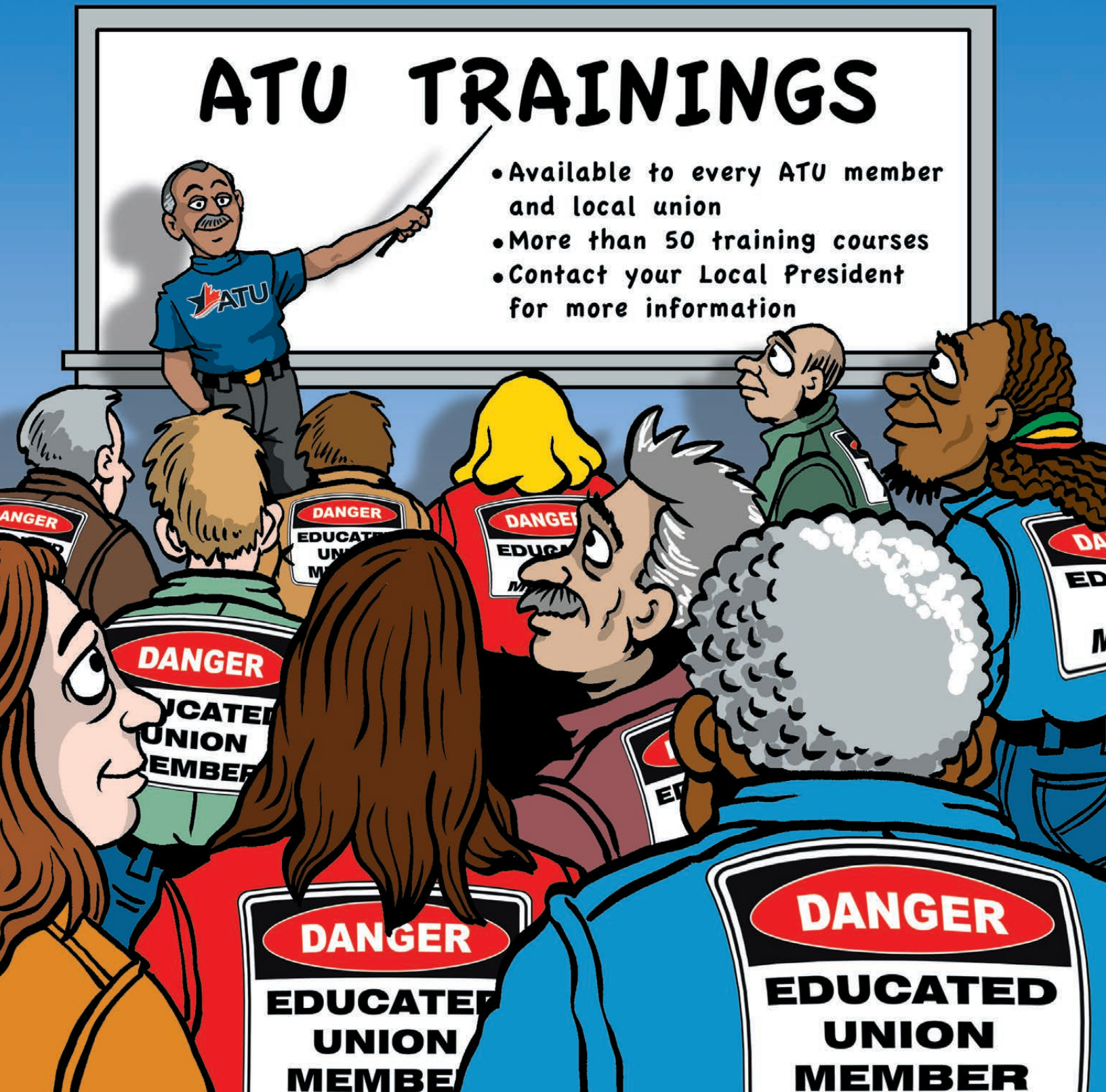


# INTRANSIT

JULY / AUGUST 2018



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# NEWSBRIEFS

# 200,000 MEMBERS AND GROWING

## Labor union approval at 15-year high



Despite the Supreme Court's treacherous decision on union dues and the continued attacks on organized labor from anti-union groups and their billionaire backers, there's good news for labor unions. A new Gallup poll reveals that 62% of Americans approve of labor unions, the highest since 2003. The current support for unions is broad-based, with a majority of all gender, age, education, and geographic groups approving. But the rates vary sharply by political affiliation, with 80% of Democrats approving compared to just 45% of Republicans. Even 62% of independents, however, approve of unions. In addition, the data also showed almost 40% of Americans would like to see unions' influence in the country increase.

## Metrolinx PRESTO farecard just another cautionary privatization tale



ATU's "Keep Transit Public" campaign in Ontario warned against Metrolinx's new fare card system, PRESTO, developed and operated by the private company Accenture. Now the chickens have come home to roost. The program has produced a long list of technical glitches, and the biggest system in the region, TTC, has delayed its adoption. Metrolinx has spent \$1 billion, way over its budget, to deliver PRESTO to transit agencies across the province. Yet they expect the bill to increase by another \$200 million over the next three years. Jessica Bell, transit critic for the opposition Ontario NDP, said the new numbers prove, "it's time to have a good, long review" of PRESTO. "The costs keep going up, and its transit riders are paying more for a system that is just not adequate."

## INTERNATIONAL OFFICERS EMERITUS

International President Jim La Sala, ret.

International President Warren George, ret.

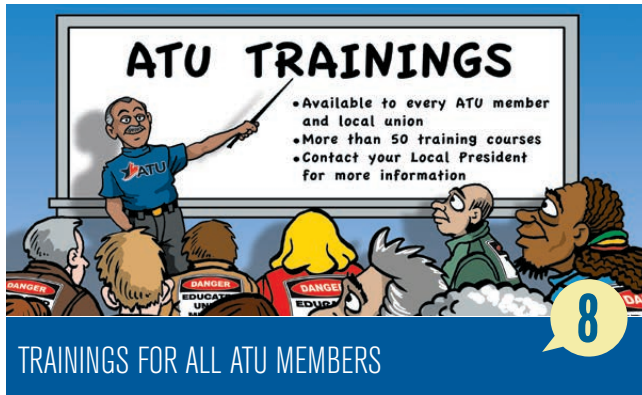
International Executive Vice President Ellis Franklin, ret.

International Executive Vice President Mike Siano, ret.



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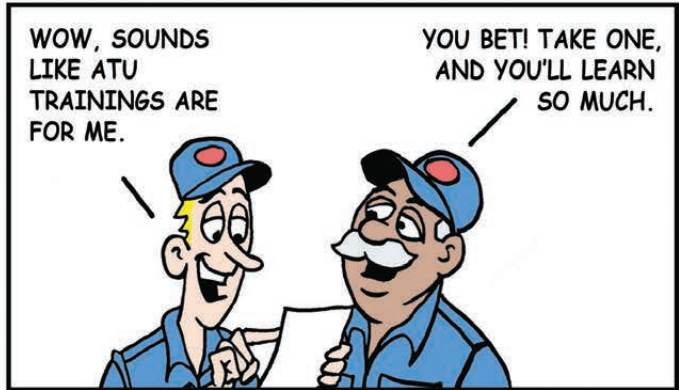
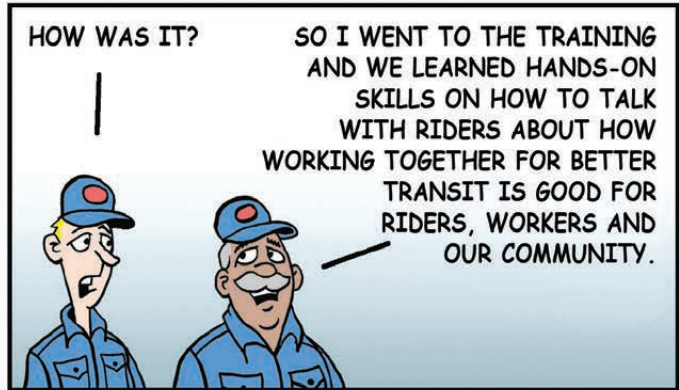
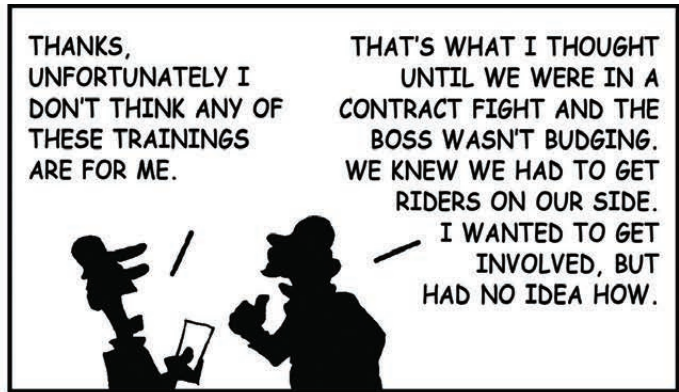


TRAININGS FOR ALL ATU MEMBERS



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# ATU ONLINE TRAINING VIDEOS

To better prepare all ATU members for the challenges and battles our Locals face, ATU International has launched new ATU Training Videos on the ATU website available to all members. These videos teach new strategies on how you can get involved with your Local, make your Local stronger, and build a more powerful ATU.

All the videos are available at <http://bit.ly/2lvQSmt>.

You can watch these videos anywhere and any time you want. Check them out today.





