

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

INTRANSIT

JANUARY - FEBRUARY - MARCH 2022

ATU SETS COURSE FOR 60TH INTERNATIONAL CONVENTION



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JAVIER M. PEREZ, JR.
International Executive Vice President

KENNETH R. KIRK
International Secretary-Treasurer

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AMANDA SAWYER-MALONE

ATU CANADA
JOHN DI NINO

Justin Panos Named New Interim Director of New Organizing to Replace Retiring Director Chris Townsend

With the retirement of ATU's Director of Organizing Chris Townsend, International President John Costa has named Justin Panos the ATU Interim Director of New Organizing. "Not many people know this, but Chris joined Local 1464-Tampa, FL in 1979 and became a volunteer organizer to help kickstart the Local. We thank Chris for his commitment to the ATU and wish him the best of luck in his retirement," said Costa.

After working for the United Electrical Workers Union (UE), Townsend returned to ATU in 2013 with the mission of restarting the new organizing program of the ATU and setting up the new Field Mobilization Department.

"We welcome and congratulate Justin on his new role as our Interim Director of New Organizing," Costa continued. "As a Senior Organizer, Justin spearheaded successful campaigns at St. Thomas Transit, Alstom light rail in Ottawa, Pacific Western Transit in Alberta, and others. I know Justin's leadership style and the passion he has for the ATU and the Locals he's helped, and I believe in his ability to mentor and lead our organizers and this department to grow our Union."

Since 2018, Justin has been a National Organizer for ATU Canada. He was then appointed Senior Organizer for the International, where he has been leading contract fights and new organizing in Canada, helping to organize hundreds of workers into the ATU.



INTERNATIONAL OFFICERS EMERITUS

International President Jim La Sala, ret.

International President Warren George, ret.



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JOHN A. COSTA, INTERNATIONAL PRESIDENT

2022 and Beyond

With a difficult past two years, we began 2022 cautiously optimistic while recognizing the many battles that still lie ahead. While the pandemic is still impacting our communities, our members continue to be frontline heroes putting their lives on the line to keep their communities moving.

We can't let up our fight.

With historic levels of COVID relief funding for public transit in the U.S. being distributed that we helped secure, our transit systems can be modernized and revitalized, and our members' jobs secured. Our employers no longer have excuses to give us "zeroes" at the bargaining table while they continue to call us "heroes" in public. In Canada, we continue to fight for dedicated operational transit funding to keep our members employed and public transit accessible, affordable, and reliable for our riders.

Elections Matter

This year we have crucial elections coming up in both the U.S. and Canada that will make history. In Ontario, there are critical provincial elections in June and municipal elections in October, including a campaign to remove anti-worker, anti-transit, pro-privatization Premier Doug Ford from office.

In the U.S., the outcome of the mid-term elections in November will determine who controls both chambers of Congress and what kind of agenda President Biden and Congress can pass on behalf of workers.

We need to endorse early, as we did with President Biden, so we're at the table. We also need to get our members involved early to elect candidates who understand the immense contributions and sacrifices of transit workers. For the elections this year, we'll be using whatever we have in

our toolbox, including member-to-member mobilization, mailers, text messaging, digital ads, door-knocking, and other tactics to win.

We need to be ready to help protect our democracy by getting out the vote and letting our voices be heard. There are more of us than them, and I'm confident that united, we will defeat the anti-worker forces acting against us.

Convention 2022

Democracy is not new to unions. For the 60th time in our history, ATU members from across the U.S. and Canada will convene for our International Convention to write our Union's next chapter to build on the successes of the past and march courageously into the future.

This is a crucial time in our Union's history. Since the last convention, ATU has faced the biggest health crisis we've seen in our lifetimes, losing hundreds of members to COVID. We have led a relentless campaign to call attention to the issues of frontline workers to help protect our members and their jobs as we continue into the second year of the pandemic.

Over the past three years, we have continued to wage aggressive contract campaigns, some that resulted in workers bravely going on strike. We were on the picket line for 84 days at the Cinder Bed Bus Garage, where we won a just contract and fought back against privatization. In Martha's Vineyard, our members stood strong on strike for nearly a month to expose the inequities on an island known for its rich and famous.

