021. General Executive Board members present were Richard Murphy, Janis Borchardt, Paul Bowen, Marcellus Barnes, Yvette Trujillo, Gary Johnson Sr., Robin West, Charles Watson, Bruce Hamilton, Michelle Sommers, James Lindsay, Emanuele Sforza, John Callahan, Natalie Cruz, Anthony Garland, Raymond Greaves and Stephan MacDougall. 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, Marilyn Williams, Michael Harms and Michael Cornelius; ATU Canada President John Di Nino; National Political Director Clem Balanoff; ATU-TEC Human Resources and Operations Counsel Rajita Andrews; Data Project Manager Abdelnasser Rashid; ATU IT Systems Engineer James Anaman; Quorum Consulting Group Partner Angela Davis; and Florida House Experience Health, Director of Public and Community Relations Janet Gerhard were also in attendance.

International Vice President Curtis Howard was excused from the meeting.

PRESENTATION ON ATU 401(K) AND 457 PLANS PROGRAM

Angela Davis, Partner, Quorum Consulting Group, the third-party administrator for the ATU-sponsored 401(k) and 457 plans, addressed the Board. She noted that Quorum has administered the ATU plans for 20 years. She discussed the incredible growth of the plans over that period of time, in terms of the number of employers which have adopted the plans, members who participate in the plan, and assets held by participants in their accounts.

FHE HEALTH PRESENTATION

Florida House Experience Health (FHE Health) Director of Public and Community Relations Janet Gerhard addressed the Board about workplace and family mental health, and National Stress Awareness Month. She explained that FHE Health is available to assist our members with any untreated mental health issues.

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

OVERVIEW OF ATU HEALTH BENEFITS

Human Resources and Operations Counsel for ATU and ATU-TEC Rajita Andrews provided an overview to the health benefits programs currently available to the International Officers and staff in the United States and explained she will be working to prepare an overview for International Officers and staff in Canada, shortly.

DATA SYSTEMS MODERNIZATION PROJECT UPDATE

Data Project Manager Abdelnasser Rashid and ATU IT Systems Engineer James Anaman explained the International Union's program to shift local union reporting of members to the International Union, from MUMS to Unionware, in order to create a simpler and more seamless process for local unions and the International.

REPORT ON ATU CANADA

ATU Canada President John Di Nino briefed the Board about the state of ATU Canada during the pandemic. He noted that the vaccine rollout has been discouragingly slow in Canada, and that provincial lockdowns continue. President Di Nino also discussed the low level of federal assistance for transit agencies. He gave an account of a number of recent new organizing victories and first contracts successfully concluded.

He discussed the closing of Greyhound Canada, and that Canada now has no national intercity bus service. ATU Canada is currently working with allies on developing a national transportation strategy. Di Nino gave a legislative report, focusing on new legislation in Manitoba, which would interfere in the ability of local unions to engage in political action.

Lastly, Di Nino stated that ATU Canada recently concluded its annual conference which was successfully held by video conference with elections conducted by electronic balloting.

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 1:41 p.m. sine die.

INTERIM ACTIONS AND RULINGS BY THE
GENERAL EXECUTIVE BOARD
FOR THE PERIOD JULY 1, 2020, THROUGH DECEMBER 31, 2020

1. AUTHORIZATION FOR LOCAL 1474 (RICHMOND, IN)
TO RETAIN A LOWER DUES STRUCTURE

Under authority vested in International President Costa, by action of the General Executive Board and pursuant to Section 18.3 of the ATU Constitution and General Laws, on July 7, 2020, Local 1474 (Richmond, IN), was granted permission to retain a Lower Dues Structure.

2. AUTHORIZATION TO ADOPT THE BYLAWS OF LOCAL 1745 (KANKAKEE, IL)

Upon a polling of its membership, conducted pursuant to Section 13.2 of the ATU Constitution and General Laws, on July 13, 2020, a majority of the General Executive Board voted to approve the recommendation of International President Costa, to approve the Bylaws of Local 1745 (Kankakee, IL), as the Decision and Order of the General Executive Board.