LARRY HANLEY, INTERNATIONAL PRESIDENT

## Lawyers

Too often I get a call from a Local Union that is in trouble because of their own lawyer. As I said previously, there are some very good union lawyers, some who dedicate their lives to protecting workers.

There are others who are involved just to make money. It's the second group I'll be talking about here.

The other day I talked with a Local Financial Secretary who described his Local as broke. He said the Local got involved in a lawsuit, and the attorneys bills piled up.

Here is something I learned from my favorite good guy lawyer: don't start lawsuits you can't afford, but don't avoid the ones you must prosecute. A good guy lawyer can help you tell the difference. A money first guy lawyer, on the other hand, will try to turn every problem the Local has into a legal bill. Too many ATU Local Unions have their finances put in peril this way.

It's easy to fall into this trap. I know firsthand running a Local can be challenging and lonely. The guy the president can usually trust to have an intelligent, non-political discussion with is the union lawyer. But those conversations cost. That can be ok and controlled. It usually is. But where lawyers cross the line is in trying to control the Local, its policies, and behavior.

### Greatest Power is Informed Members

Most of what union members have and need has nothing to do with lawyers. Those things we need we get from having power, and the greatest power a Local has is informed members.

The second greatest power is the riders, who will be on your side if you organize them. This is way cheaper than putting your lawyer's kids through medical school.

Local Union Executive Boards need to pay careful attention to the litigation the Local pursues. It is probably at the top of your expenses. It does not need to be. The International offers a weeklong training for serious Local officers to give them the skills to represent our members

at arbitration. If they develop the skill, they will be as good as any lawyer in almost any routine case.

Before entering into expensive litigation, Local Presidents should consult with my office. We will give a second opinion on your chances and other options. Most important is don't let lawyers run your Local Union.

### Win through Power Building

We also run classes on power building, and through this Locals are winning huge victories, without lawyers.

Lawyers do not have training in power building, just lawyering. You wouldn't ask a lawyer to fix your car; don't ask her to fix your Union. Don't ask them to negotiate your contract.

Don't get lawyers involved in fights with the statehouse or battles with the company over things like privatization. When I see Locals do this, usually against our advice, I shudder.

I have seen lots of lawyers negotiating give backs for workers for instance. It was the best they could do.

While I have seen Local Presidents cut their own wages and benefits, I have never seen a lawyer offer to cut what they charge the union (our members) after a contract disaster.

I have seen Locals led into arbitrations that cost the members piles in legal fees when they should have organized the members and riders and fought power with power. And I have seen huge benefit cuts in that process. The members got the cuts; the lawyers got the fees.

Again, we are training your officers for these fights. We are leading more strongly than ever. We need our members involved now. And, we will train members right in the Local Union to win these fights.

ATU training costs nothing when we do it in your town. See this magazine to get ideas on training. You might want to form a training committee...because that's how we win. ❖



JAVIER PEREZ, JR., INTERNATIONAL EXEC. VICE PRESIDENT

## Thank the Labor Movement

How often have you seen a bumper sticker, face book post or tweet touting that Organized Labor brought us the eight hour day and forty hour work week, and of course weekends and holidays.

One fact of life is that our school systems in K through 8 and our high schools spend little if any time educating our youth on the topic of Organized Labor. And when Labor is discussed often it's not in a favorable light. References are made to strikes, union corruption, the merger of the AFL and CIO but not many lesson plans are devoted to the why of Organized Labor or "Who Built America," from a Labor perspective. Is it any wonder then, that we hear many refer the forty-hour work week, the eight-hour work day and holidays, as something Labor helped win a long time ago; often followed by, "what has Labor done for me lately."

If our education system has failed in this regard, how do we get our message across? Some would say use media. How best to embrace media?

One of our Canadian Locals recently posted a video reminding all that benefits such as the forty-hour workweek, eight-hour day and holidays, yes, were fought for and won before many were born, but these benefits are enjoyed every forty-hour week and every holiday from work.

Often times at ATU events we show the film *"At the River I Stand"* (1993) – about the 1968 Sanitation Worker's strike that brought MLK to Memphis. This film brings together images of the fight for a living wage, the fight for dignity on the job and the power of allies and a grass root movement. Although made in 1993, the topics are relevant today. It is a powerful movie that causes much discussion. I cease to be amazed how many middle age and younger Union members have never seen the film.

"Images of Labor In Film", was the title of a course I took once upon a time. Sounds like a pretty pudding elective course to take, but try watching 54 films and writing papers on each in the course of a semester. Oh, add time spent finding these in the days before "You Tube," "Netflicks," "Amazon Prime" and the like. You had to get up and go to Block Buster and or libraries. But I digress.

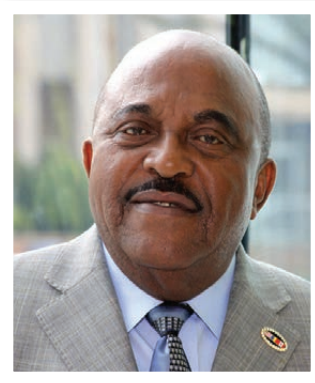
"Images of Labor in film", can be a very powerful educational tool and just like *"At the River I Stand," there are many more I would recommend. Here's one.*

"Matewan" (1987) by John Sayles – Visually we see wholesome healthy, God fearing people. Perhaps it's their movements, perhaps its their speech pattern or attitudes. I can't quite put my finger on it; but there is a simplistic goodness about them that is tangible to the viewer. As a teaser, check out the "Matewan Union Speech," clip on "You Tube," actors Chris Cooper and James Earl Jones are great. Sayles had difficulty raising the money for the film due to its subject matter.

So while your enjoying a holiday off with family, make some popcorn, sit down with the film and know that you enjoy the day because of our Union Movement. ❖

Please visit [www.atu.org](http://www.atu.org) for more information and the latest ATU news.





OSCAR OWENS, INTERNATIONAL SECRETARY-TREASURER

## Training for All

At the 2013 Convention in San Diego, CA, history was made.

For the first time in our union's history delegates had the opportunity to attend the ATU Convention Academy. The day before the convention officially began, delegates took innovative trainings from industry experts to learn important skills to make our Locals and Union stronger.

I remember hearing delegates in the halls of the convention the next day waiting for the convention to start, raving about the trainings. It was exciting and energizing.

Then, to open the convention, International President Larry Hanley pledged to delegates to “build this training all over the U.S. and Canada, to make sure that not only our officers, but the members of our Union, are exposed to some real union training to bring them into a place where they can better understand not only the importance of their Union, but the importance of the work that they contribute to it.”

After the convention, the International launched a comprehensive training program. Local leaders took part learning skills and learning new strategies to make their Locals stronger, engage their members in the life of the union and better serve their Locals.

Fast forward to 2015. We purchased the former National Labor College in Silver Spring, MD, moved the ATU headquarters there, and established the Tommy Douglas Conference Center. The sprawling campus offered meeting space, facilities, housing, and more to host trainings for our Locals and members. We quickly began to hold trainings there on a wide variety of topics that were packed with energized and excited members.

But we wanted to bring more trainings to more of you, the members. So the International worked with Locals to

schedule workshops at your Locals for members in locations across the U.S. and Canada.

Today, our training programs have exploded. From community and political organizing to union solidarity and labor history, to health and safety, to contract campaigns, bargaining, and strikes, we now offer more than 50 different training courses and workshops taught by industry-leading experts.

More than 7,000 members have taken part in ATU trainings, which have been held at more than 100 different locations.

Not too shabby. But guess what?

We need more members to get trained, and your International is committed to doing so.

Why?

The corporations, anti-union billionaires like the Koch brothers, and their allies will continue to attempt to keep us down and try to divide us. They have rigged the economy against us. They are pushing privatization. They are cutting funding for transit.

And elected officials in both our countries, like Ontario Premier Doug Ford, are doing their bidding.

The more of you, our members, that are trained, the better prepared we will be to mobilize our Locals, fellow brothers and sisters, and allies to push back against these forces intent on keeping us down.

So, I challenge each and every member to go to their Local President and ask to get trained.

Your future and the future of ATU depend on it. ❖

Please visit [www.atu.org](http://www.atu.org) for more information and the latest ATU news.



# Trainings for all ATU members

Fighting the boss, contract campaigns; rumors of job layoffs; slashing wages and pension benefits; cuts to transit funding and service; threats of privatization; the disturbing increase in attacks on transit workers; dangerous, unsafe, and unhealthy workplace conditions; problems with bathroom breaks. These are just a few of the challenges and issues facing ATU Locals across both the U.S. and Canada.

How do we prepare for these fights?

It starts with training. And it's not just training of Local leaders, executive board members, and stewards. It's training you, the rank and file members, who are the real engine of the ATU.

Over the last eight years, the International has developed an innovative and comprehensive training program for Local officers, stewards, and member activists to prepare, anticipate, and fight for the interests of our members, riders and our communities.

More than 7,000 Local leaders, stewards, and member activists have taken part in these trainings using the skills learned to engage in campaigns and mobilizations, build alliances with riders and allies, win strong contracts,

improve health and safety on the job, fight back against privatization, and more.

There are also International trainings for rank and file members so everyone in our Union is better prepared, better mobilized, and better trained for the fights we face.

## Knowledge is Power

In the late sixteenth century, Francis Bacon, regarded by many as the father of scientific methods of inquiry, famously said, "Knowledge is power." This proverb rings true today for the ATU training program for both Local leaders and our rank and file members.