We've also had tremendous organizing wins in Hartford, CT, Milton, ON, Oceanside, CA, Ottawa, ON, and many other places. One silver lining from the pandemic, is that workers have recognized the need for union representation now more

than ever, and they continue to mobilize for a better life through their Union. From hazard pay to safety measures to fighting layoffs to strong contracts, transit workers know the strength that the ATU has to protect them on the job.

We've trained thousands of members who have taken part in our innovative ATU training programs for leaders and members. Despite the pandemic, training has moved online, and members continue to learn new strategies to empower others to get involved and make our Locals stronger. This training will continue and expand in the new year. These programs are a vital step in engaging our membership and galvanizing our riders into a powerful political force that will impact crucial local and national campaigns.

As the COVID pandemic made clear, our members work extremely difficult and often dangerous jobs with little or no support from employers. Our Locals stood up and fought back to win common-sense protections through active campaigns and strong safety committees. We will be launching a new initiative to assist our Local Unions to develop or expand their health and safety committees, programs, and plans to ensure our members' safety and health on and off the job.

The ATU also continues to lead the way with apprenticeship programs in the transit industry, including our Zero Emission Bus (ZEB's) programs. We have advocated for and won a National Transit Workforce Center in the U.S. for frontline employees, which you'll learn more about in our legislative column, and other initiatives to ensure that our members are trained for the jobs of today and the future.

We've called attention to the mental health crisis in our workplaces in a very real way. We're changing policies that can ensure healthier work environments and transform organizational cultures into ones that guarantee dignity and respect for all workers. We shouldn't need tragedies to occur to have these conversations.

A lot has happened over the past three years, and this only begins to tell the story of all the hard work that went into the ATU becoming the resilient and powerful Union that we are today. If we continue to stand together in solidarity, refusing to give up, anything is possible. Here's to 2022 and beyond. ♦



ATU-COPE is the Amalgamated Transit Union's Committee on Political Education, the key political action committee (PAC) in the United States that has improved the lives of workers in the transit, school bus, and over-the-road bus industries for more than 30 years.

ATU-COPE relies solely on the voluntary contributions of ATU members in the U.S. If we all gave just a few dollars per month, the PAC could support more pro-labor and pro-transit candidates and help keep them in positions of power.

ATU-COPE backs Democrats and Republicans. We support candidates who look out for transit, school bus, and over-the-road workers, regardless of political party.

Contributing to ATU-COPE is easy:

If your local has a checkoff provision in its contract, simply sign a Checkoff Authorization Card to voluntarily authorize your employer to deduct an amount you specify from your pay each month for ATU-COPE.

You can sign up to contribute by credit or debit card (one time or recurring). Visit www.atu.org/action/atu-cope or scan the QR code to the right.

SCAN HERE



Authorized by the Amalgamated Transit Union on behalf of a fund-raising effort for the Amalgamated Transit Union Committee on Political Education (ATU-COPE). Contributions or gifts to Amalgamated Transit Union COPE are not deductible as charitable contributions for federal income tax purposes.



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

Creating a Culture of Creativity

In the last two editions of “In Transit,” magazine, I’ve discussed the role of effective committees within our Locals. I trust that if you share my belief that committees are the strongest threads in the fabric of our ATU, you will understand how they motivate change!

Local leaders that advance the creation of effective committees are pragmatic and interested in correcting Labor’s shortcomings and charting a course for the future, without finger-pointing and blame assigning. They find the challenge and the results rewarding. These change agents help replace authoritarian “I know it all, do as I say” styles of leadership with participative roles and growing enthusiasm.

Local leaders who rely on collective knowledge instead of limited resources open new opportunities when addressing innovative projects. On any good team, we play to each player’s strengths. Get members off the bench and find their particular strengths. Within our ranks, we boast excellent communicators, logical thinkers, tech-savvy geniuses, and more! Our members prove to themselves by trial and error that there is life beyond the stresses of confusion and disorganization. YES, there are disappointments but soon, a culture of creativity when rebounding from losses becomes the new norm and it’s rewarding! It is this type of culture and creativity that makes a Local stronger and one in which the Labor movement and our ATU cannot live without. So...How do I start?

