

OFFICIAL JOURNAL OF THE AMALGAMATED TRANSIT UNION|AFL-CIO/CLC

# INTRANSIT

OCTOBER - NOVEMBER - DECEMBER 2020

# HOPE IS ON THE HORIZON



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# THE ATU OSSOFF/WARNOCK EXPRESS BUS GETS THE VOTE OUT

In an aggressive Get Out the Vote effort on the ground for the critical Georgia Senate runoff races on January 5, ATU rolled out an ATU Ossoff/Warnock Express Bus.

Emblazoned with 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 caravanned across the state.

“We’re Ridin’ with Ossoff and Warnock. The ATU Ossoff/Warnock Express Bus is rolling across the state to safe social distanced rallies and other events with



a few surprise guests,” said Costa. “This runoff election will determine the balance of power in the Senate. The ATU will be out in full force mobilizing our members, riders and the public to vote for Ossoff and Warnock in this critical election.” ❖



## INTERNATIONAL OFFICERS EMERITUS

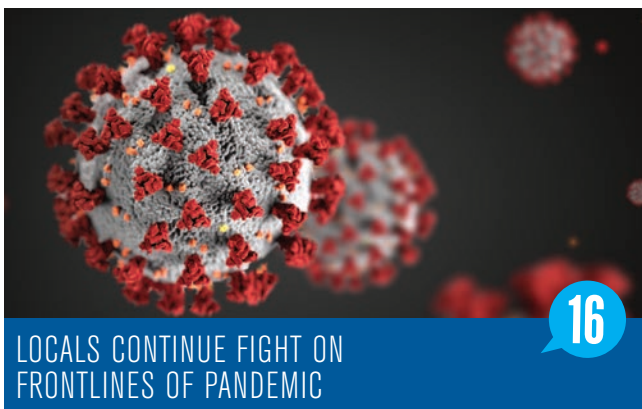
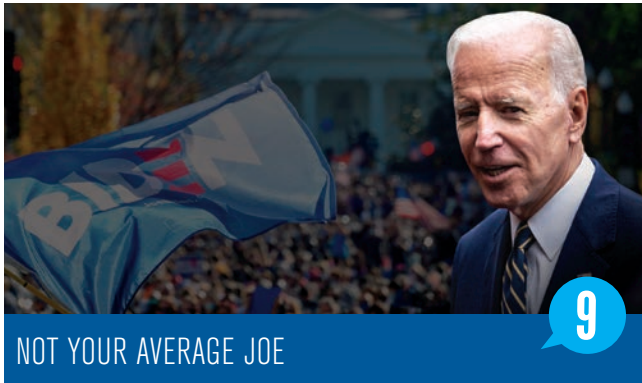
International President Jim La Sala, ret.

International President Warren George, ret.

International Executive Vice President Ellis Franklin, ret.



Subscription: USA and Canada, \$5 a year. Single copy: 50 cents. All others: \$10 a year. Published bimonthly by the Amalgamated Transit Union, Editor: David Roscow, Designer: Paul A. Fitzgerald. Editorial Office: 10000 New Hampshire Avenue, Silver Spring, MD 20903. Tel: 1-301-431-7100. Please send all requests for address changes to the ATU Registry Dept. ISSN: 0019-3291. PUBLICATIONS MAIL AGREEMENT NO. 40033361. RETURN UNDELIVERABLE CANADIAN ADDRESSES TO: APC Postal Logistics, LLC, PO Box 503, RPO, West Beaver Creek, Richmond Hill ON L4B 4R6.



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# As COVID-19 Spikes, Learn How To Work Safe



As infections and hospitalizations from COVID-19 skyrocket, ATU International and our Locals continue to fight to ensure transit agencies and employers are providing proper safety protections for workers and riders to help stop the spread of the virus.

“As essential workers, you should be provided with the protections you need to do your job safely,” said International President John Costa. “Not one more ATU member should die because transit systems refuse to provide the right PPE and implement the necessary safety precautions to ensure your safety on the job.”

In an effort to keep members informed about their safety at work, please check out the ATU Work Safe Page

(<https://www.atu.org/covid-19/work-safe>) on the ATU COVID-19 website.

Members can find critical resources and advice from the ATU and industry health and safety experts to help you stay safe on the job and protect your family from contracting COVID-19.

There are tips on how to properly wear Personal Protective Equipment (PPE). Checklists are available to help navigate issues like bus airflow, safety procedures, cleaning and disinfecting, vehicle operation, and personal protective equipment.

There is also important information about your rights, how you can demand that your employer ensure a safe workplace during the pandemic, and how to fight back if they don't.

Please stay vigilant and follow the recommendations of health and safety professionals. One of the most important ways to help stop the spread of this deadly virus is by correctly wearing a mask. Please stay safe. ❖

## STAY CONNECTED

For the latest ATU News and Action Alerts  
please check out the ATU's social media network

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 [youtube.com/user/stpatuorg](https://youtube.com/user/stpatuorg)





JOHN A. COSTA, INTERNATIONAL PRESIDENT

## Hope is on the Horizon

Despite its many challenges, ATU members met 2020 with courage and conviction.

This year you put your lives on the line to serve the public during the COVID-19 pandemic. You stood up for racial justice after the murders of unarmed black citizens at the hands of police brutality and racism. Then, you helped save America's democracy, making history, by getting out the vote for President-elect Joe Biden and Vice President-elect Kamala Harris.

The story of this U.S. election season is about the power of working people coming together to fight for change.

Not only did voters come out in the largest numbers in the history of our country but we also elected Kamala Harris, the first Black and Asian-American woman to the nation's second highest office.

Going forward, we assure you that your voices will be heard by working closely with this administration to advance our collective cause. As President-elect Joe Biden told us at our town hall meeting – the only one he held with a labor union – we now have a friend, a partner and an advocate in the White House. Together, we know we can accomplish great things.

### One ATU family

Now is the time to heal. Instead of division, we need unity. Instead of chaos, we need calm. Regardless of who you voted for, we are still one ATU family, and our work together is far from over. In fact, it's only just begun.

The ATU will continue to provide the leadership necessary to guide us through what is projected to be a dark winter. We will not let up on our urgent demand for what our members and our riders need to fight the pandemic from PPE to hazard pay to transit funding.

This year, the ATU took the coronavirus head on by launching our Safe Service Now campaign, setting up a COVID-19 command center, and mobilizing members digitally and for socially distanced actions.

The ATU also played a key role in successfully advocating and securing emergency transportation funding through the CARES Act and a COVID relief bill that was passed by Congress at the end of the year.

In Canada, ATU Locals secured \$1.8 billion to be allocated for public transit, a reversal from the government's earlier decision not to aid public transit at all.

Through extensive media coverage and interviews on international, national and local news, we were able to raise our visibility and make the public realize how essential our jobs really are.

### Honor our fallen ATU heroes

We will never forget our fallen ATU heroes who lost their lives this year to COVID-19. In their honor, we will continue our fight to ensure you get home safely to your families.

While fighting the pandemic, the ATU and our Locals continued to bargain contracts and win organizing campaigns.

We started 2020 with a victory for Local **689**-Washington, DC members after a strike of more than 82 days at Transdev Cinder Bed Road Bus Garage. This hard-fought contract ended the longest transit strike in the region's history.

— *continued on page 6*

In New York, Local **1181**-New York, NY was able to end a two week strike of MTA paratransit workers in Brooklyn and Staten Island to reach a contract agreement with private contractor MV Transportation.

In Canada, Locals **1415**-Toronto, ON, **1505**-Winnipeg, MB and **987**-Lethbridge, AB all saw their first organizing victories in almost a decade.

In California, Locals **192**-Oakland, **265**-San Jose, **256**-Sacramento and **1575**-San Rafael had more than 240 members participate in innovative labor-management mentorship and apprenticeship programs to advance their careers in the industry.

At the ballot box in Seattle, Washington and in Austin and San Antonio, Texas, our Locals played a critical role in the passage of transit initiatives that will save and expand jobs for ATU members.

## Continue to work for a better future in 2021

In the coming year, as we build back our countries and our union from the loss of jobs and lives, we look ahead to what 2021 holds.

As I write this column, our Locals and members in Georgia are mobilizing for Democratic candidates Jon Ossoff

and Reverend Rafael Warnock in the key Senate runoff elections in early January that will determine the balance of power in the Senate. An ATU branded Ossoff-Warnock Express Bus is caravanning across the state to get members and riders to vote in this election.

Together in 2021, we will work to expand our workforce development programs as well as our other critical training programs that we've moved online to continue this important work, despite the pandemic.

There is encouraging news on effective COVID-19 vaccines. However, we must continue our fight for better protections for our members, not only from COVID-19, but from assaults, including our long-standing demand for safety shields for drivers.

As we head into the future, our members' voices and jobs will need to be at the forefront as advances in battery-powered electric buses become a reality.

As always, we will also continue to bargain for better contracts for our members and more funding for transit.

To say that 2020 was tumultuous is an understatement, but we're ending it with hope. We're ending it ready to continue to work for a better future for all workers.

And remember, Together We Fight, Together We Win! ❖

# ATU launches Instagram

We're excited to announce that the ATU has expanded our social media presence with an Instagram page!

If you're unfamiliar with Instagram, it is a free photo and video sharing app available for both iPhone and Android. You can follow, like, comment and share our posts just like on other social media platforms like Facebook and Twitter.

Instagram is a great way to visually get the word out about the important work our Union and Locals do, including highlighting our amazing members.

One thing that is different about Instagram than other social media platforms is that there are no clickable links on the

posts themselves. No worries though, all you have to do is check out the link in our bio at the top of our page that will direct you to all links we've mentioned in our posts.

Instagram is yet another social media platform to keep our members, riders and allies informed and engaged and also get the word out about our great union.

So be sure to follow the ATU on Instagram @ATUComms and help us spread the word about our page. ❖





JAVIER M. PEREZ, JR., INTERNATIONAL EXEC. VICE PRESIDENT

# A Summer's Night and Clouds in my Coffee

Organizing can be tough. “It was on a summer’s night back in 1908 that five tramway workers along with a longshoreman sat down at the Sons of Temperance Hall on Cornwallis Street and discussed joining a union. On July 8, Local 508 was sanctioned by the International.”

Ten years later, these same workers faced another tough battle – the Spanish flu of 1918. A poster from that year had a drawing of a man, hair parted down the middle with a fine suit on. His hand holds a handkerchief to his mouth and the caption reading, “Careless Spitting, Coughing, Sneezing, Spread influenza and Tuberculosis.”

All ATU members can attest to the year 2020, being unlike any other in our lifetime. The pandemic is surging in both our countries. “We mourn for the dead and fight for the living.”