ATU trainings have raised the standards for our Union, employing the best practices; using the most skilled and experienced trainers; and utilizing the most advanced research, information, and data available. The





“

*“At the Right-to-Work training, we learned how to better start a conversation with members about the value of ATU and the importance of listening to each member’s concerns and issues. Through this training, we are now invigorated, prepared, and ready to engage coworkers and handle the Janus decision from the Supreme Court.”*

— ATU member on Right-to-Work training

”



*School bus Local members take part in training*



*New officer training held at the Tommy Douglas Conference Center*

trainings cover a wide range of areas, including contract bargaining, arbitration, union administration, health and safety, member mobilization, public engagement, passenger organizing, and coalition building, to name a few.

The International regularly conducts trainings attended by numerous Locals leaders and activists at the Tommy Douglas Conference Center (TDCC).

The International also has trainings for rank and file members that can take place right near your Local.

You might ask, “how can I as a rank and file member take part in an ATU training session?”

It starts with attending your Local union meetings, and getting involved with your Local, and asking your Local to request an International training.

Then, your Local will contact International President Larry Hanley’s office to request a training. The International will work with your Local to identify the appropriate training or trainings that are needed to achieve the goals of your Local. Once the type of training is decided, the International will select trainers from the International staff or previously-screened and highly-qualified trainers.



*“Strengthening Your Local” training held at Local 265-San Jose, CA*

The International in conjunction with your Local will work on logistics for the training that make the most sense geographically and financially. For instance, the location of the training may be held near your Local or the International may hold the training at the TDCC in Silver Spring, MD.

The International covers travel, room and board, and the cost of the trainers. The International will also work with Local officers to reasonably cover the cost of meeting rooms and any meals required for the training. The Local pays for lost time for attendees to the training. ❖

# Trainings critical to “Keep Transit Public” campaign in Ontario

ATU locals in Ontario wanted to launch a massive campaign to stop a privatization scheme being pushed by the province through a series of new Light Rail projects being built across the Greater Toronto and Hamilton Area (GTHA). The province was rolling out these new projects under their arms-length agency, Metrolinx.



*A “Keep Transit Public” rally*

To build a successful campaign that challenged privatization across the GTHA, the five locals - Locals **107**-Hamilton, **113**-Toronto, **1587**-Toronto, **1573**-Brampton, **1572**-Mississauga with support from Locals **1582**-Niagara Falls, **846**-St. Catharines, **1189**-Guelph, and **741**-London - knew that member education would be key. But they also knew that to have rank and file members, they first needed to have their board members and shop stewards trained and ready to help disseminate information.

Board members from all five and neighboring locals were invited to attend two training sessions hosted by Local 107 in Hamilton, ON. There board members learned the details of Metrolinx and the province’s scheme to privatize new transit projects and how it could pose a threat to ATU members and our passengers. ATU invited a trusted local transit expert to lead part of the course and help work through the history and long-term effects of privatized transit. A part of the training was left open for discussion so that board members could help build campaign strategy collectively across the locals. Here they launched the “Keep Transit Public” campaign.

## Rank and file member trainings critical

Similar training courses were then offered to members of Local 107 who would be first to receive the new privatized Light Rail line. Courses were offered twice a day, every day for two weeks to accommodate members’ different schedules and off days. Members were invited to come learn more about the campaign, ask questions, offer ideas, and sign up to take action. More than two dozen members took part in the trainings.



*Members make their voices heard*

As the campaign heated up, the Local began to call on member volunteers to leaflet passengers, knock on doors, call elected officials, and attend actions and events. The Local soon found that members who attended the training course were more likely to come out and participate in the campaign.

The trainings helped build power for the Local during a crucial fight and welcomed and developed new member activists within the Local which only served to make it stronger for the next struggle. ❖



# What people are saying about ATU training

*“The Assault Awareness and Prevention training taught us the importance of situational awareness. We now feel more confident, when faced with a situation that has escalated, on how to handle it. Attacks on our brothers and sisters is a continuing problem and this training was invaluable.”*

— ATU member on Assault Awareness and Prevention training

*“The training has been quite excellent and members are quite happy. We are about halfway through the final day and things turned out better than I could have imagined. Thank you very much for making this happen for us.”*

— A Canadian Local President on Shop Stewards training

*“I want to thank you for providing the training we received this past weekend. It was excellent. The trainer we had on Saturday was probably the best instructor I have ever heard. He taught specifically on bargaining and kept everyone glued to their seats. I had nothing but great reviews from all 29 people who attended the training. Again thank you, and I look forward to our next round of bargaining.”*

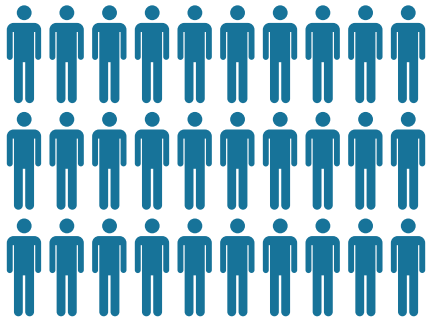
— A Canadian Local President on Contract Bargaining training



# ATU training by the numbers

From Vancouver, BC, to Louisville, KY; from Saskatoon, SK; to Stockton, CA; more than 290 ATU trainings have been held in cities across the U.S. and Canada since 2012, including many at the Tommy Douglas Conference Center in Silver Spring, MD.

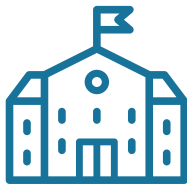
**7000+**  
MEMBERS TRAINED



**102**  
DIFFERENT  
LOCATIONS



**237**  
LOCALS



**50** DIFFERENT  
COURSES

More than 50 different training courses and workshops have been held



If you are interested in learning more about attending ATU training courses, please contact your Local President.

## ATU TRAININGS ACROSS NORTH AMERICA





# ATU training courses

These training courses are available to every Local union and every ATU member through their Local President.

## ATU COURSES

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- Allies at Every Stop: Organizing Passengers and Building Power
- Grievances and Arbitration/The Advocate's Prayer
- The New Health Care Law
- Parliamentary Procedures
- Politics That Build Union Power

## LEADERSHIP

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- What It Takes to Be an Effective Union Member in a Hostile Labor Environment
- Advanced Communications Skills for Union Leaders and Members
- Developing Strategic Bargaining Campaigns
- Strategies for Stewards: Create Advantages and Be Successful

## HEALTH AND SAFETY

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- Operator Assaults
- Restroom Access
- Chemical Hazards
- Health Protection and Promotion
- Workplace and Health Hazard Mapping
- Ergonomics

## BIG PICTURE ECONOMIC AND POLITICAL TOPICS

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- The War on Pensions
- Roots of the Public Sector Budget Crisis
- Fighting Privatization and Outsourcing
- How the Global Economy is Connected to You

## CONTRACT CAMPAIGNS, BARGAINING, AND STRIKES

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- Building an Effective Contract Campaign
- Successful Bargaining: What You Do Away from the Table Matters the Most
- Bargaining Table Tactics
- Preparing Your Bargaining Team
- Continuous Bargaining

## COMMUNICATIONS AND MEDIA

---

- Social Media for the Rank and File
- How to Craft an Effective Public Message
- Learning to Tell Your Story
- Public Speaking for Rank-and-File Union Members
- How to Make Effective Flyers and Newsletters
- A Picture is Worth a Thousand Words: Taking Photos that Can Build Your Campaigns

## COMMUNITY AND POLITICAL ORGANIZING

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- Building Effective Labor-Community Alliances
- Political Action that Builds the Union
- Coalitions Defending Public Services

## GRIEVANCES AND DISCIPLINE

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- Assertive Grievance Handling
- Investigating and Writing Grievances
- Legal Rights of Union Stewards
- What is Just Cause?
- Getting Results without Grievances
- Interpreting Contract Language

## MEMBER-TO-MEMBER ORGANIZING

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- Secrets of a Successful Organizer
- Beating Apathy
- Organizing New Members
- Building an On-the-Job Organizing Network
- Organizing Across Differences

## UNION SOLIDARITY AND LABOR HISTORY

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- Lessons from Labor History
- Why Do Unions Matter?
- More than Bread and Butter: Why Social Justice Matters to Unions
- Solidarity Works! Build Unity with Other Unions
- If Not Us? Understanding Each Member's Responsibility to Build the Union



## Progressive, labor, social justice groups train at Tommy Douglas Conference Center

Since opening in 2015, the Tommy Douglas Conference Center (TDCC) is fast becoming a destination for progressive and labor groups to hold education, trainings, conferences, and events on social justice, organizing, equality, and other progressive causes.

With a campus-like environment including over 25,000 square feet of meeting space, state-of-the-art technology and conference services, banquet, and AV staff on site; a full-service kitchen with an executive Chef and staff; outdoor picnic areas; on-site parking; and a self-service business center, the TDCC receives rave reviews.

ATU has hosted numerous training and events for Local leaders and members at the TDCC. Other labor unions are also coming to the TDCC to hold conferences, trainings, and other events, including the International Association of Fire Fighters (IAFF), the American Federation of Government Employees (AFGE), the American Postal Workers Union (APWU), the Service Employees Union International (SEIU), International Alliance of Theatrical Stage Employees (IATSE), and others.

Progressive and social groups have also sponsored events at the TDCC. Among them are the United Students Against Sweatshops, Our Revolution, the Cornell University School of Industrial and Labor Relations, the Rutgers School of Management and Labor Relations, the Labor Heritage Foundation and others.