3. AUTHORIZATION TO APPROVE JULY 2, 2020, SPECIAL GEB MEETING
MINUTES

Upon a polling of its membership, conducted pursuant to Section 12.8 of the ATU Constitution and General Laws, on July 24, 2020, a majority of the General Executive Board voted to approve the July 2, 2020, Special General Executive Board meeting minutes.

4. AUTHORIZATION TO PLACE LOCAL 1546 (BATON ROUGE, LA) INTO
TEMPORARY TRUSTEESHIP

Upon a polling of its membership, conducted pursuant to Section 12.6 of the ATU Constitution and General Laws, on August 10, 2020, a majority of the General Executive Board authorized International President Costa to place Local 1546 (Baton Rouge, LA), into Temporary Trusteeship.

5. AUTHORIZATION FOR LOCAL 732 (ATLANTA, GA)
TO RETAIN A LOWER DUES STRUCTURE

Under authority vested in International President Costa, by action of the General Executive Board and pursuant to Section 18.3 of the ATU Constitution and General Laws, on August 18, 2020, Local 732 (Atlanta, GA), was granted permission to retain a Lower Dues Structure.

6. AUTHORIZATION FOR LOCAL 1293 (LINCOLN, NE)
TO RETAIN A LOWER DUES STRUCTURE

Under authority vested in International President Costa, by action of the General Executive Board and pursuant to Section 18.3 of the ATU Constitution and General Laws, on August 18, 2020, Local 1293 (Lincoln, NE), was granted permission to retain a Lower Dues Structure.

7. AUTHORIZATION FOR LOCAL 946 (CORNWALL, ON)
TO RETAIN A LOWER DUES STRUCTURE

Under authority vested in International President Costa, by action of the General Executive Board and pursuant to Section 18.3 of the ATU Constitution and General Laws, on August 20, 2020, Local 946 (Cornwall, ON), was granted permission to retain a Lower Dues Structure.

8. AUTHORIZATION FOR LOCAL 1742 (CHARLESTON, WV)
TO RETAIN A LOWER DUES STRUCTURE

Under authority vested in International President Costa, by action of the General Executive Board and pursuant to Section 18.3 of the ATU Constitution and General Laws, on August 27, 2020, Local 1742 (Charleston, WV), was granted permission to retain a Lower Dues Structure.

9. AUTHORIZATION TO TERMINATE THE TRUSTEESHIP OF
LOCAL 1593 (TAMPA, FL)

Upon a polling of its membership, conducted pursuant to Section 12.6 of the ATU Constitution and General Laws, on September 3, 2020, a majority of the General Executive Board authorized International President Costa to terminate the Trusteeship of Local 1593 (Tampa, FL).

10. AUTHORIZATION TO TERMINATE THE TRUSTEESHIP OF LOCAL 1771
(PENSACOLA, FL) and MERGE INTO LOCAL 1395 (PENSACOLA, FL)

Upon a polling of its membership, conducted pursuant to Section 12.6 and Section 16 of the ATU Constitution and General Laws, on September 2, 2020, a majority of the General Executive Board authorized International President Costa to terminate the Trusteeship of Local 1771 (Pensacola, FL) and merge it into LU 1395 (Pensacola, FL).

11. AUTHORIZATION TO WAIVE DUES AND PER CAPITA TAX OBLIGATIONS
FOR THE MONTHS OF OCTOBER, NOVEMBER, AND DECEMBER 2020

Upon a polling of its membership, conducted pursuant to Section 35 of the ATU Constitution and General Laws, on September 18, 2020, a majority of the General Executive Board authorized International President Costa to waive the dues and per capita tax obligations

of members and who met a certain criteria, for the months of October, November, and December 2020.