Too often we hear of the pecking order for the distribution of the COVID 19 vaccine. Where are essential transit workers in this line? I have no quarrel with my police and fire fighter friends receiving the vaccine early on. But transit workers interact with more people in one day. Pre-pandemic Toronto transported approximately 1.8 million in one day. Now ridership is perhaps 60 percent of that. And this is in the midst of lockdowns and stay-at-home orders in Canada and perhaps coming soon to your hometown.

Part of our fight for the living is to ensure that this message is not lost on our employers or in the halls of government. Part of our fight is to encourage our employers to enforce the wearing of a mask as transit systems are rebuilt. Today, I signed the Local 508 online change.org petition urging the same.

## The future promise or peril - the two-edged sword

We have to plan and work for the future we want.

Many employers will reduce their office space as they have learned many can work virtually.

Cities are rethinking transit. Will a micro bus system better

serve a portion of our cities? Will the work be ours? At what wages and benefits? Also, sales of small vehicles, scooters and motorcycles have risen.

Just when we began to have success in obtaining operator shields to protect against assaults, this invisible assailant (COVID-19) strikes. We need a complete redesign of the bus, particularly the operators’ compartment and airflow throughout the vehicle. Who will do it? Who will pay for it? Thankfully, ATU is at the forefront of these discussions.

The electrification of transit vehicles by vendors declaring its technology proprietary and thus locking our maintenance members out of not only warranty work, but all work, will be a challenge.

These are just a few of the challenges we face. But just as those tough individuals who met at Sons of Temperance Hall in 1908. Together we can, Together we will.

## A hidden consequence of the pandemic

Screams from within that won’t quite come out.

“When for others the rain beats down to my weary eyes for me it cries.

I ride a plane and stare at the clouds in my coffee and wonder why.

The empty walks on my block are not the same.

Deep inside pain and tears I’m forced to hide.”

I and other Executive Officers are experiencing an increase in members who call seeking help in finding where to turn. In this magazine you will find information on Employee Assistance and its availability to our members and families. Please take it seriously for sometimes the scream from within only comes out in the whispers of person next to you.

Merry Christmas and Happy holidays! ❖



KENNETH RAY KIRK,  
INTERNATIONAL SECRETARY-TREASURER

## Our Vote Does Matter

Wow, over 150 million people voted in the General Election, an astonishing number by any means. The voters consisted of regular, newly registered, apathetic, and young voters.

Despite efforts to suppress the votes of the people by bullying, misinformation, limiting voting locations and attacking mail-in ballots during the pandemic, nevertheless, the American people overcame each of these obstacles and challenges to record the highest vote in the history of the United States of America.

The election of Kamala Harris as the first woman and first Black-Asian American Vice President was historic and long overdue. This is a significant moment in our history. That it took 100 years after the ratification of the 19<sup>th</sup> amendment in August 1920, granting women the right to vote, is amazing.

### Voting Matters

Voting matters and not voting has consequences to our daily lives and practically everything we do. Elections are important and I encourage everyone to vote as a civil obligation of their citizenship. While the election of President-elect Biden and Vice President-elect Kamala Harris gives hope to the labor movement, our work is not done.

As we learned during President Obama's administration, a President cannot be successful without the support of the legislature. It is very important and crucial that we have a legislature that supports the administration and working people.

I am encouraging you to continue to engage in the democratic process by voting and giving to ATU-COPE, our political action committee. This is how we're able to

support pro-worker and pro-transit candidates that will give the President the support he needs to pass meaningful policies for ATU members and working families.

I also want to remind our Canadian sisters and brothers how important elections are. With the uncertainty in the federal government in Canada with a minority government, all eyes are on the possibility of a spark election. ATU members in Canada, everyone in the Labour movement, and all workers across Canada must get involved and vote. Public transit funding, right-to-work, and other critical issues impacting our Union, public transit and working families will be at stake.

### Looking Ahead

This was an extraordinary election in an unprecedented year. It has been a year of sadness. The loss of hundreds of thousands of lives – including more than 100 of our ATU brothers and sisters, to this deadly pandemic. An economic recession that has seen massive job losses and many families struggling to make ends meet. There was civil unrest with the tragic killings of George Floyd, Ahmaud Arbery, Breonna Taylor and the countless others at the hands of police brutality and racism.

But during this strenuous year, I was never prouder to be a member of the ATU. Our members have been frontline heroes providing critical transportation since this pandemic began. Our members helped restore our faith in democracy by getting out the vote and we are all stronger because of it.

Thank you for voting and making a significant impact on this election. The next time someone states, 'my vote does not matter', remind them of the difference it made in the United States 2020 General Election. ❖





# NOT YOUR AVERAGE JOE

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## Celebration

They may be hungry. They may be out of a job. Millions of them have been infected with COVID-19 or have family or friends who have died from this horrible disease. But for at least a few joyous moments on November 7, four long days after the 2020 elections, they were dancing in the streets all throughout the United States. From coast to coast, Americans celebrated when Democrat Joe Biden finally reached and blew by the magic number of 270 electoral votes needed to win the U.S. Presidency. For working families everywhere, it was like a huge weight being lifted off of our shoulders, and it was time to rejoice.

Joe Biden won with the help of ATU members and working families – especially people of color – who came out to vote in places where people stayed home in 2016, flipping five states from red to blue. Our Locals in Wisconsin, Pennsylvania, Arizona, Michigan, and of course, Georgia pulled Biden over the finish line. Yes, you read that right – Biden won Georgia, which until just a few years ago was fire engine red. Organized labor was a key part of the coalition that helped the former Vice President pull out a razor thin win in that state, which served as the icing on the cake.

## Transit Crisis

It won't be easy for Biden to govern. Trump still received more than 73 million votes. Our country is sharply divided, especially depending on whether you live in a rural area or a city. Most ATU members are focused on urban issues, like the need for public transit funding.

With ridership at record low levels due to the pandemic, emergency transit aid is needed immediately. The pandemic could force the most painful transit cuts in our nation's history. For example, DC Metro (Local **689**) is set to eliminate weekend train service and cut weekday frequency. Thousands of workers could be laid off. The Metropolitan Transportation Authority in New York (Locals **726**, **1056**, **1179**, and **1181**) has said that it could be forced to cut service by as much as 40%. Denver's Regional Transit District (Local **1001**) is set to eliminate up to 550 jobs. Richmond, VA (Local **1220**) faces a \$2.6 million hole in its transit agency's budget. Louisville's Transit Authority of River City (Local **1447**) cut about one-third of their total service. King County Metro in Seattle (Local **587**) cut service by 15%.

Biden has called for dramatic increases in public transit funding. His plan starts with getting the virus under control, so that we can get fare-paying passengers back.

“But along the way, one of the most urgent things that we have to do is get emergency funding out to states, cities, and transit authorities, now,” Biden said during an October town hall with ATU members. “Because of the ATU working with the House, you were able to work hard and see that \$25 billion in aid was included in the so-called CARES Act. But I know it’s not enough. Tens of thousands of transit workers have already been laid off. Tens of thousands. The Republican Senate needs to step up and pass another economic relief package right away, so painful cuts don’t make this crisis worse.”

## Biden has a Long Memory

“Thank you for being one of the first unions to endorse me last year. You stepped up for me, and I won’t forget it. You deserve leadership in government who will be there for *you*. Who will fight for *you*? Who will prioritize *your* health, *your* safety,” Biden said at the town hall. “The only power we have to fight back is unions, who understand that Wall Street didn’t build this country, the middle class built this country. And unions built the middle class.”

Joe Biden also supports “Heroes Pay” for frontline workers, including transit workers.

CDC guidelines for public transit have been watered down. Biden says he will require that passengers wear masks and supports measures to ensure that passengers are spread out.

## Assault Rule

In 2015, the ATU led a Congressional effort to secure language in the *Fixing America’s Surface Transportation* (FAST) Act, directing the FTA to issue a notice of proposed rulemaking on protecting public transportation operators from the risk of assault.

After waiting for four long years, during which countless bus operators have been stabbed, shot, pepper sprayed, doused with spit, hot coffee, cups of urine, and more, the Trump Administration in 2019 declined to issue such rules saying it was “unnecessary.”

During an April town hall meeting with frontline workers, then-Vice President Biden reacted to the Trump response. “I remember about two years ago I was working with you guys making sure you were protected from violence on

your buses. Just someone getting on the bus and going after you. And the idea that that wasn’t even done. I promise you I’m going to keep banging away at this. Keep hollering every single day about it. **And if I’m President, I guarantee you that will be available.**”

## Relief for School Bus Workers

Biden, who drove a school bus to support himself during law school, has an appreciation for school bus workers, who are currently struggling to make ends meet.

School closures caused by COVID-19 have resulted in thousands of school bus workers being laid off. With ATU’s support, language was included in the CARES Act to ensure that school bus companies and their hard-working bus drivers, matrons, maintenance workers, dispatch, and office workers would continue to get paid during school closures. Unfortunately, the Trump Administration has stood in the way. The Biden Administration should be more sympathetic.

## 2021 Outlook

Will Biden be able to move forward on his plan to “Build Back Better?”

Much will depend on what happens in January, when Georgia will have two special elections that will determine control of the U.S. Senate. Democratic candidates Rafael Warnock and Jon Ossoff, with the full support of the ATU, will try to ride the momentum of Biden’s big win in November in Georgia. But it won’t be easy, as Republicans still outnumber Democrats in the state.

In the House, Representative Nancy Pelosi (D-CA) will again be Speaker, but with a much smaller Democratic majority.

Biden’s plan to work with Republicans – bipartisan cooperation that used to be common in Washington – will be key. Transportation and infrastructure is an area where Democrats and Republicans can come together. Joe Biden will reach across the aisle. The question is: Will anyone on the other side extend their hand as well? Stay tuned. ❖



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# California Locals Mentoring Transit Workers Leads to Career Success

ATU Locals in California are part of the innovative California Transit Works (CTW), a statewide consortium of transit agencies, labor unions, and community colleges to promote training partnerships to address the critical issues facing public transit workers. International President John Costa joined a virtual meeting of the consortium to discuss ATU's commitment to encouraging labor/management programs at transit agencies.

In the summer of 2019, Costa visited Local **265**-San Jose, CA to learn about their Valley Transportation Authority (VTA) apprenticeship program and left inspired and impressed.

## Labor/management partnerships bring workforce pride

“One of the things I've long fought for is respect for those who are doing the job,” said Costa. The labor/management partnership brings pride to the workforce, to the workers.”

The CTW panel discussion also included Local **192**-Oakland, CA President Yvonne Williams, Local **265**-San Jose, CA President John Courtney, Local **256**-Sacramento, CA President Ralph Niz, Local **1575**-San Rafael, CA President Shane Weinstein and heads of transit authorities from Sacramento, San Joaquin, Alameda, San Francisco and San Jose. Also on the zoom was ATU's Workforce Development Coordinator Jamaine



Gibson who drove a VTA bus for nine years before managing the program from the union side.