One of the conferences at the TDCC was organized by the Samuel DeWitt Proctor Conference, a cross-section of progressive African American faith leaders and their congregations working to further social justice. The group held their annual “Generation Now Network (GNN)” summer leadership training with members of the GNN’s national college chapters and student leaders from the American Federation of State, County and Municipal Employees (AFSCME) Union Scholars program. The training culminated with attendees going to the Poor People Campaign Mass Rally and Moral Revival on the National Mall in downtown Washington, D.C. ❖



# Corvallis buys into fare-free transit

Corvallis Transit in Oregon stopped collecting fares on buses in 2011, joining a small number of U.S. cities that don't charge riders to board.

Not surprisingly, there was a sizeable increase in ridership immediately after the program took effect. In the first full year of fare-free transit, ridership jumped by 38 percent. In the last year, the transit system gave 1.1 million rides.

A local environmental group led the push for the change in an effort to curb pollution from cars. Tim Bates, city transit coordinator, said fewer cars on the road also means the pavement stays in better condition and requires less maintenance. "The more people we can get on the bus, the better it is for the entire community," said Bates.

## Other cities follow Corvallis' lead

Chapel Hill, North Carolina, and Missoula, Montana, have also adopted fare-free transit. Missoula's switch came four years after Corvallis, and officials there looked to the Oregon city as an example.



Some major cities have made elements of their transit system free. In Calgary, Alberta, low-income riders can receive a free bus pass. In Pittsburgh, the rail system is free downtown.

In Corvallis, there was a short-lived effort to put the fare-free system to referendum when it was first approved, but it didn't make the ballot for lack of support.

"Now, it is such an ingrained part of Corvallis," Bates said. "It's kind of become what we're known for." ❖

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# Attacks on drivers often stem from fare evaders

Every week we hear stories about bus drivers and other transit workers being punched, stabbed, yelled at, spit upon, shot at, and even worse. Violent attacks on transit workers have unfortunately become part of the job.

Though most fare evasion incidents don't end in violence, often attacks stem from fare disputes. This summer a Halifax Transit driver, a member of Local **508**, was assaulted after the driver asked a passenger to leave the bus for not paying his fare. A Local **627**-Cincinnati, OH, member was punched in the face by a rider who tried to pay his fare with 175 pennies but was way short.

## Don't sweat the fare

While many transit agencies tell bus and other transit operators not to let riders on without paying their fare, ATU International believes operators shouldn't sweat it. It's



not worth the risk of an attack by an angry rider that could seriously hurt the operator and endanger other passengers.

This disturbing increase in attacks on transit workers is why ATU supports all-door boarding with a separate payment system that could be done on a dedicated platform. ❖

# Transit funding, safety bills move in the States

115TH CONGRESS  
2D SESSION

## H. R. 6016

To amend title 49, United States Code, to require the development of a bus operations safety risk reduction program, and for other purposes.

With the U.S. Congress stuck in total gridlock and the Trump Administration pushing to roll back safety regulations and cut funding for public transit, state legislatures have moved ahead on some important legislation affecting bus and rail service. Hundreds of transit bills were introduced nationwide during the 2017-18 State Legislative Session. Here are some that were signed into law:

**AL:** For years, **Alabama** has been one of only five states that does not provide any state funding for public transportation. This of course has a huge impact on service, safety, and the ability to leverage federal funds. Several attempts to establish a dedicated funding source for transit service in the state have failed throughout the decades. Finally, this year, the Legislature created the *Alabama Public Transportation Trust Fund* to expand transit options. A 13-member advisory committee will make recommendations on how to administer any revenue that comes into the fund. The bill was pushed by a coalition of 150 congregations and community groups and hundreds of individuals united in their belief that low-income people are suffering because of state policy decisions. Many similar groups that would welcome ATU partnerships exist throughout the United States.

**DC:** The Washington Metropolitan Area Transit Authority in the nation's capital is crumbling. The transit agency actually released a statement to the public just this month to "Use Orange, Silver and Blue Lines ONLY if you have no other option." Long overdue maintenance is taking place thanks

in part to major legislation passed in **Maryland, Virginia, and the District of Columbia**, which for the first time creates a long-term dedicated funding source for Metro.

**CA:** While the *Bus Operator and Pedestrian Protection Act* (H.R. 6016) awaits action in the U.S. Congress, Governor Jerry Brown (D) has signed similar legislation in **California**. The bill, also written by ATU, would require a public transit operator, before procuring a new bus to be used in revenue operations, to take into consideration recommendations of and best practices standards developed by, transit union representatives to reduce the risk of assault on bus operators and prevent accidents caused by blind spots..

**California** also authorized the Livermore Amador Valley Transit Authority to conduct a shared autonomous vehicle (SAV) demonstration project for the testing of autonomous vehicles. This is the first operation of a SAV on a public road by a transit agency in the state. The vehicles will be equipped with a sensor and so-called intelligent vehicle system in an effort to detect obstacles and avoid collisions.

**RI:** In **Rhode Island**, Governor Gina Raimondo (D) has signed legislation requiring the state's public transit authority to hold a public hearing a specified number of days prior to any bus route change in the affected neighborhoods and provide a neighborhood impact statement to local and state officials. ❖





# A message from new ATU Canada President John Di Nino



It is a special honor and a privilege to begin my term as the new president of the ATU Canada and serve our more than 35,000 brothers and sisters across our great country.

Our outgoing president Paul Thorp and the Executive Board deserve a thank you from all of us for their hard work in ably guiding our union.

We had a very successful and informative ATU Canada conference in July in St. John's, Newfoundland. A big thanks to our gracious host, Local **1462**, for their hospitality.

I am excited about working with our newly-elected Executive Board, who bring a wealth of knowledge and experience to the job. They include Vice President Eric Tuck, Local **107**-Hamilton, ON; Secretary Travis Oberg; Local **987**-Lethbridge, AB; Guy Gosselin, Local **591**-Gatineau, QC (Quebec-East); Jack Jackson, Local **1572**-Mississauga, ON (East); Rick Ratcliff, Local **583**-Calgary AB (West); Jim Yakubowski, Local **615**-Saskatoon, SK (West); and Andrew Cleary, Local **1189**-Guelph, ON (East).

I'd like to tell you a little about me. I'm a first generation Canadian to Italian parents. My career at ATU Local **113**-Toronto, ON, began as a summer student in 1984 cleaning TTC subway trains. In 1988, I was elected a Local shop steward and then as an Executive Board Member in 2010. I currently live in Maple, ON, with my wife and am the proud grandfather to 5 grandchildren.

I've been involved in numerous campaigns, including the Unity campaign, the KEEP TRANSIT PUBLIC campaign, and helped to fight against the 113 raid attempt by Unifor. Over my more than 30 years at ATU, I've learned many valuable lessons – even made some mistakes – that I believe will serve me well in this new role.

We have literally hit the ground running within days of being elected by taking the Greyhound fight to Ottawa. This crisis will impact the lives of millions and the jobs of more than 400 of our members at Local **1374** in Calgary, AB. We demanded and got a meeting with Transportation Minister Marc Garneau to discuss real solutions.

Then Premier Doug Ford, no friend of ATU, unveiled his proposal to “UPLOAD” the TTC subway. We immediately condemned the decision and will fight Ford and his Progressive Conservative Government's efforts to privatize public transit.

These challenges are just the tip of the iceberg of what we face. It will not be easy.

As your President, I pledge to keep our Locals, leaders and especially you, our members, informed. Your Executive Board and I will work to expand our training programs, to lobby for more transit funding, to fight privatization efforts, to build alliances with our riders, and to make our voices heard with elected officials and the press. Our goal is for ATU Canada to be recognized as the leading expert in public transit.

To do this, all of our members from coast to coast must get involved.

Whether you are from Kelowna, BC; Halifax, NS; Lethbridge, AB; Gatineau, QC; Saskatoon, SK; or Peterborough, ON, we all face the same challenges: lack of transit funding, private public partnerships (P3s), vicious assaults on our members, the threat of right to work, dangerous bus driver blind spots, poor workstations, and more.

We can only achieve success by standing together in solidarity as “ONE VOICE, ONE CANADA, ONE ATU!” ❖

# ATU NJ wins budget fight to fund public transit

New Jersey commuters can thank ATU NJ Locals for coming improvements to NJ Transit.

It all began when Democratic NJ State Senate President Steve Sweeney and Assembly Speaker Craig Coughlin refused to support Governor Phil Murphy's budget proposal that would generate more funding for public transit, schools, and other services. The funding would come from increased taxes on millionaires and corporations.

Sweeney and Coughlin wouldn't agree to the Governor's proposed revenue generators, despite voting for similar income tax increases on the wealthy five times over the years. Instead, Sweeney and Coughlin offered a budget plan that would result in service cuts and fare increases on NJ Transit and more taxes on working families.

## NJ Locals launch aggressive campaign

Recognizing what was at stake for NJ Transit riders and workers, ATU NJ Locals sprang into action with an

aggressive campaign supporting the Governor's budget and targeting Sweeney and Coughlin. Employing skills learned at ATU trainings and with assistance from the International, NJ Locals mobilized for actions across the state mobilizing riders and the public and even leafleting on NJ beaches (see leaflet below).