COVID has curtailed our in-person training and seminars. Under the leadership of International President Costa, we have utilized Telephone Town Hall formats and Zoom conferences. While these will never replace our “in-person” meetings and can’t replace the learning that took place after hours or the new friendships made, Telephone Town Halls and Zoom conferences have allowed us to

continue offering training. Recently, 250 Local leaders participated in a Telephone Town Hall on COVID, which International President Costa led. So how do I start? Participate, and encourage others in your Local to do so. Provide opportunities for others to be involved and play to the strengths of your talented members.

Examine not only which committees your Local needs immediately to attack a problem but also brainstorm about how you’re going to get the message out. Does your Local have a website, current social media posts, or are they embarrassingly absent or stale? Has your Local signed up with Tatango text messaging (a service offered through our International)? These and other forms of communication are effective. Go out and start a dialogue with our members. Talk to, not at members. Listen to what they have to say. Often, people listen to reply, not listen to understand. Act upon the needs that you heard.

Each Local should be member-centered, effective, and future-oriented. Each should operate with open arms, more compassion, make information readily available, stronger structures, finer training and apprenticeship programs, smarter job loss responses, more potent political action, fairer internal democracy, and with more Solidarity than ever before. An extraordinary effort on this behalf is now well underway in our ATU.

We need YOU! We need each other! Together we can, Together we will. ❖



KENNETH RAY KIRK,
INTERNATIONAL SECRETARY-TREASURER

We Are Up for the Challenges

Brothers and sisters, as the new year begins, we face many challenges, old and new. The ongoing and seemingly endless COVID pandemic, our important ATU International Convention, and critical elections in both the U.S. and Canada are some of the challenges we face this coming year.

The COVID pandemic continues to ravage our communities and have a big impact on our members. Too many of our brothers and sisters continue to get sick due to the virus, and far too many have lost their lives. We are stressed out and overworked because of the operator shortage in our industry. We are dealing with vaccine mandates, reduced service, violent attacks on our members, and many other issues directly related to the COVID pandemic. I pray for each of you as you continue to be frontline heroes providing transit service to the public even though we are underappreciated.

Convention 2022

In September of this year, we will hold our 60th International Convention in Las Vegas, Nevada. Our Conventions are very important because we set a vision and direction for our Union over the next three years. This may be one of the more challenging conventions in our history because of COVID and holding an in-person convention. In October last year, I had the honor to attend the Transport Workers Union (TWU) convention in Las Vegas that was held successfully. As a result, I am encouraged that we will hold an in-person convention and that our convention will be a great success.

Upcoming Elections

Many of us are discouraged and frustrated with national, state, provincial, and local politics, and I get it. We support and vote for candidates, who seem to be on our side, but often the results we want or expect don't happen. Just know I share these same frustrations; however, I am not discouraged. I am more determined than ever.

Being that we are public employees or provide service to the public, our jobs depend on the decisions of elected officials.

Brothers and sisters, I am asking each of you to get involved with your Union and affiliates for elections and politics. We must fight for and support pro-labor, pro-transit, pro-worker candidates in both the U.S. and Canada. The future of our jobs, our Union, our families, our riders, our industry, and our countries depends on it.

As I close, I leave you with these words, "A person standing alone can be attacked and defeated, but two can stand back-to-back and conquer. Three are even better, for a triple-braided cord is not easily broken (Ecclesiastes 4:12 NLT)".

Together We Fight, Together We Win! ❖



'Like' us on facebook
www.facebook.com/ATUInternational

Convention Call Sixtieth Convention

from the International Headquarters of the
Amalgamated Transit Union

10000 New Hampshire Avenue, Silver Spring, MD 20903



Fellow ATU Members:

In compliance with the Constitution and General Laws of our Union, I am notifying you that the Sixtieth Convention of our Union will convene at the Caesars Palace Hotel and Casino, 3570 S Las Vegas Blvd, Las Vegas, NV 89109 on Monday, September 19, 2022.