“The greatest thing you can do as a mentor is passing on your knowledge to hopefully make it better for other transit employees. We are finally being recognized at a high level for the work that we do,” said Gibson.

Local 1575 just received approval for their Coach Operator Apprenticeship program based on their mentor program at Golden Gate Transit.



“The mentorship program creates a lot of responsibility among the workers. It creates growth, and makes people understand this is a career that will take them somewhere,” said Local 1575's Weinstein.

The goal of labor/management partnership programs is to improve the work environments, job training and job quality of life for transit professionals. Program participants at VTA get the extra bonus of earning college credits during their job training.

Giving workers and their union a voice in designing their own work environment has been found to increase employee retention rates from 50% to 95%. More transit authorities should believe that treating workers well and working with their union is a win-win for everyone. ❖

# BIDEN/HARRIS TAP LABOR UNIONS FOR KEY TRANSITION TEAMS

President-elect Biden and Vice-President-elect Harris' transition team tapped the Labor movement to play key roles in helping to prepare to take over the U.S. Department of Labor, the U.S. Department of Transportation, and other key federal agencies.

The ATU, AFL-CIO, AFT, SEIU, AFSCME, and other unions are serving on transition teams.



*AFL-CIO Headquarters, Washington, D.C.  
Matt Popovich / Flickr*

“The Departments of Transportation and Labor are two of the most important agencies for the ATU and our members and we are glad the Labor movement is taking part in helping to prepare for the future,” said International President John Costa.

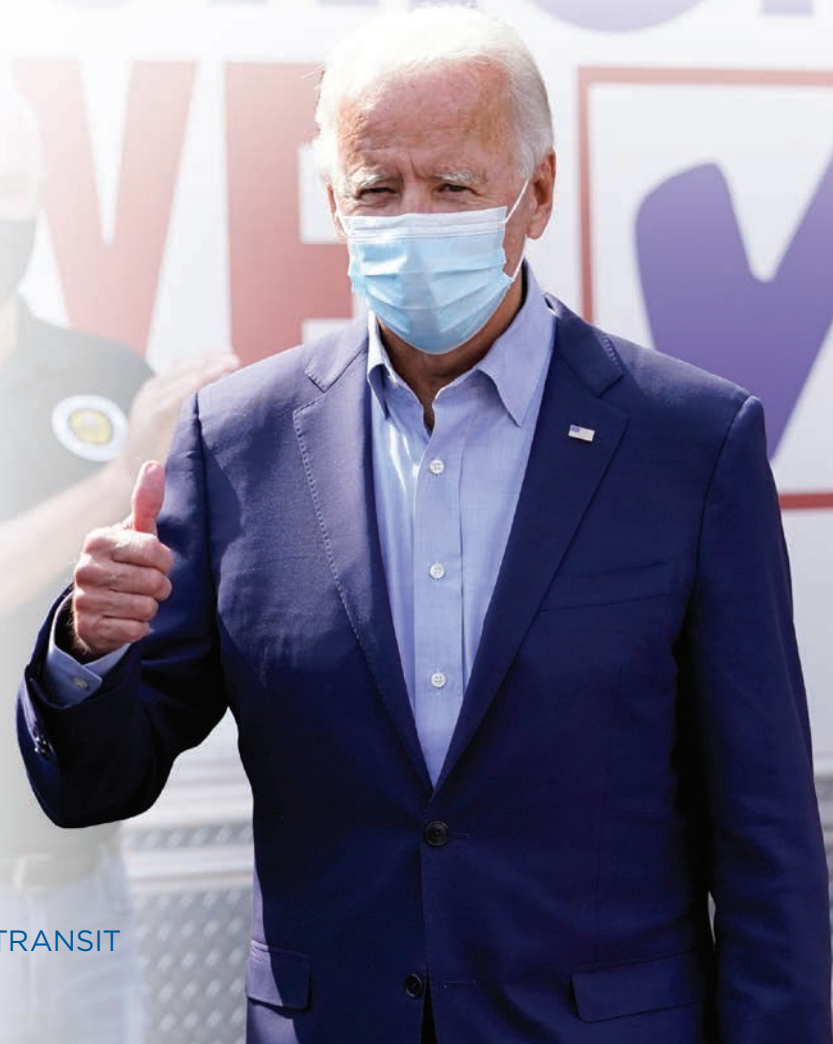
The transition teams will be working to develop policies and regulations, evaluating personnel for various departments, and helping to gather materials to facilitate the transition.

President-elect Biden's support for unions has always been a part of his identity and he is expected to shift the focus in these various agencies away from business as usual policies toward a more labor-focused agenda.

With the pandemic, these Departments will play critical roles in ensuring the safety of transit workers and all

essential workers. In addition, more investment in public transit and boosting union organizing rights by reversing pro-employer decisions that have been enacted by the NLRB over the past four years will be critical.

As of press time, President-elect Biden nominated former South Bend, Indiana Mayor and former Presidential candidate Pete Buttigieg to serve as Secretary of the Department of Transportation. “In the summer of 2019, while on the campaign trail, Pete met with our striking members working for the VTA on Martha's Vineyard. He showed a willingness to listen to our members' concerns and expressed support for our cause. We're hopeful that he will lead the Department of Transportation with public transit workers and labor unions in mind.” ❖



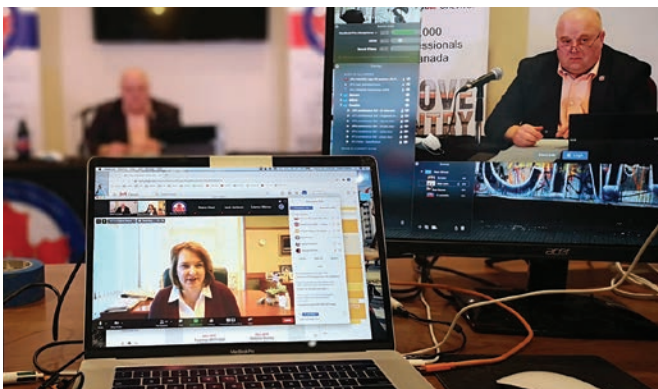
# ATU Canada's 2020 Conference Goes Virtual



In light of the COVID-19 pandemic, the tough decision was made to cancel the July conference in Calgary. In mid-October, ATU Canada held its annual convention virtually via Zoom. Overall the convention was a great success despite a few expected technical hiccups.

International President John Costa addressed the delegates on the first day of the conference. “This has been endless, exhausting and stressful time since this pandemic hit North America,” Costa told the delegates. “I want to thank you for your leadership and your members for their heroism through this very difficult time.”

Costa congratulated the Locals on securing emergency transit funding and also discussed the challenges the ATU faces moving forward, including fighting for permanent dedicated transit funding, privatization efforts, and the Right-to-Work fight in Alberta.



*Bea Bruske, UFCW activist*

Guest speakers at the convention included Bea Bruske, UFCW activist who is now running to become president

of the Canadian Labour Council, and Hamilton NDP MP and a great friend of ATU Canada, Matthew Green. Green touched upon some important pressing issues. The rise in efforts to privatize our public transit systems and the need to fight against it, the necessity of permanent operating funding, and the important relationship he has with the ATU.



*Matthew Green, NDP MP for Hamilton Centre*

Also, among the speakers were Gil McGowan, President of the Alberta Federation of Labour and Melissa Martin, a mental health therapist who spoke about the importance of mental health and resiliency during this difficult time.

Throughout the convention, there were discussions around personal protective equipment, the need for longer breaks during COVID, the U.S. election, fighting against privatization, and the challenges facing ATU members across Canada.

In all, despite the conference being held virtually, ATU Locals across the country were well represented.

There may be many challenges that lie ahead but those at the convention remained optimistic that our Union will weather those times and fight for a better future for our members and their families. ❖

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# The impact of COVID-19 pandemic on Canadian Locals

As the pandemic continues, ATU International is working with ATU Canada and our Canadian Locals to fight for better protections for our members, funding for our transit agencies and against privatization.

## Status of Permanent Operating Funding Still Uncertain

In early December, the federal government released its Fall Economic Statement regarding the state of Canada's finances. In it, they re-iterated their commitment to permanent funding for public transit. Although this was a welcome nod for ATU members, there still is no concrete indication that there will be more funding beyond the \$1.9 billion provided by the recent Safe Restart Agreement.

## Coalition Building Across Canada to Keep Transit Moving

A coalition of transit riders, transit workers, social movement organizations, and other allies has been building across the country to push the government to permanently fund the shortfall in transit operating costs. On December 1<sup>st</sup>, the coalition held its first virtual rally with over 150 people in attendance. The event included speakers from across the country discussing critical issues impacting ATU members and riders, including the perils of transit privatization, the difficulties faced by people with disabilities taking paratransit, and building a social movement to fight for public transit.

## Ontario Ford Government Moves to Try and De-Regulate Motor Coach Industry

Buried in an omnibus bill, Ontario Premier Doug Ford is seeking to repeal the present licensing regime that operates inter-city public transportation. If passed, this could lead to further deregulation of the industry. Abolishing the present licensing system would fuel a race to the bottom in terms of working conditions and service standards. The legislation

would encourage competition on busy service routes, while simultaneously eliminating the only government body which presently ensures licensees are servicing rural areas. The ATU has presented a submission to the provincial government advocating for a commitment that the new regulatory powers will not be used to interfere with Collective Agreement rights or free collective bargaining.

## The Threat of Privatization Through Microtransit

Another way the Ford government has continued its attack on the transit industry is pushing transit agencies to use microtransit to make up for the shortfall on transit routes that were seeing a large drop in ridership. The Ford government wants to develop partnerships with private transportation providers like Uber who use internet technology to provide on-demand service.

Municipalities in Ontario will also be required to discuss "new governance structures" with private company, Metrolinx. Toronto Local **113** has been on the frontlines and will continue to fight the ongoing threat of privatization in the GTA region.

## Right to Work in Alberta

The bosses have launched a campaign in Alberta. Their target is unionized workers. Their goals are to push wages down to the bare minimum for survival and jeopardize working conditions to what they were 100 years ago. They call this campaign of mass impoverishment 'right-to-work'. ATU Locals in Alberta are stepping up against this obvious attempt to reduce the collective power of workers. ATU Canada, ATU International and a number of Locals have donated resources to the legal fight being led by the Alberta Federation of Labour. On the ground, workers are forming committees to educate, inoculate and talk with their coworkers about this threat and why we need to unite as 'right-to-work' is rolled out in Canada. ❖

# International Vice President Ray Rivera Retires



*International Vice President  
Ray Rivera*

International Vice President Ray Rivera announced his retirement, effective October 1, after 56 years as a dedicated and committed member of the ATU.