The campaign worked. An agreement was reached to approve Governor Murphy's budget to create more funding for public transportation, schools, and other services. The deal raises the income tax to 10.75 percent on those earning over \$5 million and taxes businesses making more than \$1 million at a new rate of 11.5 percent, up from the current 9 percent. The sales tax does not increase.

"The era of budget gimmicks is ending and the era of a stronger and fairer New Jersey that works for every family is just beginning," said Gov. Murphy. ❖





# Baltimore Local warned MTA of unsafe Metro tracks for several years before emergency shutdown

This past February with less than 24 hours' notice, the Maryland Transit Administration (MTA) closed the city's subway line. It left more than 40,000 riders who use the line every day stranded. It was the second time in less than two years that the Metro Subway was closed due to long overdue repairs to replace tracks.

A *Baltimore Sun* Maryland Public Information Act request showed that Local **1300**-Baltimore, MD, warned the MTA of these rail safety concerns on Metro SubwayLink more than two years before the agency suddenly shut the entire system down for a month.

In a November 12, 2015, letter to then-MTA chief Paul Comfort, Local President David McClure raised concerns about the safety of the tracks. "For several months, we have attempted to schedule meetings with your office on these important safety issues," McClure wrote. "None have taken place."

In June of 2016, MTA and the Local visited a subway station and uncovered more safety issues. Less than a month later, the MTA announced a partial system shutdown.

## An unnecessary state of crisis

Days later, McClure wrote to MTA officials that, despite the union's due diligence to inform the agency of safety concerns, nothing has been done. "At best, the current approach being pursued is a result of complacency," he wrote. "At worse [sic], it seems aimed at guiding the system into an unnecessary state of crisis that could be leveraged to justify political objectives like privatization or further divestment from Baltimore City's transportation system."

What's clear is if MTA had listened to the Local years ago, the shutdown of the system could have been avoided. ❖

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## Connecticut Locals expose 'Restroom Nightmare'

Connecticut bus operators angry over the lack of bathroom breaks rallied to demand CT Transit and the state DOT make more safe, clean restroom facilities available on all routes.

The rally came in the wake of a firestorm over a video that went viral of a bus operator relieving himself on the side of a busy road. This incident highlights a problem that has plagued bus drivers across the state of Connecticut and across the U.S. and Canada for more than a decade.

### "Let us pee"

At the rally some drivers wore diapers while others sat on five-gallon buckets affixed with toilet seats. They carried signs with their plea, "Let us pee."

To avoid having to use the bathroom on the job, many bus

drivers won't drink water or eat before or during their work shifts, which can lead to serious health problems. It's also dangerous to drive when you need to use the bathroom. One study found that an extreme urge to urinate affected attention and thinking. The effect was equal to that of staying awake for 24 hours or having a blood alcohol level (BAC) of 0.05%.

"I can tell you from my own experience many times I had to pull the bus over and pee behind the back tire," said Local **281**-New Haven, CT, Financial Secretary/Business Agent Ralph Buccitti. "It's a serious problem. We've tried to negotiate to get access to bathrooms. We are bargaining for a basic human right: to use the bathroom."

Other Connecticut Locals participating in the rally were **425**-Hartford, **443**-Stamford, **1209**-New London, **1336**-Bridgeport, **1622**-Danbury and **1763**-Rocky Hill. ❖



# International Vice President Claudia Hudson retires



International Vice President Claudia Hudson has retired from the ATU General Executive Board.

“We at ATU are indebted to Claudia for her many years of commitment, dedication, and service to fighting for the rights of our members across

North America,” said International President Larry Hanley. “Claudia served with dignity and distinction, and ATU is a better union thanks to her work. We congratulate Claudia on her well-deserved retirement and wish her all the best.”

In 2013, Hudson was appointed as an International Vice President by International President Hanley and approved

by the General Executive Board. She was reelected at the 2013 and 2016 ATU International Conventions.

A native of Richmond, California, Hudson joined ATU as a bus operator in September 1979 in Oakland, CA, for Alameda-Contra Costa Transit (AC Transit). In 1989, she was elected Shop Steward of Local 192-Oakland, CA, and served in that role until being elected Vice President in 1996. Hudson was elected President of the Local in 2009 before being appointed an International Representative in February 2011. ❖

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## NYC becomes first major city to limit number of Uber and Lyft vehicles



After years of negotiation and push-back between New York City lawmakers, ride-hail companies, and drivers' groups, the New York City Council recently voted to 'cap' the number of for-hire vehicle licenses it issues to Uber and similar services. The legislation also allows the city to set a minimum pay rate for drivers.

“It is about time a company valued at \$62 billion begins to pass some of that money along to the drivers that make them so successful,” said ATU International President Larry Hanley. “Uber and Lyft’s pattern of exploiting workers – and denying them basic rights such

as a livable wage, affordable health insurance, overtime pay, retirement plans, workers’ compensation coverage, unemployment insurance, and the right to join a union to collectively bargain on their own behalf – is deplorable, and New York City took one step closer to ending that abuse.”

### More needs to be done

Uber keeps rates low by outsourcing all costs – car, insurance, gas – to the drivers while taking a 20 percent cut on every ride they arrange through their app. The company exploits its drivers by refusing to treat them as company employees. Studies show Uber drivers can’t make a decent living, even though they drive 50-60 hours a week, while the company is highly profitable and the darling of Wall Street investors.

This move by the New York City Council and Mayor Bill de Blasio is a start but more needs to be done.

“ATU is hopeful that other cities will take notice and follow suit, finally giving their valuable working citizens the basic rights that they need and deserve,” Hanley continued. ❖



# For 60 years, this powerful conservative group has worked to crush Labor

The Supreme Court's recent treacherous decision on union dues can be traced back to December 1953, when a bunch of anti-labor business leaders secretly met in Washington, D.C.

That group eventually brought to their cause retired congressman Fred Hartley, who was notorious for spearheading what labor referred to as the "slave-labor bill," better known as the Taft-Hartley Act of 1947. This bill allows states to pass "right-to-work" laws, which now exist in 28 U.S. states, mostly in the southern and western U.S. but also including Michigan, Indiana, and Wisconsin.



## One goal: crush labor unions

The group named itself the National Right to Work Committee (NRTWC) and articulated one goal: crush labor unions.

The person who was most responsible for building NRTWC into the force was Reed Larson. Larson was an engineer at the Coleman Company in Wichita until he left in 1954 to spearhead right-to-work legislation in Kansas. After successfully steering the legislation to an improbable win with the support of oil magnate and Koch-family patriarch Fred — yes, the father of those Koch brothers — Larson headed up the anti-union group. He served in that role for more than 40 years, until 2003.

Nearly 65 years later, Mark Mix, the current NRTWC president, stood on the steps of the Supreme Court and gave an interview to Fox News on the Supreme Court's decision on *Janus v. AFSCME*, which had been issued earlier that day. "We're very excited about it. It's a great day for individual employees, independent-minded

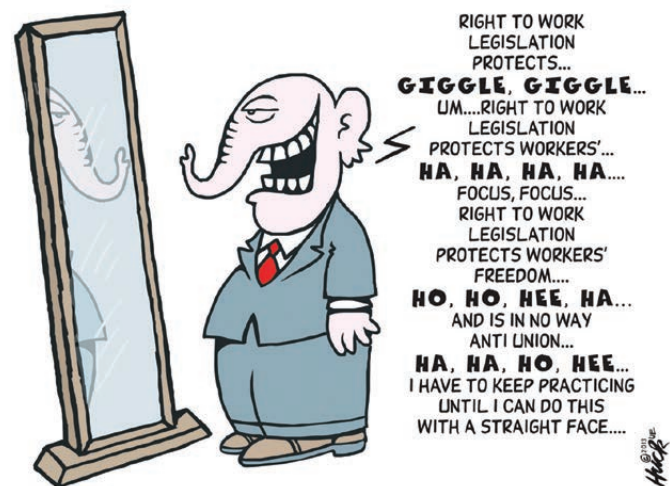


employees, not only in Illinois but across the country. The Supreme Court finally got it right!"

## Beware of Union Buster Scams

Rest assured the NRTWC will not be quiet now that they achieved their goal.

Already, they are trying to trick public workers into thinking that they don't need their union to get job protections and critical benefits. They are sending mail (see above), handing out leaflets, broadcasting ads on TV and radio, and even walking your neighborhoods. They're knocking on doors and claiming they can save you money by dropping out of the ATU. These are lies and very dangerous to our union-negotiated pay, job security, and benefits. ❖



# ATU announces winners of the Tommy Douglas Scholarships

The following students beginning post-secondary education in the 2018-2019 academic year won scholarships in memory of Tommy Douglas, the “Greatest Canadian.” Short bios and edited excerpts from their essays appear below:

**Cameron Denler**, son of Terry Denler, 1249-Springfield, IL, is attending Arizona State University and planning to major in Mathematics to pursue a career in actuarial science/risk management. In addition to his academic achievements, Denler served as team captain of the school’s Scholastic Bowl club. He was a member of the Spanish, Debate, Social Studies, and Chemical Clubs. Denler also volunteered at numerous community events.

*“Labor unions are a part of the foundation of American labor as it exists today. They serve as the soil from which virtually all benefits commonplace in the workplace nowadays spring, benefits such as retirement, paid medical leave, workers’ compensation and safety precautions.”*

**Abigail Donnellan**, granddaughter of Betty Donnellan, 85-Pittsburgh, PA is attending Baldwin Wallace University, planning to major in musical theatre to pursue a career in the performing arts. A National Honor Society member, Donnellan served as a senator in the student government and was a student leader for Campus Life, a student ministry. She performed in numerous school musical productions and volunteered with the elderly in her community.