12. AUTHORIZATION TO TERMINATE 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 September 22, 2020, a majority of the General Executive Board authorized International President Costa to terminate the Trusteeship of Local 1028 (Des Plaines, IL).

13. AUTHORIZATION TO TERMINATE THE TRUSTEESHIP OF
LOCAL 1745 (KANKAKEE, IL)

Upon a polling of its membership, conducted pursuant to Section 12.6 of the ATU Constitution and General Laws, on September 22, 2020, a majority of the General Executive Board authorized International President Costa to terminate the Trusteeship of Local 1745 (Kankakee, IL).

14. AUTHORIZATION TO TERMINATE THE TRUSTEESHIP
OF LOCAL 1587 (TORONTO, ON)

Upon a polling of its membership, conducted pursuant to Section 12.6 of the ATU Constitution and General Laws, on September 25, 2020, a majority of the General Executive Board authorized International President Costa to terminate the Trusteeship of Local 1587 (Toronto, ON).

15. AUTHORIZATION TO ADOPT THE BYLAWS OF LOCAL 268 (CLEVELAND, OH)

Upon a polling of its membership, conducted pursuant to Section 13.2 of the ATU Constitution and General Laws, on October 15, 2020, a majority of the General Executive Board voted to approve the recommendation of International President Costa, to approve the Bylaws of Local 268 (Cleveland, OH), as the Decision and Order of the General Executive Board.

16. AUTHORIZATION FOR LOCAL 1064 (TERRE HAUTE, IN)
TO RETAIN A LOWER DUES STRUCTURE

Under authority vested in International President Costa, by action of the General Executive Board and pursuant to Section 18.3 of the ATU Constitution and General Laws, on October 6, 2020, Local 1064 (Terre Haute, IN) was granted permission to retain a Lower Dues Structure.

17. AUTHORIZATION TO ADOPT THE REPORT OF THE HEARING OFFICER IN THE MATTER OF THE TRUSTEESHIP OF LOCAL 1546 (BATON ROUGE, LA)

Upon a polling of its membership, conducted pursuant to Section 12.6 of the ATU Constitution and General Laws, on October 19, 2020, a majority of the General Executive Board voted to approve the recommendation of International President Costa, to adopt the Findings and Determination of the Hearing Officer, as the Decision and Order of the General Executive Board, in the matter of Trusteeship of Local 1546 (Baton Rouge, LA).

18. AUTHORIZATION TO ADOPT THE BYLAWS OF LOCAL 1756 (ARCADIA, CA)

Upon a polling of its membership, conducted pursuant to Section 13.2 of the ATU Constitution and General Laws, on November 12, 2020, a majority of the General Executive Board voted to approve the recommendation of International President Costa, to approve the Bylaws of Local 1756 (Arcadia, CA), as the Decision and Order of the General Executive Board.

19. AUTHORIZATION TO ADOPT THE BYLAWS OF LOCAL 1772 (ENGLEWOOD, CO)

Upon a polling of its membership, conducted pursuant to Section 13.2 of the ATU Constitution and General Laws, on November 25, 2020, a majority of the General Executive Board voted to approve the recommendation of International President Costa, to approve the Bylaws of Local 1772 (Englewood, CO), as the Decision and Order of the General Executive Board.

20. AUTHORIZATION FOR LOCAL 770 (MOBILE, AL)
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 December 8, 2020, Local 770 (Mobile, AL), was authorized to enter into Interest Arbitration with the Wave Transit System.

21. AUTHORIZATION TO WAIVE DUES AND PER CAPITA TAX OBLIGATIONS
FOR THE MONTHS OF JANUARY, FEBRUARY AND MARCH 2021

Upon a polling of its membership, conducted pursuant to Section 35 of the ATU Constitution and General Laws, on December 3, 2020, the General Executive Board authorized International President Costa to waive the dues and per capita tax obligations of members and who met certain criteria for the months of January, February and March 2021.