“Few can say that they have given over 50 years of their life to their union,” said International President John Costa, “but Ray has done just that. It’s impossible to calculate

how many members have benefited from Ray’s work over the years. Suffice it to say that his dedicated service has improved the lives of countless working families throughout his time with ATU. We will miss him and wish him all the best in retirement.”

Rivera joined ATU Local 1202 in New York City in 1964,

when he was employed as a Greyhound operator. He served the Local as a shop steward. In 1972, he transferred to Local 1210 in Philadelphia, and, subsequently, became a member of Local 1238, after moving his family to Jacksonville, FL.

Rivera was elected a shop steward of the Local 1238 in 1981, and Local President in 1983. In 1985, he put together a merger of three over-the-road locals in the Southeast into a new Local 1600. He was elected President of Local 1600.

Rivera served as President of Local 1600 and played a key role in the Greyhound strike. In 1993, he was appointed as an International Representative/Organizer, where he focused on organizing the over-the-road industry. In 2009, he was appointed as an International Vice President. Rivera was formally elected IVP at the 2010 ATU International Convention, and continually re-elected to that position before retiring this October. ❖

## ATU Welcomes Newest Groups to **Vote Yes** for the ATU family



Despite the pandemic, ATU has been aggressive in organizing since transit workers need union representation now more than ever. Regardless of the challenges of organizing during a pandemic, transit workers across North America continue to mobilize for a better life through their union. From hazard pay to safety measures to fighting layoffs, these workers know the strength that a union contract has to protect them on the job. The ATU welcomes all the new members that have joined our ATU family this past year.

ATU Local **1447** - Louisville, KY  
65 workers in unit

ATU Local **1577** - Stuart, FL  
26 workers in unit

ATU Local **1577** - Port St. Lucie, FL  
57 workers in unit

ATU Local **993** - Oklahoma City, OK  
28 workers in unit

ATU Local **1091** - Austin, TX  
11 workers in unit

ATU Local **757** - McMinnville, OR  
28 workers in unit

ATU Local **1338** - Dallas, TX  
65 workers in unit

ATU Local **1743** - Pittsburgh, PA  
35 workers in unit

ATU Local **1765** - Olympia, WA  
5 workers in unit

ATU Local **1743** - Pittsburgh Airport, PA  
35 workers in unit

ATU Local **1743** - Monroeville, PA  
35 workers in unit

ATU Local **987** - Airdrie, AB  
22 workers in unit

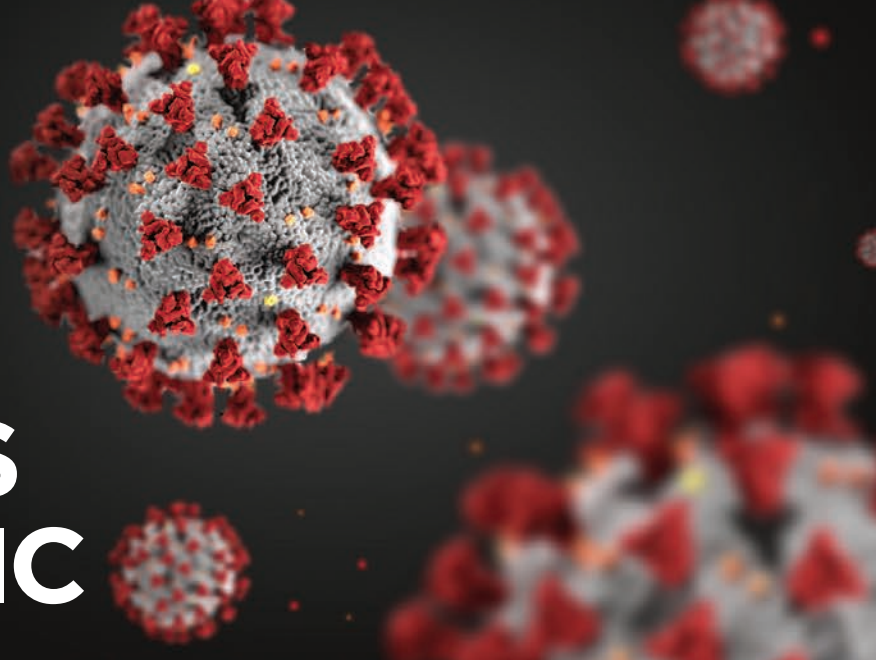
ATU Local **1181** - West Babylon, NY  
25 workers in unit

ATU Local **1505** - Winnipeg, MB  
22 workers in unit

ATU Local **859** - Decatur, IL  
12 workers in unit

ATU Local **1415** - St. Thomas, ON  
22 workers in unit

# LOCALS CONTINUE FIGHT ON FRONTLINES OF PANDEMIC



While ATU members continue to bravely provide critical transportation to keep our communities moving, many employers are not providing the proper personal protective equipment (PPE), hazard pay, passenger limits, and other protections. Some transit agencies are threatening layoffs, cutting wages, and other austerity measures. But, with the help of the International, our Locals and members are fighting back:

*The COVID-19 pandemic is a constantly changing crisis, and as this issue went to press, all this information was current. For the most updated info, please visit [www.atu.org](http://www.atu.org).*

## Edmonton Local gears up to fight for Safe Service and against right-to-work privatization

Local 569-Edmonton, AB has launched a member to member organizing campaign with the help of the ATU and the Local's CORE Team. As COVID-19 infections rise, the Local is fighting for better protections for their members



and riders. In addition, the Local is gearing up to fight against right-to-work legislation and privatization efforts. The Local's CORE Team is mobilizing members to sign campaign pledges and taking part in training with other civic unions on how to organize for power.

## Reading Local demands better protections as members test positive for COVID-19

With Berks Area Regional Transportation Authority (BARTA) workers testing positive for the coronavirus and being quarantined, Local 1345-Reading, PA, ratcheted up its campaign to fight for better protections and hazard pay. While BARTA insists that they are continuing to



disinfect both buses and facilities after the latest increase, the Local wants the agency to do more to help stop the spread of the virus.



## Rockford, IL increases COVID-19 safety measures, Local encouraged, but remains concerned

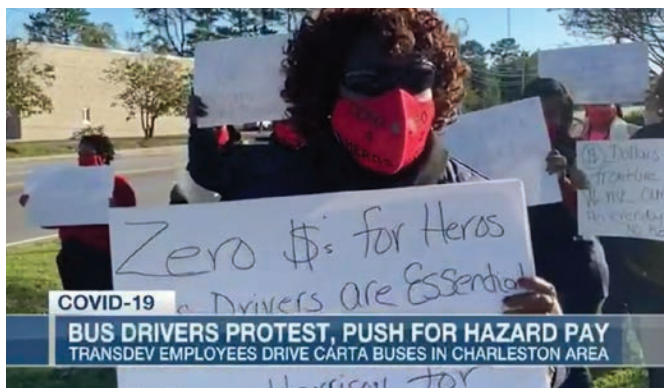
Local **1333** members in Rockford, IL, along with Local President Jodi Williams, made their voices heard at Rockford City Hall advocating for urgent safety measures that would protect city bus drivers. The Local pushed



for the return of rear door boarding, the installation of higher quality air filters, improved cleaning of buses, and greater limitations on the number of passengers allowed on board. The Rockford Mass Transit District answered the Local's demands by reducing the number of passengers and returning rear door boarding, but the Local says more must be done. "There are still concerns. You know, we appreciate that the passenger limits have gone down," said Williams. "But we also know that they could go down a little further."

## Charleston Local calls for hazard pay

Members of Local **610**-Charleston, SC, rallied in front of the state's largest public transit provider, the Charleston Area Regional Transportation Authority (ARTA), to demand hazard pay for putting themselves in harm's



way since the COVID-19 pandemic began. Among the protesters was Local President Gloria Fulton, who said, "We're faced with a lot of risks daily transporting hundreds of people. We're not sure whether they're infected and we're putting our lives on the frontline every day." The members are employees of CARTA contractor Transdev, an international transportation company that ATU knows has a history of not putting workers or safety first.

## Calgary Local pushes back against layoffs and privatization

The layoff of Calgary Transit cleaning staff and outsourcing of the service poses a serious health risk to the riding public and workers as the pandemic worsens, argues Local **583**-Calgary, AB. "When the pandemic came, they hit the switch and did everything, but they've had this threat of being laid off hanging over their heads," said Local



President Mike Mahar. The Local pointed out Bee-Clean Building Maintenance, the company the cleaning is being outsourced to, has a poor track record at Calgary Transit. Bee-Clean has had more than 4,000 customers lodge complaints about their work cleaning bus shelters.

## Bay Area Locals seek \$100M to prevent transit layoffs

As federal stimulus dollars run out, California Bay Area Locals **192**-Oakland, **265**-San Jose, **1555**-Oakland, **1574**-San Mateo, **1575**-San Rafael, and **1605**-Concord are fighting to save jobs. In addition to directly lobbying the Metropolitan Transportation Commission for more funding, the 60 unions and supporters also sent a letter urging the commission to find solutions to prevent layoffs and service reductions. One of the proposed ways to fund the transit agency is by tapping into funding for new buses

and trains. Local 1575 President Shane Weinstein said, “I know we’re all in a bad situation, but none of us created this situation. All of us must work collaboratively to figure out how to best make people comfortable during a time that is temporary.”

## Halifax drivers refuse work, renewing call for mask enforcement

Local **508**-Halifax, NS, called on the municipality to start enforcing mask use on public transit after Halifax Transit bus drivers took a stand refusing to work after multiple passengers boarded their busses without masks. Masks became mandatory on all buses in Nova Scotia in July. The Local argues that under the Occupational



Health Safety Act, the drivers have the right to refuse unsafe work. Unfortunately, there is no penalty for riders refusing to wear a mask, making it hard to enforce. Local President Ken Wilson said, “People are COVID-fatigued. They’re stressed. They’re worried about bringing this home to their families... and it’s really opened my eyes to the way we’re being treated as workers for the transit agency.” For now, Halifax Transit is not ready to ban passengers who won’t wear a mask, which has renewed the Local’s campaign to protect its members.

## Washington State Locals call for better protections with spike in COVID-19 cases of members

In Washington state, a new wave of coronavirus cases has hit workers at transit agencies across the state. With twenty positive tests in November alone, ATU Locals are continuing to demand better protections on the job. Ken Price, President of Local **587**-Seattle, WA, which represents King County Metro workers, said most of the workers

testing positive have been drivers. For this reason, the Local has been pushing for a “no mask, no ride” policy or, at the very least, a continuance of riders boarding through the back doors of the bus. In Snohomish County, five Community Transit workers tested positive in two weeks, leading the agency to require tests for those in a unit with more than two positive cases. Local **1576**-Lynnwood President Kathleen Custer, who represents Community Transit drivers, called their testing policy a “good, proactive approach,” but wants more information about how the policy will work.