*“Additionally, not only do labor unions help their own members, they help those not in unions at all...an employee gets to earn more simply by being in an industry with a larger unionized workforce. Obviously, a union’s influence spreads and can benefit people who are not even members of the union specifically.”*

**Luis Ortiz**, son of Miguel Ortiz, 589-Boston, MA, is attending Northeastern University, planning to pursue a career in clinical psychology or forensic science. A National Honor Society member, Ortiz was also a captain of the varsity baseball team and president of the Spanish Dance Club. He also spent a summer working as an intern at City Hall in Boston.

*“Overall the development of labor unions in America, and around the world solves many of the problems that evolve surrounding labor and the workplace, thus allowing for peaceful and strong relationships between workers and bosses that provides benefits to all parties, not just members of the union.”*

**Aislin Osborne**, daughter of Paul Osborne, 107-Hamilton, ON, is attending McMaster University, planning to pursue a career in medicine. In addition to her academic achievements, Osborne was a member of the school band, track and field team, and a founding member of the school’s Social Justice League. She is an experienced horseback rider and a volunteer counselor at an equestrian camp.

*“Throughout the history of labour in Canada, new laws that have improved the lives of working Canadians have been passed because of the continued support of unions and their encouragement to change what needs to be changed. Unions have shaped Canada into a country with just and fair workplaces and will continue to positively progress our society well in the future.”*

**Riley Sanders**, grandson of Raymond Elder, 757-Portland, OR, is attending Colorado State University to study political science with the goal of going to law school. A National Honor Society member, Sanders was very active in his school’s performing arts program as a member of the International Thespian Society and the school theatre program.

*“The power of labor unions lies in the political activism and momentum they provide. Organized labor in the United States raised awareness about the plight of the working class, convincing politicians to answer calls for change...As a new generation enters the workforce, labor unions could find even greater power.”*

**Zachary Vrhovsek**, son of John Vrhovsek, 846-St. Catharines, ON, is attending McMaster University to study mathematics and economics to pursue a career in government. In addition to his academic achievements, Vrhovsek was captain of the swimming team and a member of the rowing team. He also was a world champion qualifier as a member of his school’s Vex Robotics club.

*“Since the beginning of the industrial revolution, organized labour has been a champion of the people...Industrial unions gave marginalized workers the power to overcome their smallness in the face of enormous opposition. Its effects can still be felt today.”*



# ATU SCHOLARSHIP COMPETITION

*for the*

## 2019-2020 ACADEMIC YEAR IN MEMORY OF FORMER INTERNATIONAL PRESIDENT RONALD HEINTZMAN AND RETIRED INTERNATIONAL AND FORMER INTERNATIONAL EXECUTIVE VICE PRESIDENT ROBERT BAKER

### RON HEINTZMAN



Former International President Ronald Heintzman died on April 2, 2018. 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.

### ROBERT H. BAKER, SR.



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, he 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.



CUT HERE

# THE OFFICIAL 2019 SCHOLARSHIP APPLICATION FORM

**RETURN COMPLETED APPLICATION POSTMARKED NO LATER THAN JANUARY 31, 2019**

**TO: ATU SCHOLARSHIP PROGRAM, AMALGAMATED TRANSIT UNION, 10000 NEW HAMPSHIRE AVENUE, SILVER SPRING, MD 20903**

**Please Print or Type**

Name of Applicant: \_\_\_\_\_  
(First) (Middle) (Last)

Address: \_\_\_\_\_  
\_\_\_\_\_

Phone Number: \_\_\_\_\_

Name of Sponsoring ATU Member: \_\_\_\_\_

ATU Member's Local Union Number: \_\_\_\_\_

Relationship of ATU member to applicant: \_\_\_\_\_  
(Self, Child, Stepchild)

High School: \_\_\_\_\_

Month & Year of Graduation: \_\_\_\_\_

High School Address: \_\_\_\_\_  
\_\_\_\_\_

Name of Principal: \_\_\_\_\_

List in order of preference, the accredited colleges, technical or vocational institutions to which you are applying for admission (no abbreviations):

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

I hereby certify that to the best of my knowledge and belief the above information is true and correct.

Applicant's Signature \_\_\_\_\_ Date \_\_\_\_\_



# There's a bus driver shortage... and no wonder

As ATU members know well, that once upon a time the job of a bus driver was considered an honorable and desirable profession, a stable union job with a good middle-class salary, a public pension, and a chance at a good life.

But like most public sector jobs, pay for bus drivers has barely kept up with the rate of inflation. The result has been an industry-wide labor shortage that is affecting passengers by straining service.

It is happening across the United States as transit agencies work overtime to recruit more bus drivers. King County Metro in Seattle, WA, needs about 100 more people to make up their operator gap. New Jersey Transit is short at least 200 bus operators.

“We have drivers who are homeless in this country,” said ATU International President Larry Hanley. “In the Bay Area in California, the pay is so suppressed that we have drivers who are sleeping in their buses.”



In addition, the increase in vicious attacks on bus drivers has scared many younger people away from the job, which on average has the highest percentage of workers over the age of 55 in the transportation sector.

“The industry has to decide that they’re going to pay bus drivers enough to live in the city where they work,” says Hanley. ❖

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## ATU Canada demands the Government address Western Greyhound Canada shutdown

Calling Greyhound service in Western Canada a lifeline for working people, ATU Canada is demanding the Government take immediate action to address the shutdown of service by Western Greyhound Canada. Up to 400 members of Local 1374-Calgary, AB, will have their jobs impacted.

In July, Greyhound, for decades a critical link connecting the country’s small towns and isolated communities with bigger urban centres, announced it was pulling away for good in the Prairies, B.C. and northern Ontario, threatening the health and welfare of those who live in remote locales. The shutdown takes effect on October 3.

“Tens of thousands of riders in Alberta, British Columbia, Manitoba, and Saskatchewan depend on Greyhound to get to the doctor, work, school, and other services,” said ATU Canada President John Di Nino.

### ATU Canada met with Transport Minister

ATU Canada met with Transport Minister Marc Garneau to discuss real solutions.

“This bus service is a critical lifeline for these people and their families, ensuring their safety, health and security, and providing real opportunity for good jobs and access to health care. We are looking forward to working with the Government to stop the shutdown of Greyhound in Western Canada,” Di Nino continued.

Adding insult to injury, the latest cuts to Greyhound service come after the company slashed service in northern British Columbia, effective June 1, and after the Saskatchewan Transportation Company (STC) was shuttered in 2017. ❖

# More than “just a school bus driver”

Most parents and people think the job of a school bus driver isn't very difficult. You pick up students in the morning and take them back home after school.

ATU school bus drivers know well that the job is much more than just driving. It's being a surrogate parent, a mediator, a first responder, and so much more.

One Georgia school bus driver hit the nail on the head in a letter to his school district and local newspaper in an effort to bring more awareness of the “job of school bus driver.”



## “I clean up their vomit”

“I say good morning to your child while it is still dark... I clean up their vomit from the seat, wall, and floor when they are sick. I tell them to stop jumping from seat to seat,” he said, noting that drivers are often paid inconsistent and low wages while handling a high level of responsibility.

“I carry two to three classes at once without a para-professional, aide, monitor, or any other assistance,” the letter continued.

“I have been fingerprinted and background checked. I had to get a commercial driver's license with two special endorsements. I had to pass an extensive medical exam. I am watched on camera the whole time I am in the bus. No other school employee is watched so carefully. I do all of this because I CARE ABOUT YOUR CHILD!” he wrote. ❖

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## Why Canadian cities are asking Kingston for public transit advice

Not long ago, empty buses were a common sight on the roads of Kingston in Ontario. But over the past five years, Kingston Transit has seen a huge increase in ridership, and the city now boasts the fastest-growing public transit ridership figures in Canada.

So what is Kingston's secret?

It's simple: more frequent service and express routes. And to do that you need more investment in public transit.

If a city runs more buses, it typically gets more riders. Investing in better service results in a more “broadly useful” transit network compared to other modes of transportation.

Kingston Transit's net operating budget has increased modestly over that time. The bus fleet is gradually expanding to accommodate the new reality: Kingston Transit owned 48 vehicles in 2011. By 2021, it expects to own 88.

With these additional funds, Kingston has also expanded their express routes.

This is something the ATU has been pushing for years, and Kingston is a great example of how it works.

Hopefully transit systems in the U.S. and Canada are taking notice. ❖

# Brampton Transit installing bus driver safety shields across fleet after big spike in assaults

With attacks and crimes on Brampton's bus operators doubling since 2016, Brampton City Council approved a \$2.5 million initiative to better safeguard bus drivers. Using those funds, Brampton Transit will install transit operator safety shields on its fleet of 422 buses.

Earlier this year, in response to the spike in assaults on drivers, Local 1573-Brampton, ON, and the agency established a joint Operator Assault Task Force. Buses did get closed circuit cameras and emergency buttons, but the attacks continued.

"The numbers are not getting better. They are in fact getting worse," director of transit Vince Rodo said. "For Brampton Transit, over the last five years, about once a month an operator gets assaulted, and about once a week an operator is either assaulted or has some pretty severe threats lodged against them."

The city had been exploring installing safety shields for drivers dating back as far as 2015 and had been testing a number of different options on some of its buses for the past couple years until deciding on the best option.