## Saskatoon Local concerned with poor rider mask compliance as pandemic worsens

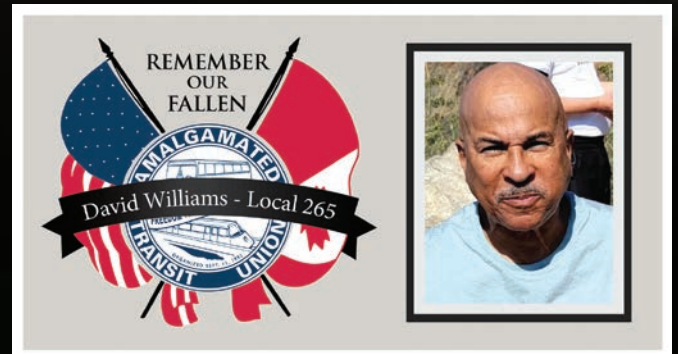
Masks have been required on Saskatoon Transit buses for almost two months, but not everyone is donning a face covering before taking their seats. With COVID-19 cases spiking, Local **615**-Saskatoon, SK and a passenger group have raised serious concerns. “Our members are on edge. It’s tense out there. We would just love to see everybody wearing a mask and trying to flatten the curve together,” said Local President Darcy Pederson. Bus drivers report that mask compliance is as low as 50 percent on some of the busiest routes to higher than 90 percent on some others. The Local has proposed security guards to help while keeping drivers safe from any kind of altercation. Recently elected City Councillor David Kirton supports the Local saying, “I don’t believe we have finished the job in supporting our bus drivers on this.”

## San Jose Local secures on-site COVID-19 testing for members

To keep his members safe from the virus, Local **265**-San Jose, CA President John Courtney looked for a way to get them tested on the job. After getting pushback from transit companies, Courtney reached out to politicians to help him get the job done. After speaking with the board chair of the Valley Transportation Authority (VTA) and the County Commissioner, they directed him to the health department to set up testing. Since then, hundreds of drivers have been tested at the Local’s three on-site testing events. “The timing of this is fantastic because we’re spiking here in California,” said Courtney. After the loss of operator Audrey Lopez and dozens of other drivers testing positive, on-site testing is just another way the Local is being vigilant about keeping members safe. ❖



As the COVID-19 pandemic continues, ATU mourns the deaths of those members who put their lives on the line as essential frontline workers during this global crisis. We send our deepest sympathies and condolences to their families, extended families, friends, their locals, and all who knew them. Below we honor our members lost to this deadly virus since the last *In Transit* was published.

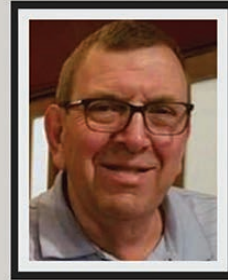




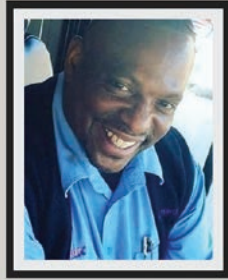
Michael Paynter - Local 880



Joe Franklin - Local 1091



John E. Thrower Jr. - Local 1220



Rudy Campos - Local 1277



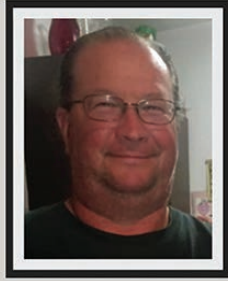
Melissa Edwards - Local 1324



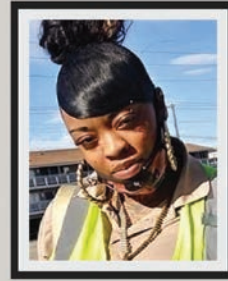
Rickey Kijanka - Local 1342



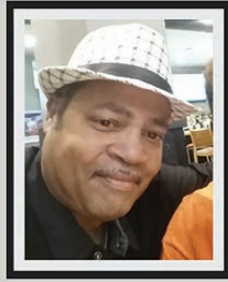
Gary Horwood - Local 1464



Jamesha McGuire - Local 1637



Dwayne C. Walker - Local 1700

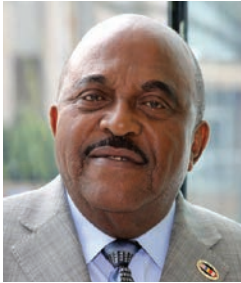




# ATU SCHOLARSHIP COMPETITION

*for the*

## 2021-2022 ACADEMIC YEAR IN MEMORY OF FORMER INTERNATIONAL SECRETARY-TREASURER OSCAR “DOUBLE O” OWENS



International Secretary-Treasurer Oscar Owens passed away on October 25, 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. He 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,” said ATU International President John Costa. “He helped lead our Union through some very turbulent and difficult times. Yet throughout his long tenure, Oscar was a savvy, stabilizing, and calm 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’,” Costa continued. “Affectionally known as ‘Double O,’ his signature call-to-arms, ‘Fired up and ready to go’ will echo in our Union forever.”



# THE OFFICIAL **2021** SCHOLARSHIP APPLICATION FORM

RETURN COMPLETED APPLICATION **POSTMARKED NO LATER THAN JANUARY 31, 2021**

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)

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

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

\_\_\_\_\_

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

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

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

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

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

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

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

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

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

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

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

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

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

# Stressed Out? What to Know and How to Get Help

2020 has been a rough year especially for ATU members, who have borne a disproportionate share of the stress. Whether you're a bus driver, light rail or subway operator, mechanic or maintenance person, or clerk or baggage handler—whatever your role—chances are that stress and anxiety are affecting work and home life in new and unprecedented ways. From losing colleagues to the pandemic and grieving their absence, to frontline fears of the virus and bringing it home to loved ones, to the many anxieties about job security, finances, and an uncertain future, the stresses and anxieties of this year have been near-constant companions.

## Types of Stress to Be Mindful of

Stress can affect each of us differently. What may be stressful for one person may not be so stressful for the next, but we all have our stressors; when these stressors aren't managed in healthy ways, the chronic buildup of stress can have a negative impact at work, in the home, and on long-term health. Mindfulness about the type(s) of stress that may be adversely impacting your quality of life, work performance and productivity, and/or relationships with family. Early intervention can help people rebound more quickly from stress-related issues and avoid the worst, long-term health effects.



*International President John Costa with FHE Health's Janet Gerhard*

Stress and stress-related symptoms commonly fall into at least three categories:

- **Physical** – Stress can cause sleep issues, negatively affect energy levels, compromise the immune system (making you vulnerable to sickness), raise blood pressure, and trigger heart problems, among other conditions.
- **Mental and Emotional** – When you're feeling down or depressed because of stress, or maybe irritable or hyper-reactive, these symptoms can impact relationships and your ability to find joy in them. Similarly, if you're constantly obsessing about worst-case scenarios and are often entertaining negative or hopeless thoughts, you'll be more likely to self-isolate in relationships.
- **Spiritual** – When you lose a friend or coworker to COVID-19 or the world seems to be falling apart, the ensuing shock, grief, and existential paralysis can give way to a full-blown spiritual crisis. People of faith should consider re-engaging with the spiritual supports available to them.

## Confidential Support for When You're Overwhelmed

If you're experiencing any of these types of stress and are feeling overwhelmed, first remember that you're not alone and there is help. 1 in 4 American workers find themselves in complex situations with untreated mental health issues.

What you're going through is very common, and the ATU International is not just sensitive to this reality but also fully invested in your mental health and dedicated to helping you



stay “fit for duty with no restrictions.”

In fact, the ATU International is now partnering 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 issues.

Second, confidential support is just a phone call away, via FHE Health’s totally confidential support services. FHE Health specializes in providing trusted inpatient and outpatient treatment advice for any mental health or addiction problem.

Third, try not to wait until the issues you’re dealing with have escalated to a point where disciplinary action is being recommended. However, if you do find yourself in a progressive discipline pattern, *now* is the time to reach out for help. In cases like these, FHE can regularly utilize state and federal laws in conjunction with the ATU International and your Local to protect your job when necessary.

“Your mental health is as important as your physical health. That’s why we’re proud to be partnering with FHE to help our members address their mental health needs,” said ATU International President John Costa. “With the losses of our brothers and sisters, family, and friends coupled with the

stress of working during these unprecedented times, your mental health is more important than ever. You don’t have to struggle in silence. You have an entire support system here for you if you need it. Don’t hesitate to reach out.”

When you’re feeling overwhelmed, never doubt the difference one phone call makes. Never cease to believe you can feel better. “Where Hope Becomes Healing” isn’t just a slogan at FHE Health. It’s a description of what happens in treatment every day to real people like Edward, who wrote to FHE recently to say: “FHE Health saved my life. I was on a path to destruction when our Local VP gave me a number to call and sat with me as I dialed. I am 90 days sober from alcohol use at the time of this publication, and my job, marriage, and finances are now secure due to that one call.”

Due to the universal publicly funded healthcare system in Canada, our members may not have full access to the program at FHE Health. We are working with FHE Health and ATU Canada to identify resources in Provinces for our Canadian members. ❖

*For more information about FHE Health and how to get to help please visit <https://www.atu.org/members/members-benefits>*

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## ATU calls on Governments in U.S. and Canada to prioritize transit workers as essential in vaccine distribution

International President John Costa wrote letters to every U.S. governor and Premier – with ATU Canada President John Di Nino – to request that frontline transit workers be prioritized in the first rounds of the COVID-19 vaccines. After hundreds of frontline transit workers – including more than 100 ATU members - have died and thousands more have been infected from COVID-19, Costa urged the elected officials to provide early vaccine access to ATU members.

The letters go on to outline the effect the virus has had on transit and school bus workers. Because transit workers are exposed to large crowds of transit-dependent riders at close range, often without protective equipment, they are at greater risk of contracting the virus.

Similarly, school bus workers have been exposed to the virus, with school starting back up in certain areas. Because of the

high risk of infection, many school bus drivers are fearful of returning to work, causing route cancellations due to the time it takes to train new drivers.

“The least we can do is to recognize the sacrifices that these workers and their families have made during this health crisis by providing them with early access to the coronavirus vaccines and to make it available to them,” Costa wrote. “It is the right thing to do for the workers and it’s in the best interest of the millions of people -- big and small --- who rely on their services.”

Costa also told the elected officials that the ATU and members can play a critical role in logistics for the administration of the vaccines by transporting people to medical facilities as well as transporting medical personnel, equipment, and the vaccines to the population at large. ❖

# Tacoma Local Helps Revive Pierce Transit Apprenticeship Program

As senior bus maintenance technicians continue to retire in great numbers, Pierce Transit in Tacoma, WA started experiencing a shortage of qualified technicians to take their place. At the time, their registered apprenticeship program was not active and therefore of little help to fill the gap. That's when Local 758-Tacoma, WA and the Transportation Learning Center (TLC) stepped up to modernize and revive the program.