I will feel. This has been a long time coming. It's very important. The challenge is that it is happening far too frequently, and it's not going to go away," said Brampton Mayor Linda Jeffrey. ❖

## A long time coming

"I know some of the assaults have been extraordinarily serious. The sooner we can protect our drivers, the better



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# Abogados

Demasiado a menudo recibo una llamada de un sindicato local que se ha metido en problemas debido a su propio abogado. Como dije anteriormente, hay algunos abogados sindicales muy buenos, algunos que dedican sus vidas a proteger a los trabajadores.

Hay otros que se involucran solo para ganar dinero. Es el segundo grupo del que hablaré aquí.

El otro día hablé con un Secretario Financiero Local que describió a su Local como un Sindicato quebrado. Dijo que el Local se involucró en una demanda y que las facturas de los abogados se acumularon.

Aquí hay algo que aprendí de mi abogado favorito: no comience pleitos que no pueda pagar, pero no evite los que debe procesar. Un buen abogado puede ayudarlo a identificar la diferencia. Por otro lado, un abogado interesado en el dinero primero tratará de convertir todos los problemas que el Local tenga en una factura legal. Demasiados sindicatos locales de ATU tienen sus finanzas puestas en peligro de esta manera.

Es fácil caer en esta trampa. Sé que dirigir un Local puede ser desafiante y solitario. El tipo en el que el presidente generalmente puede confiar para tener una discusión inteligente y no política es el abogado del sindicato. Pero esas conversaciones cuestan dinero. Eso puede estar bien y bajo control. Por lo general es así. Pero donde los abogados cruzan la línea, es al tratar de controlar el Local, sus políticas y su comportamiento.

## El mayor poder se encuentra en tener a miembros informados

La mayoría de lo que tienen y necesitan los miembros del sindicato no tiene nada que ver con los abogados. Esas cosas que necesitamos las obtenemos al tener poder y el mayor poder que tiene un Local es tener a miembros informados.

El segundo mayor poder son los corredores, que estarán de su lado si los organizas. Esto es mucho más barato que pagar la carrera médica de los hijos de su abogado.

Las Mesas Directivas del Sindicato Local deben prestar cuidadosa atención al litigio que persigue el Local. Es probable que esté en la parte superior de sus gastos. No necesita serlo. La Internacional ofrece una capacitación de una semana para oficiales locales serios para darles las habilidades para representar a nuestros miembros en el arbitraje. Si desarrollan la habilidad, serán tan buenos como cualquier abogado en casi cualquier caso de rutina.

Antes de iniciar un litigio costoso, los presidentes locales deben consultar con mi oficina. Le daremos una segunda opinión sobre sus posibilidades y otras opciones. Lo más importante es que no permita que los abogados dirijan su sindicato local.

## Ganar creando poder

También organizamos clases sobre la construcción de poder y, a través de esto, los locales están ganando grandes victorias, sin abogados.

Los abogados no tienen capacitación en la construcción de poder, solo

en lo legal. No le pediría a un abogado que arregle su automóvil, así que no le pida que arregle su Sindicato. No les pidas que negocien su contrato.

No involucre a los abogados en peleas con la cámara estatal o en batallas con la empresa por cosas como la privatización. Cuando veo a locales hacer esto, generalmente en contra de nuestro consejo, me estremezco.

He visto a muchos abogados negociando la devolución de trabajadores, por ejemplo. Era lo mejor que podían hacer.

Si bien he visto a Presidentes locales recortar sus propios sueldos y beneficios, nunca he visto a un abogado ofrecer que le recorten lo que le cobra al sindicato (nuestros miembros) después de un desastre de contrato.

He visto a los presidentes Locales llevados a arbitrajes que les cuestan a los miembros montones de honorarios legales, cuando deberían haber organizado a los miembros y corredores para luchar contra el poder con poder. Y he visto enormes recortes de beneficios en ese proceso. Los miembros recibieron los recortes, los abogados obtuvieron los honorarios.

De nuevo, estamos entrenando a sus oficiales para estas peleas. Estamos liderando con más fuerza que nunca. Necesitamos a nuestros miembros involucrados ahora. Y, entrenaremos a los miembros directamente en el Sindicato Local para ganar estas peleas.

La capacitación de ATU no cuesta nada cuando lo hacemos en su ciudad. Vea esta revista para obtener ideas sobre capacitación. Es posible que desee formar un comité de capacitación... porque así es como ganamos. ❖

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## Les avocats

Trop souvent, je reçois l'appel d'une section locale qui se retrouve dans le pétrin par la faute de son propre avocat. Je l'ai déjà dit, il existe de très bons avocats syndicaux qui dédient leur vie à la protection des travailleurs.

Il y en a d'autres, par contre, qui s'impliquent uniquement pour l'argent. C'est de ce second groupe que je parlerai, ici.

L'autre jour, je discutais avec le secrétaire aux finances d'une section locale, qu'il décrivait comme ruinée. Il racontait que sa section locale était impliquée dans une poursuite et que les factures d'avocats ne cessaient de s'accumuler.

Voici ce que j'ai appris de mon avocat compétent préféré : ne lancez pas de poursuites que vous ne pouvez pas vous permettre, mais n'évitez pas celles que vous devez poursuivre. Un bon avocat peut vous aider à les distinguer. Un avocat qui le fait uniquement pour l'argent essaiera de transformer tous les problèmes de la section locale en facture légale. Trop de sections locales ont vu leurs finances être mises en péril de cette façon.

Il est facile de se laisser prendre au piège. Je sais pertinemment que diriger une section locale peut présenter son lot de défis et de solitude. Le type en qui le président peut généralement avoir confiance pour mener une discussion intelligente et non politique est l'avocat du syndicat. Mais ces conversations ont un prix. Cela peut être correct et sous contrôle. Ça l'est, habituellement. Mais, certains avocats dépassent

leur limite lorsqu'ils tentent de contrôler la section locale, ses politiques et son comportement.

## Le plus grand pouvoir : des membres informés

La majeure partie de ce que les membres du syndicat ont acquis et ce dont ils ont besoin n'a rien à voir avec les avocats. Ces choses dont nous avons besoin, nous les obtenons grâce à notre pouvoir et le plus grand pouvoir que possède une section locale repose sur des membres informés.

Le second plus grand pouvoir vient des usagers qui se rangeront de votre côté si vous les organisez. C'est beaucoup moins cher que d'envoyer les enfants de votre avocat à l'école de médecine.

Les Conseils de direction des sections locales doivent porter une attention particulière aux litiges que poursuit la section locale. Ces frais se retrouvent probablement en tête de liste de vos dépenses. Ils n'ont pas besoin de l'être. L'International offre une formation d'une semaine aux dirigeants locaux sérieux visant à leur donner les compétences nécessaires pour représenter nos membres lors d'un arbitrage. S'ils développent les compétences nécessaires, ils seront aussi compétents que n'importe quel avocat dans la plupart des cas courants.

Avant d'entamer un litige coûteux, les présidents locaux devraient consulter mon bureau. Nous pourrions fournir une seconde opinion sur vos chances et offrir d'autres options. Mais le plus important est de ne pas laisser les avocats mener votre section locale.

## Gagner en bâtissant notre pouvoir

Nous organisons également des formations sur l'élaboration du pouvoir; grâce à ces cours, des sections locales remportent d'importantes victoires, sans recourir à des avocats.

Les avocats n'ont aucune formation en élaboration du pouvoir, seulement en droit. Vous ne demanderiez pas à un avocat de réparer votre auto; ne lui demandez pas de réparer votre syndicat. Ne lui demandez pas de négocier votre contrat.

N'impliquez pas les avocats dans des luttes contre la Chambre législative ou des batailles avec une entreprise sur des choses comme la privatisation. Lorsque je vois des sections locales le faire, généralement à l'encontre de nos conseils, j'en frémis.

J'ai vu beaucoup d'avocats négocier des restitutions pour les travailleurs, par exemple. C'était le meilleur qu'ils pouvaient accomplir.

Alors que j'ai vu des présidents locaux réduire leurs propres salaires et avantages, je n'ai jamais vu un avocat offrir au syndicat (nos membres) de réduire ses honoraires après un désastre contractuel.

J'ai vu des sections locales mener des arbitrages qui ont coûté aux membres une fortune en frais juridiques alors qu'ils auraient dû organiser les membres et les usagers pour combattre le pouvoir avec le pouvoir. Et j'ai vu d'énormes réductions d'avantages dans ce processus. Les membres ont subi les coupures, les avocats ont empoché des honoraires.

Encore une fois, nous formons vos dirigeants pour ce genre de combats. Nous dirigeons plus fortement que jamais. Nous avons besoin que nos membres s'impliquent maintenant. Et nous formerons les membres de la section locale pour qu'ils gagnent ces combats.

Les formations du SUT ne coûtent rien lorsque nous les offrons dans votre ville. Consultez le magazine pour y trouver des idées de formations. Vous voudrez peut-être mettre sur pied un comité de formation... parce que c'est comme ça que nous serons gagnants. ❖

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## Capacitaciones para todos los miembros de ATU

Luchas contra el jefe, campañas de contrato, rumores de despidos laborales, reducción de salarios y beneficios de pensiones, recortes al financiamiento y servicio del transporte público, amenazas de privatización, el aumento inquietante de los ataques contra los trabajadores del transporte público, condiciones peligrosas, inseguras e insalubres en el lugar de trabajo y problemas con las pausas para ir al baño. Estos son solo algunos de los desafíos y problemas que enfrentan los Locales de ATU tanto en los Estados Unidos como en Canadá.