“With the industry’s technology constantly evolving, a lot has changed in bus maintenance,” said International President John Costa, who began his career in light rail maintenance at NJ Transit as a member of Local 819-Newark, NY. “It’s essential for the workforce to adapt and meet the new challenges. That’s why the ATU is developing these state-of-the-art apprenticeship programs.”

## Transit technology is more complex

Transit bus maintenance used to be much simpler. Now there are complex systems that require extensive hands-on training to master. For example, two-cycle bus engines have been replaced by turbo chargers. Compressed natural gas, hybrid systems and new technologies like electric battery-operated drivelines are here.

Transmissions now have computer-controlled solenoids, wiring systems are now run by complex algorithms and data networks now communicate across multiple new components. Even fareboxes, once just mechanical piggybanks, have computers in them, all of which need

maintenance and upkeep. It is almost always necessary for technicians to now use laptops and held-held monitoring devices to do their jobs.

The new Pierce Transit apprenticeship program is helping technicians to keep up with this technology. The four-year, 8,000-hour program is set to the speed and skill of the apprentice. Throughout the program, apprentices eventually reach enough competency to take on the responsibility of working independently.

This apprenticeship program is vital to ensure technicians are up to date on all aspects of technology that could otherwise lead to premature wear or damage of components or even injury and death of technicians, drivers, or passengers.

The Department of Labor approved apprentice program takes serious commitment and time, but with the assistance of agency trainers and union mentors, apprentices gain the critical knowledge necessary to get the job done.

A highly skilled workforce is essential to the nation’s transit system. Whenever a senior technician retires, it’s not just a set of hands the industry loses, it’s years of knowledge and skills that leaves with them. Pierce Transit is an amazing opportunity for mechanics to get state and nationally certified training to authenticate their hard work and narrow the skills gap left by retiring technicians.

“The ATU is proud to be partnering with Pierce Transit and the Transportation Learning Center to ensure that our workforce is ready to meet the demands of the present and the future,” said Costa. ❖



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[www.twitter.com/atucomm](https://www.twitter.com/atucomm)



# STRONG ELECTION FOR PUBLIC TRANSIT



The election of Joe Biden and Kamala Harris was an historic and momentous victory for the ATU and working families, it was also a big night for public transit at the ballot box.

Voters overwhelmingly approved transit ballot initiatives all across the United States, showing that Americans want more and improved public transportation.

“Voters have spoken through the ballot box, and they said they want more public transit,” says International President John Costa. “Since the pandemic began, our members played a key role in transporting essential workers – nurses,

grocery store, health care and other workers - to fight the virus and keeping our communities moving. Voters recognized that better and more public transit is critical to their communities, creating more economic opportunity, cleaner air and less congestion.”

From Austin, TX; to Seattle, WA; to San Antonio, TX; ATU members teamed with transit advocates to mobilize digitally, by mail and other actions to encourage riders and the public to vote for transit ballot initiatives.

The following ballot initiatives passed:

## SAN ANTONIO, TX: PROPOSITION A

In **San Antonio TX, Prop A** passed by a 68% to 32% margin. Prop A is a 1/8<sup>th</sup> cent sales tax that would be allocated to the VIA Metropolitan Transit agency serving San Antonio. Revenues would be used to expand public transportation services including additional equipment, operations, and passenger amenities. Prop A will save and expand job opportunities for ATU members.

## SEATTLE, WA: PROPOSITION 1

In **Seattle, WA - Prop 1** passed with a vote of 82% for Yes and 18% for No. Prop 1 is an increased transit sales tax measure that will help fund transit projects for another six years in Seattle. Revenue would be allocated toward maintaining Seattle’s transportation network, capital improvements, low-income fare programs as well as needs related to COVID-19 and the closure of the West Seattle Bridge. Prop 1 will save over 120 ATU jobs as well as avoid the slashing of 150,000 hours of bus service.

## AUSTIN, TX: AUSTIN PROJECT CONNECT

In **Austin, TX, Austin Project Connect** was approved by a 58% to 42% vote. Project Connect, or Proposition A, is a property tax that dedicates a portion of the funding to the operation and maintenance of Capital Metro’s public transit plan. This will include the addition of light rail lines, rapid bus lines and neighborhood circulators among other improvements. This will also mean more job opportunities for ATU members.

# ATU trainings go digital

Since being elected, International President John Costa has been committed to continuing to educate our Local leaders and members to provide them with important skills and expertise to best serve their members. Thousands have taken part in ATU's innovative training programs, many of them taking place at our Tommy Douglas Conference Center in Silver Spring, MD.

Then, the pandemic hit.

At first trainings were put on hold, but the ATU adapted quickly to move our trainings online. "It's more important than ever to educate our Locals during the pandemic," said Costa. "Zoom use exploded, so we adjusted our training programs to be held virtually and even added new COVID-19 specific trainings. They have been a great success."

## ATU COVID-19 Health and Safety trainings provide critical advice

Among the new trainings are COVID-19 Health and Safety classes that breakdown different COVID-19 hazards and various solutions to the problems. These presentations are led by ATU health and safety experts and shows how Locals can fight for things like higher grade filters and protective driver barriers to help better protect bus operators and riders.

Another training covers the Families First Coronavirus Response Act (FFCRA) and Coronavirus Aid, Relief, and Economic Security (CARES) Act. This focuses on how this funding works, what transit agencies are supposed to spend relief money on and the impact of 13(c) provisions, including benefits and protections under the law. The trainings also discussed how Locals can help their transit agencies understand how to apply for this critical funding.

A "How to Zoom" training was developed to provide tips and advice for Local officers to use Zoom technology to communicate more effectively with their members as the pandemic has limited face-to-face interactions. This training covers how to set up meetings, run meetings, poll members and other features of Zoom.



In addition to the COVID-19 specific training, the ATU has moved other trainings online. The ATU Workforce Development Department partnered with the Transportation Learning Center, to conduct an online Battery Electric Bus (BEB) Familiarization training for members. This distance based training covered an overview of BEB technology, PM requirements, as well as battery management and cooling.

In addition, ATU's New Officers Training was moved online for newly-elected Local Presidents/Business Agents and Financial Secretaries. These trainings are vital to the administration of Locals and are conducted by ATU staff members from various departments including legal, strategic research, campaigns, communications, government affairs and organizing.

As the pandemic worsens, the ATU will continue to conduct online trainings as our Locals face ongoing contract battles and fight for hazard pay and protections on the jobs.

"While nothing replaces in-person trainings to build solidarity and comradery, we know we can't do it at the risk of the health and safety of our members and their families," Costa continued. "We're not sure how long this pandemic will last. So for now, we will continue to conduct our innovative trainings virtually. As soon as this pandemic is under control and it's safe to do so, we hope to open the Tommy Douglas Conference Center, which has been an integral part of our trainings." ❖

# Celebrating the 2020 Graduates of Local 1005's Bus Operator Apprenticeship Program

Early October marked the first in a series of small-scale and socially distanced events in which dozens of our newest Brothers and Sisters from Local **1005**-Minneapolis/St. Paul, MN celebrated becoming 'Certified Bus Operators'. International President John Costa joined with others to congratulate members as they received their *Certificates of Completion* and their *Journeyworker Cards* from the Minnesota Department of Labor.



Local 1005's Bus Operator Apprenticeship Program, a joint program with Metro Transit, was launched in the Fall of 2018. It was the result of a joint national consortium of agencies and Locals, spearheaded since 2015 by the Transportation Learning Center, aiming to bring Registered Apprenticeship to the occupation of Bus Operator.

"The Bus Operators Apprenticeship Program is a proven model that helps develop a skilled workforce and ensures the knowledge and wisdom of generations of bus operators is passed on to future generations," said International President John Costa. "The ATU understands the importance of on-the-job training that is taught and led by experienced ATU mentors. That's why we continue to work in partnership to increase these types of programs for ATU members across the U.S. and Canada."

The apprenticeship concept helps reinforce the idea that the bus operator occupation is worthy of being considered a skilled profession, and that, like any skilled trade, it requires a structured, more incremental, training approach. Apprenticeship programs rely on on-going guidance from frontline workers themselves to draw out lessons from the various initial experiences gained in the field.



## Mentoring is Key to Apprenticeship

A team of ATU Mentors are now in place at each facility at Metro Transit. These Mentors volunteer their time and energy to be a trusted source for their new union brothers and sisters to turn to for advice. They also attend group meetings with apprentices, as well as perform several ride-alongs, shadowing their apprentice.

Nearly 100 Operators have now completed the program, while dozens more are still active bus operator apprentices currently enrolled in the program. Hiring is currently frozen, but once it resumes more will be added to the ranks of apprentices, cementing this concept more and more into the on-boarding process for new-hire Bus Operators at Metro Transit.

## Next Steps

In time, as more transit agencies and Locals adopt the Registered Apprenticeship model, this nationally recognized certification will become increasingly significant – for both employee and employer – just as it is in other industries and trades. Not only does apprenticeship elevate bus operator status to that of a skilled trade, it can also lay the foundation for "portable" credentials, requiring employers to recognize certification earned elsewhere, entitling the worker to a higher starting wage.

"Unions have historically been the driving force behind apprenticeship, and the ATU is leading the way in the transit industry," Costa continued. "Our members will be more supported and successful; the employers will have more well-rounded workers and the public will benefit from higher quality service. It's a win-win-win." ❖

# La esperanza está en el horizonte

A pesar de sus muchos desafíos, los miembros de ATU se enfrentaron al 2020 con valor y convicción.

Este año ustedes arriesgaron sus vidas para servir al público durante la pandemia de COVID-19. Defendieron la justicia racial después de los asesinatos de ciudadanos negros desarmados a manos de la brutalidad policial y el racismo. A continuación, ayudaron a salvar la democracia de los Estados Unidos, haciendo historia, al animar a la gente a votar por el presidente electo Joe Biden y la vicepresidenta electa Kamala Harris.

La historia de esta temporada electoral en Estados Unidos es sobre el poder de los trabajadores que se unen para luchar por el cambio.

No solo los votantes salieron en números nunca vistos en la historia de nuestro país, sino que también elegimos a Kamala Harris, la primera mujer negra y asiático-estadounidense para el segundo cargo más alto de la nación.

De cara al futuro, les aseguramos que sus voces serán escuchadas al trabajar en estrecha colaboración con esta administración para promover nuestra causa colectiva. Como nos dijo el presidente electo Joe Biden en nuestro tele-foro comunitario, el único que celebró con un sindicato, ahora tenemos un amigo, un socio y un defensor en la Casa Blanca. Juntos, sabemos que podemos lograr grandes cosas.

## Una familia ATU unida

Ahora es el momento de sanar. En lugar de división, necesitamos unidad. En lugar del caos, necesitamos calma. Independientemente de por quién haya votado usted, seguimos siendo una familia de ATU unida y nuestro trabajo conjunto está lejos de terminar. De hecho, apenas ha comenzado.

ATU continuará proporcionando el liderazgo necesario para guiarnos a través de lo que se avecina como un invierno oscuro. No pararemos en nuestra demanda urgente de lo que nuestros miembros y pasajeros necesitan para luchar contra la pandemia, desde EPP hasta el pago por peligrosidad y la financiación del transporte público.

Este año, ATU se enfrentó al coronavirus lanzando nuestra campaña Safe Service Now, estableciendo un centro de comando para el COVID-19 y movilizándolo a los miembros digitalmente y para acciones con distanciamiento social.

ATU también jugó un papel clave en la promoción y la obtención de fondos de emergencia para el transporte a través de la Ley CARES y presionando por una posible asistencia adicional a través de la Ley HEROES, incluyendo su declaración ante el Congreso.

En Canadá, los locales de ATU obtuvieron \$1.8 mil millones para ser asignados al transporte público, una revocación de la decisión anterior del gobierno de no asistir en absoluto al transporte público.

A través de una amplia cobertura mediática y entrevistas en noticieros internacionales, nacionales y locales, pudimos aumentar nuestra visibilidad y hacer que el público se diera cuenta de lo esenciales que son realmente nuestros trabajos.

## Honrando a nuestros héroes caídos de ATU

Nunca olvidaremos a nuestros héroes caídos de ATU que perdieron la vida este año por COVID-19. En su honor, continuaremos nuestra lucha para asegurarnos de que todos ustedes lleguen a casa a salvo con sus familias.

Mientras luchábamos contra la pandemia, ATU y nuestros locales continuaron negociando contratos y ganando campañas de organización.

Comenzamos 2020 con una victoria para los miembros del Local **689**-Washington, DC después de una huelga de más de 82 días en Transdev Cinder Bed Road Bus Garage. Este contrato, obtenido con mucho esfuerzo, puso fin a la huelga de transporte más larga en la historia de la región.

En Nueva York, el Local **1181**-New York, NY pudo poner fin a una huelga de dos semanas de los trabajadores de paratransito de MTA en Brooklyn y Staten Island para llegar a un acuerdo contractual con el contratista privado MV Transportation.

En Canadá, los locales **1415**-Toronto, ON, **1505**-Winnipeg, MB y **987**-Lethbridge, AB vivieron sus primeras victorias organizativas en casi una década.

En California, más de 240 miembros de los Locales **192**-Oakland, CA, **265**-San José, **256**-Sacramento y el Local **1575**-San Rafael, participaron en programas innovadores de tutoría y aprendizaje de gestión laboral para avanzar en sus carreras en la industria.

En las urnas de Seattle, Washington, y de Austin y San Antonio, Texas, nuestros Locales desempeñaron un papel fundamental en la aprobación de iniciativas de transporte que salvarán y ampliarán los puestos de trabajo para los miembros de ATU.

## Continuamos trabajando por un futuro mejor en 2021

En el próximo año, mientras reconstruimos nuestros países y nuestro sindicato tras la pérdida de empleos y vidas, miramos hacia lo que nos depara el 2021.

Mientras escribo esta columna, nuestros Locales y miembros en Georgia se están movilizándolo por los candidatos demócratas Jon Ossoff y el Reverendo Rafael Warnock que se presentan a la segunda vuelta de las elecciones al Senado a principios de enero que determinarán el equilibrio de poder en el Senado. Un autobús expreso Ossoff-Warnock con la marca de ATU está viajando por todo el estado animando a los miembros y pasajeros a votar en esta elección.

Unidos en 2021, trabajaremos para expandir nuestros programas de desarrollo de la fuerza laboral, así como nuestros otros programas críticos de capacitación que hemos trasladado a un formato en línea para continuar con este importante trabajo, a pesar de la pandemia.

Hay noticias alentadoras sobre unas vacunas eficaces contra el COVID-19. Sin embargo, debemos continuar nuestra lucha por unas mejores protecciones para nuestros miembros, no solo contra el COVID-19, sino también contra las agresiones, incluida nuestra larga demanda de escudos de seguridad para los conductores.

A medida que avanzamos hacia el futuro, las voces y los empleos de nuestros miembros deberán estar en primer lugar a medida que los avances en los autobuses eléctricos a batería se conviertan en una realidad.

Como siempre, también continuaremos negociando mejores contratos para nuestros miembros y más fondos para el transporte público.

Decir que 2020 fue tumultuoso es quedarse corto, pero estamos terminando el año con esperanza. Estamos terminando el año listos para seguir trabajando por un futuro mejor para todos los trabajadores.

Y recuerden, ¡Juntos luchamos, juntos ganamos!

# Un nouvel espoir se profile à l'horizon

Malgré de nombreux défis, les membres de l'ATU ont fait face à 2020 avec courage et conviction.

Cette année vous avez risqué votre vie pour servir le public au cours de la pandémie du COVID-19. Vous avez défendu la justice raciale à la suite des meurtres de citoyens noirs non armés par des policiers brutaux et racistes. Vous avez ensuite sauvé la démocratie américaine en allant voter pour le président élu Joe Biden et la vice-présidente élue Kamala Harris.

L'histoire de cette élection américaine, c'est le pouvoir des travailleurs qui se sont réunis pour lutter en vue du changement.

Non seulement les électeurs ont été les plus nombreux de toute l'histoire de notre pays, mais nous avons aussi élu Kamala Harris, la première américaine d'origine noire et asiatique au second poste le plus élevé du pays.

A l'avenir, nous vous assurons que vos voix seront entendues grâce à notre étroite collaboration avec ce gouvernement afin de promouvoir notre cause collective. Comme nous l'a dit le président élu Joe Biden lors de notre réunion à l'hôtel de ville - le seul qu'il ait tenu avec un syndicat - nous avons maintenant un ami, un partenaire et un défenseur à la Maison-Blanche. Ensemble, nous savons que nous pouvons accomplir de grandes choses.

## Une famille ATU

C'est le moment de guérir. Au lieu de division, c'est d'unité dont nous avons besoin. Au lieu de chaos, nous avons besoin de calme. Quel que soit votre choix de vote, nous formons toujours une seule famille ATU et notre travail est loin d'être fini. En fait, il vient tout juste de commencer.

L'ATU va continuer à assurer le leadership nécessaire pour nous aider à traverser ce qui promet d'être un hiver bien sombre. Nous ne relâcherons pas nos exigences pour les besoins urgents de nos membres et de nos passagers dans leur lutte contre la pandémie, des EPI à la prime de risque et au financement du transport en commun.

Cette année, l'ATU a fait face au coronavirus en lançant la campagne *Safe Service Now*, qui met en place un centre de commandement pour lutter contre le COVID-19 et mobilise les membres en ligne pour les actions de distanciation sociale.

L'ATU a également joué un rôle clé en recommandant et en obtenant des fonds d'urgence pour les transports grâce à la loi CARES et en faisant pression pour obtenir des aides supplémentaires selon la loi HEROES, en témoignant notamment devant le Congrès.

Au Canada, les locaux de l'ATU ont obtenu que 1,8 milliards de dollars soient attribués au transport public, annulant ainsi la décision précédente du gouvernement de ne pas aider du tout le transport public.

En nous servant d'une couverture médiatique intense et d'entrevues dans les actualités internationales, nationales et locales, nous avons pu augmenter notre visibilité et faire en sorte que le public réalise combien nos emplois sont essentiels.

## Honorer nos héros disparus de l'ATU

Nous n'oublierons jamais nos héros disparus de l'ATU, qui ont perdu la vie cette année à cause du COVID-19. En leur honneur nous continuerons notre lutte pour veiller à ce que vous retourniez chez vous, auprès de vos familles, en toute sécurité.

Tout en luttant contre la pandémie, l'ATU et nos locaux ont continué à négocier des contrats et à gagner en organisant des campagnes.

Nous avons débuté 2020 par une victoire pour les membres du Local **689**- de Washington, DC après une grève de plus de 82 jours au garage d'autobus de Transdev à Cinder Bed Road. Ce contrat durement acquis a vu la fin de la plus longue grève des transports dans l'histoire de la région.

A New York, le local **1181**-New York, NY a pu mettre fin à une grève de deux semaines des travailleurs de transport adapté MTA à Brooklyn et Staten Island en parvenant à un accord avec l'entrepreneur privé MV Transportation.

Au Canada, les locaux **1415**-Toronto, ON, **1505**-Winnipeg, MB et **987**-Lethbridge, AB ont tous assisté à leurs premières victoires organisatrices en près d'une décennie.

En Californie, les locaux **192**-Oakland, CA, **265**-San Jose, **256**-Sacramento et le Local **1575**-San Rafael ont assisté à la participation de plus de 240 membres à un travail innovant – le mentorat en gestion et des programmes d'apprentissage pour favoriser leurs carrières dans ce secteur.

Aux élections à Seattle, Washington et à Austin et San Antonio, Texas, nos locaux ont joué un rôle crucial dans le vote d'initiatives de transport public qui vont sauver et créer des emplois pour les membres de l'ATU.

## Continuer à œuvrer pour un avenir meilleur en 2021

Nous nous tournons vers la nouvelle année 2021, où nous allons rebâtir nos pays et notre syndicat après cette perte d'emplois et de vies.

Au moment où j'écris ces lignes, nos locaux et nos membres en Géorgie, se mobilisent pour les candidats démocratiques Jon Ossoff et le Révérend Rafael Warnock dans les élections sénatoriales clés début janvier, car elles détermineront l'équilibre des pouvoirs au sénat. Un autobus express de l'ATU, portant les noms Ossoff-Warnock sillonne l'état pour amener les membres et les passagers à voter dans cette élection.

Tous ensemble en 2021, nous allons améliorer les programmes de développement de notre main d'œuvre ainsi que nos autres programmes de formation essentiels, que nous gérons à présent en ligne, afin de poursuivre ce travail important malgré la pandémie.

Les nouvelles sur les vaccins destinés au COVID-19 sont encourageantes. Nous devons cependant continuer à lutter pour mieux protéger nos membres, non seulement du COVID-19, mais aussi des agressions, en renouvelant notamment notre exigence de longue date d'écrans de sécurité pour les chauffeurs.

En regardant vers l'avenir, les voix et les emplois de nos membres devront être au cœur de nos préoccupations alors que les autobus électriques à batterie deviendront une réalité.

Comme toujours, nous continuerons aussi à négocier de meilleurs contrats pour nos membres et davantage de financement pour les transports.

Le moins qu'on puisse dire c'est que 2020 a été une année tumultueuse, mais elle se termine avec l'espoir d'un avenir meilleur. Nous l'achevons en étant prêts à poursuivre notre travail en vue d'un meilleur avenir pour tous les travailleurs.