¿Cómo nos preparamos para estas luchas?

Comienza con la capacitación. Y no es solo la capacitación de los líderes locales, los miembros de la mesa directiva y los delegados. Queremos capacitarle a usted, a los miembros que forman las filas y que son el verdadero motor de ATU.

En los últimos ocho años, la Internacional ha desarrollado un programa de capacitación completo e innovador para los funcionarios locales, delegados y activistas miembros para preparar, anticipar y luchar por los intereses de nuestros miembros, conductores y nuestras comunidades.

Más de 7,000 líderes locales, delegados y activistas miembros han participado en estas capacitaciones, usando las habilidades aprendidas para involucrar a los miembros en campañas y movilizaciones, construir alianzas con conductores y otros aliados para ganar contratos sólidos, mejorar la salud y la seguridad en el trabajo, luchar contra la privatización y más.

También hay capacitaciones de la Internacional para los miembros regulares, para que todos en nuestro Sindicato estén mejor preparados, mejor movilizadas y mejor capacitados para las luchas y campañas a las que nos enfrentamos.

## El Conocimiento es Poder

A finales del siglo XVI, Francis Bacon, considerado por muchos como el padre de los métodos científicos de investigación, dijo: "El conocimiento es poder". Este proverbio es una buena representación para el programa de capacitación de ATU tanto para los líderes locales como para nuestros miembros regulares.

Las capacitaciones de ATU han elevado los estándares para nuestro Sindicato, empleando las mejores prácticas, utilizando los capacitadores mejor preparados y experimentados, y utilizando la investigación, la información y los datos más avanzados disponibles. Las capacitaciones abarcan una amplia gama de áreas, incluidas la negociación de contratos, el arbitraje, la administración sindical, la salud y la seguridad, la movilización de miembros, el compromiso público, la organización de pasajeros y la construcción de coaliciones, por nombrar algunos.

La Internacional realiza regularmente numerosas capacitaciones a las que asisten numerosos líderes y activistas locales en el Centro de Conferencias Tommy Douglas (TDCC).

La Internacional también tiene capacitaciones para los miembros regulares que pueden realizarse muy cerca de su Local.

Usted puede preguntar cómo puede participar como miembro regular en una sesión de capacitación de ATU.

Comienza con asistir a las reuniones sindicales locales y participar en su Local. Comienza con pedir a su Local que solicite una capacitación de la Internacional para líderes locales y miembros regulares.

A continuación, su Local se comunicará con la oficina del Presidente Internacional Larry Hanley para solicitar una capacitación. La Internacional trabajará con su Local para identificar la capacitación o capacitaciones apropiadas que se necesitan para alcanzar las metas de su Local. Una vez que se decida el tipo de capacitación, la Internacional seleccionará instructores del personal internacional o capacitadores previamente seleccionados y altamente calificados.

La Internacional, junto con su Local, trabajará en la logística para la capacitación que tenga más sentido desde el punto de vista geográfico y financiero. Por ejemplo, la ubicación de la capacitación se puede llevar a cabo cerca de su Local o la Internacional puede llevar a cabo la capacitación en el TDCC en Silver Spring, MD.

La Internacional cubre los viajes, alojamiento y comida para los asistentes y el costo de los capacitadores. La Internacional también trabajará con los oficiales locales para cubrir razonablemente el costo de las salas de reuniones y cualquier comida requerida para la capacitación. El Local paga por el tiempo perdido para los asistentes a la capacitación. ❖

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## Formations pour tous les membres du SUT

S'opposer au patron, contracter des campagnes; les rumeurs de mises à pied, de réduction de salaire et de prestations de retraite; les réductions dans le financement et le service du transport en commun; les menaces de privatisation, l'augmentation inquiétante des attaques contre les travailleurs du transport en commun; les conditions de travail dangereuses, risquées et malsaines, les problèmes avec les pauses-toilettes. Ce ne sont là que quelques défis et problèmes auxquels les sections locales du SUT, tant aux États-Unis qu'au Canada, ont à faire face.

Comment se préparer pour de telles luttes?

Cela commence par la formation. Et il ne s'agit pas de former uniquement les dirigeants locaux, les membres du conseil de direction et les délégués syndicaux. Il s'agit de vous former, vous, les membres de base qui êtes le véritable moteur du SUT.

Au cours des huit dernières années, l'International a mis au point un programme de formation novateur et complet destiné aux agents locaux, aux délégués syndicaux et aux membres militants pour mieux préparer, anticiper et défendre les intérêts de nos membres, de nos usagers et de nos communautés.

Plus de 7 000 dirigeants locaux, délégués syndicaux et membres militants ont participé à ces formations en utilisant les compétences acquises pour engager les membres dans des campagnes et des mobilisations, pour nouer des alliances avec des usagers et des alliés en vue de gagner des contrats fermes, d'améliorer la santé et la sécurité au travail, pour lutter contre la privatisation et plus encore.

Il existe également des formations du syndicat international pour les membres de base afin que chacun, au sein de notre syndicat, soit mieux préparé, mieux mobilisé et mieux formé à mener les combats et les campagnes auxquels nous faisons face.

### Le savoir, c'est le pouvoir

À la fin du XVI<sup>e</sup> siècle, Francis Bacon, considéré par beaucoup comme le père des méthodes d'enquête scientifiques, a déclaré : « Le savoir, c'est le pouvoir ». Ce proverbe est toujours d'actualité en ce qui a trait au programme de formation du SUT pour nos dirigeants locaux et nos membres de base.

Les formations du SUT ont rehaussé les normes pour notre syndicat en employant les meilleures pratiques, en ayant recours aux formateurs les plus compétents et expérimentés, et en utilisant les recherches, les données et les renseignements les plus avancés. Les formations couvrent un large éventail de domaines, dont la négociation contractuelle, l'arbitrage, l'administration syndicale, la santé et la sécurité, la mobilisation des membres, l'engagement du public, l'organisation des passagers et la constitution de coalitions, pour n'en nommer que quelques-uns.

L'International organise régulièrement de nombreuses formations auxquelles assistent de nombreux dirigeants et activistes locaux au Tommy Douglas Conference Center (TDCC).

L'International offre également des formations pour les membres de base à proximité de votre section locale.

Vous vous demandez peut-être comment, comme membre de base, vous pouvez participer à une session de formation du SUT.

Cela commence en participant aux réunions de votre section locale et en vous impliquant auprès de votre section locale. Cela commence en demandant à votre section locale de faire une demande de formation auprès de l'International pour les dirigeants locaux et les membres de base.

Votre section locale communiquera ensuite avec le bureau du président international, Larry Hanley, pour demander une formation. L'International travaillera de concert avec votre section locale pour identifier la formation appropriée ou nécessaire à l'atteinte des objectifs de votre section locale. Une fois le type de formation décidé, l'International choisira des formateurs parmi ses effectifs ou des formateurs préalablement sélectionnés et hautement qualifiés.

L'International, en collaboration avec votre section locale, travaillera sur la logistique de la formation qui a le plus de sens géographiquement et financièrement. Par exemple, la formation peut avoir lieu près de votre section locale ou être organisée par l'International au TDCC de Silver Spring, MD.

L'International couvre les frais de voyage, de logement et de pension pour les participants ainsi que le coût des formateurs. Il travaille également avec les dirigeants locaux pour couvrir raisonnablement le coût des salles de réunion et de tout repas requis pour la formation. La section locale couvre le temps perdu pour les membres qui participent à la formation. ❖



# In Memoriam

Death Benefits Awarded May 1, 2018 - June 30, 2018

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JAMES THOMAS PUTMAN  
MYRON C SYKES

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ANDREW S CLARKE  
COSMO DELEO  
DAVID C FERRIER  
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AGOSTINO PELUSO  
MIKE E REARDON  
PETER J TERHART  
ANTONIO TRAMONTOZZI  
HARVEY CHARLES WARD  
JAMES GERRARD WATT

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DAVE NELSON JR  
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TOM R COLLINS  
TERRY FOSTER  
DELORIS GLASPER  
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MODESTO C MALDONADO  
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FRED L KURTZ  
WALTER F RILEY

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WALTER E JEWELL  
WAYNE PETTIT  
CLYDE SNEDECOR JR

## 1342- BUFFALO, NY

DIANE J CRAMER  
ZIGMUND JANUS

## 1415- TORONTO, ON

MILTON A PERRYMAN

## 1447- LOUISVILLE, KY

ARTHUR L O'BANNON  
BILLY R WATKINS

## 1462- ST. JOHN'S, NL

NATHAN MITCHELL  
JOHN J REELIS

## 1505- WINNIPEG, MB

FREDRICK E BRADLEY  
JEAN-MURAT GEORGES  
ALBERT C GRANT  
HARVEY RODGER HOLMES  
MIKE LUTY  
THOMAS STRICKLAND

## 1548- PLYMOUTH, MA

EVELYN L FOLEY

## 1575- SAN RAFAEL, CA

ROBERT A HAYES  
LOUIS J WILLENBORG JR

## 1587- TORONTO, ON

MILAN POZNAN

## 1625- BUFFALO, NY

BILL J MC ADAMS

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**Citizenship and Immigration Canada**  
<http://www.cic.gc.ca/english/visit/index.asp>

**U.S. Department of State** (Passport Information)  
<http://www.travel.state.gov/content/travel/english.html>