Et n'oubliez pas : Ensemble nous luttons, Ensemble nous gagnons! »

# In Memoriam

Death Benefits Awarded July 1 - September 30, 2020

## 1- MEMBERS AT LARGE

THOMAS E HENARD  
CHRISTIAN W THORNE

## 22- WORCESTER, MA

HUBBARD BROOKS

## 26- DETROIT, MI

ALBERT LEE  
EUGENE WARD  
FRED A WESTBROOK JR

## 85- PITTSBURGH, PA

CHARLES E BIEHL  
DOUGLAS C BIEHL  
GEORGE J BRODERICK  
DANIEL T CASSELBERRY  
PATRICK J COONEY  
GEORGE J CUMMINS  
CHARLES E ELSTNER  
JOSEPH H FISHER  
JAMES FRANCIS  
NORMAN ANDREW GARO  
FORREST DEAN GILBERT  
PETER J GUBASH  
LAWRENCE J HOLDEN  
JAMES R JONES  
STANLEY LOKAITIS  
ROYCE D LYLE  
ROBERT P MARCUS  
MICHAEL D MAYS  
PETER W MORTAKIS  
ROBERT W NEILSON  
APRIL D PRATT  
EDWARD T SALMON  
LAWRENCE A SIGECAN  
RAYMOND J WAGNER

## 107- HAMILTON, ON

ALFRED BLACK  
DAVID J CIANCIOLA  
ALFRED GRINBERGS  
LAURENT W SHAND  
JOHN H TOMPKINS

## 164- WILKES-BARRE, PA

JOHN SADUSKI

## 174- FALL RIVER, MA

JOHN RODRIGUES  
NANCY A SOWERSBY

## 192- OAKLAND, CA

ROLAND BLOT

ALEX C BYRD  
LLOYD L CAMPBELL  
JESUS E DE LA CRUZ  
ALEX S DONAVILLE  
MARQUITA L GRICE  
GLORIA J MC FARLAND  
PAUL L MC NALLY  
JAMES D SPEARS  
RHODESSA O STINGER  
GERALD M SULLIVAN  
KENNETH J ZEITS

## 241- CHICAGO, IL

RONNIE BALDWIN  
WAYNE T BATTS  
CLEVELEN B BROGDON  
JOHN W BROWN  
THEODORE M BUTLER  
JOSE A CARDENAS  
ABDULLA FALA DEEN  
ODELL DESHAZER  
PEDRO GAFARE  
JOHN HEARD  
KIMBERLY HENDERSON  
CHARLES E HOPKINS  
WILLIAM HOSKIN  
HENRY S JACKSON  
TAMARA J JAMISON  
HENRY L JOHNSON  
CARL F JOHNSON SR  
JOHN KENNA  
ESSIE KUYKENDALL  
JEREMIAH MORRIS  
MICHAEL NYKOLYSHYN  
KENNETH RICHARDS  
RICARDO RIVERA  
DAVID A SHAREEF  
EDWARD R URBANSKI  
FELIX E WILLIAMS  
LAVERNE WILLIAMS  
MILTON WRIGHT

## 256- SACRAMENTO, CA

EDWIN DOUGLAS  
REGINA L EVANS  
NATHANIAL GORDON  
BEVERLY HARDESTY  
ABDUL N MOZEB  
MARGWENN L SLAUGHTER  
ALAN S WAGNER

## 265- SAN JOSE, CA

DAVID F GEISLER  
DOUGLAS J HARRIS

SHARYN HEA  
MARK R KELM  
JAMES D MAHAFFEY  
HECTOR ORTEGA  
DICK O WILSON  
LELAND M YORK

## 268- CLEVELAND, OH

HENRIETTA L FREEMAN

## 272- YOUNGSTOWN, OH

FREDERICK E GREENE

## 279- OTTAWA, ON

GERARD A BRUINING  
JEAN G CHENIER  
JACQUES J RINGUETTE  
ROBERT ROUSSEL

## 281- NEW HAVEN, CT

ANTHONY FABRIZIO  
LAWRENCE C HAYDEN  
BENNIE JONES  
MICHAEL STUMPF

## 308- CHICAGO, IL

LINDSEY S CARNEY  
ESSIE M DANNER  
ANDERSON HARDY JR  
MICHAEL A KRISTMAN  
ROOSEVELT MARTIN  
SAMUEL L MOORE  
REGINALD J PRICE  
JOHN SAROLAS  
ELNORA TAYLOR  
CLEVELAND WHITE JR

## 312- DAVENPORT, IA

WILLIAM WATSON HANSON

## 382- SALT LAKE CITY, UT

MILTON D ANDERSON

## 425- HARTFORD, CT

TIMOTHY BISACCIA  
MARTIN COYNE  
LIBRE DELVECCHIO  
GLADYS HODGES  
HARRY WALLACE

## 568- ERIE, PA

JAMES MATLOCK

## 569- EDMONTON, AB

PETER A GERLING  
ANDY D SCHWEHR  
RUSSELL E WILLIAMS

## 580- SYRACUSE, NY

ROBERT L CORNISH

## 583- CALGARY, AB

DARCY B DUROS  
CARL JURGENS  
ALAIN LEFEBVRE  
MURADALI MOHAMED  
MASSIMO NOVATI  
GEORGE D SLUGGETT  
DAVID A SOKOLAN  
THERESE WAGNER

## 587- SEATTLE, WA

MARK J BORGHORST  
THOMAS R HAMILTON  
JO A HAYNES  
JOHN W MONROE  
HALLIE L POOR  
WILLIAM I PRICE  
MIKE D WINKLER

## 588- REGINA, SK

AVERY WILLIAM PEARSON

## 589- BOSTON, MA

EDWARD T ARMAND  
EDWARD A BEAVER JR  
JAMES A BIGGS  
FRANK A CAMBRIA  
WILLIAM J CASEY  
ROLAND DAVIS SR  
STEVEN GALLAGHER  
SALVATORE R GAROFALO  
RICHARD C GRIFFIN  
SONNY JEROME  
JOHN W JODICE  
MARTIN J LUNDY  
JOHN A MC KAY  
THOMAS M O'MELIA  
JOHN PONTE  
PATRICK J SMYTH  
JOHN F WOODS

## 618- PROVIDENCE, RI

RICHARD V D'AREZZO  
RAYMOND MATTHIEU

## 627- CINCINNATI, OH

DEJUAN SHAW

## 638- CEDAR RAPIDS, IA

WILLIAM JOSEPH HECK

## 685- BRANTFORD, ON

JAMES M BETTRIDGE  
GORDON A HARRINGTON

## 689- WASHINGTON, DC

MICHAEL A ANDERSON  
RUTH C ARRINGTON  
JAMES L BLACK  
HERBERT A BOGANS  
JERRY W BOYD  
DAVID L BUCKLEY  
WADE H CROSLAND  
CURTIS CUNNINGHAM  
JOHN DESILVA  
DONALD E EATON  
RAYMOND B ELLIOTT  
WILLIAM D GARRIS  
RAYBERT C GRIFFIN JR  
CHARLES A HARRIS  
CHARLES J JONES  
MICHAEL A KING  
DONALD E LASSITER  
KYU-BOK LEE  
FRED L LEWIS JR  
QUAN K LUONG  
GLENN A MADISON  
ELDRIDGE MC ALLISTER  
ANTHONY JERRY MOORE  
DEAN LEE MUNSELL  
ROBERT L OLIVER  
ERNEST A SMITH  
JOAN E YOUNG

## 694- SAN ANTONIO, TX

PETE M CASTILLO  
ESMERALDA RAMOS  
VICTOR O RIVERA

## 713- MEMPHIS, TN

LEO WHITMORE  
RANDY D WOODS

## 726- STATEN ISLAND, NY

ROSARIO LICCIARDELLO  
KEVIN ROSSITER  
GEORGE A WALLACE  
KIYOTO WILLIAMS

**732- ATLANTA, GA**

SHINIKA L FORBES  
ROY T GLASS  
JAMES DAVID KING  
ROOK MERRILL  
WILLIE L PARKS  
LORRINE T THOMAS  
MYERS L WOODS

**741- LONDON, ON**

CHARLES D BUCKINGHAM  
HUBERT L GRATTON  
RICHARD J HUGHES  
JOHN Y LIRETTE  
CHARLES MANNERS  
ERLE GARFIELD SMITH

**757- PORTLAND, OR**

ARLET M CALDWELL JR  
CARROLL M KIMMERLING

**758- TACOMA, WA**

ITALY PRICE

**770- MOBILE, AL**

PERRY RUFFIN JR

**788- ST. LOUIS, MO**

CHARLES W CLARK  
HARVEY R EDWARDS  
LEO FAULKNER  
SANDRA E GARLAND  
GEORGE E GRAY  
ROBERT L HAYS  
NICKOLAS HORWATH  
GARY W KARRAKER  
SUSAN E MARSEY  
ELLEN J MARTIN  
EMMETT J MC DONALD  
JOHN H NAIVE  
ORMAYNE TOMPKINS  
MICHAEL YOUNG  
KURT ZICKLER

**819- NEWARK, NJ**

TIRAN BILLUPS  
LUCIEN CADEAU  
BURNICE HARDY  
MICHELLE ROBERTS  
EDWARD J TUIITE  
ALFONSO VILLARMARIN

**820- UNION CITY, NJ**

PEDRO BALON

**822- PATERSON, NJ**

ALFREDO MENDOZA  
SHANDA STOKES  
RAYMOND THOMAS

**824- NEW BRUNSWICK, NJ**

FRANK MARINO  
SHIPLEY PINKNEY

**825- ORADELL, NJ**

BILLY MONTGOMERY  
OSCAR MORALES  
KENDEL NELSON  
JOSEPH P VENA

**880- CAMDEN, NJ**

STEPHEN J FEINSTEIN  
LARRY A HENDERSON  
PATRICK J MURRAY  
ANTHONY MUTTILLO  
BERNARD A RONCINSKE  
CHARLES B SCULLY  
LORETTA WOODS

**993- OKLAHOMA CITY, OK**

PETER L MEZIERE

**998- MILWAUKEE, WI**

RONALD P ACHATZ  
JOHN W BANKSTON  
ROMAN A FUDZINSKI  
MARION D GARNER  
RICHARD C HERMANN  
DIANE HURDLE  
DANIEL E KNAPP  
ROLAND C KOLTERMANN  
FRANK R KUDA  
ROBERT LEE  
FRANKLIN R MC INTOSH  
LOUIS E SPARKS  
GEORGE A STOLARCZYK  
JACQUELINE E WALKER  
THOMAS A ZINKE

**1001- DENVER, CO**

STEVEN J BURDIN  
JOHN C PARKER

**1005- MINNEAPOLIS & ST. PAUL, MN**

ARTIS T BROWN  
JOHN G MARSZALEK  
DENNIS R RIPLEY

**1037- NEW BEDFORD, MA**

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