Basis of Representation

The basis of representation regulating the election of delegates to the Convention is found in the following sections of the Constitution and General Laws:

Section 6.4 Representation; LU. The basis of representation to the Convention shall be one (1) delegate for each LU [Local Union] having three hundred (300) or fewer members. An LU having three hundred and one (301) up to six hundred and fifty (650) members shall be entitled to two (2) delegates. An LU having six

hundred and fifty-one (651) up to nine hundred and fifty (950) members shall be entitled to three (3) delegates. An LU having from nine hundred and fifty-one (951) up to twelve hundred and fifty (1,250) members shall be entitled to four (4) delegates and for each additional four hundred (400) members or fraction thereof, shall be entitled to one (1) additional delegate. In totaling membership, only those in good standing for the month of May preceding the Convention are to be counted. In case special Conventions are called, the basis for representation shall be the membership in good standing for the month in which the call for the Convention is issued.

NOTE: In accordance with Section 6.4, representation of local unions will be based on the membership of the local in good standing for the month of May preceding the Convention. Accordingly, credentials cannot be forwarded to locals until the May 2022 monthly membership report has been received at the international office.

Section 6.5 Representation; JBC. The basis for representation to the Convention by a JBC [Joint Bargaining Council], formed for collective bargaining purposes pursuant to Section 24 of [the] Constitution, shall be one (1) delegate, except that a JBC representing more than five thousand (5,000) members shall be entitled to two (2) delegates. A JBC representing more than twelve thousand (12,000) members shall be entitled to three (3) delegates. No member represented by the JBC who is, by virtue of his or her office in the LU or otherwise, a delegate from his or her LU shall be eligible to serve as delegate from the JBC. Delegates from a JBC shall not have the right to vote in the election of international officers unless elected by secret ballot vote among the membership represented by the JBC. The provisions of [the] Constitution relating to delegates from LUs shall also govern delegates from a JBC unless clearly inapplicable.

Section 6.6 Representation; CC (ATU Canada). The CC [ATU Canada] shall be entitled to one (1) delegate. No member of a Canadian LU participating in CC [ATU Canada] who is, by virtue of his or her office in the LU or otherwise, a delegate from his or her LU, shall be eligible to serve as delegate from CC [ATU Canada]. The delegate from CC [ATU Canada] shall not have the right to vote in the election of international officers. The provisions of [the] Constitution relating to delegates from the LUs shall also govern the delegate from CC [ATU Canada] unless clearly inapplicable.

Delegates

Section 6.7 Delegates. The election of delegates must be held at least six (6) weeks previous to the Convention. A member, to be eligible to run for delegate, must have been a member in continuous good standing of his or her LU the two (2) years next preceding the day of the nomination meeting. When an LU has not been in existence for the two-year period, the LU shall elect its other delegates from among its members.

Except where, pursuant to Section 14.2 of [the] Constitution, a meeting attendance requirement is imposed as a condition of eligibility for such an office, the president-business agent, FS/BA, or RS/BA where applicable, shall, by virtue of his or her office, be the first (1st) LU convention delegate and the FS (president in LUs where the president is not BA) shall, by virtue of his



or her office, be the second (2nd) LU convention delegate and the election ballot shall in each instance so state.

Except where, pursuant to Section 14.2 of [the] Constitution, a meeting attendance requirement is imposed as a condition of eligibility for any such office, an LU may provide in local bylaws that local officers and executive board members may be delegates to Conventions of the ATU by virtue of their office. In such case, where the number of executive board members exceeds the number of convention delegate positions allocated to the LU under Section 6.4, the LU shall designate by position and limit the number of delegates elected by virtue of their offices to the total number of delegate positions. The remaining executive board members shall be elected to numbered positions as alternate delegates for purposes of filling vacancies and any additional delegate positions to which the LU may finally be entitled under Section 6.4. The local officers and executive board members elected as delegates and alternate delegates by virtue of their office under the LU bylaws shall represent the LU as convention delegates to the extent of the available positions. Where LU bylaws provide that local officers and executive board members may be delegates to Conventions of the ATU by virtue of their office, the ballot must state “and Convention Delegate” or “and Alternate Delegate,” as appropriate, after each such office.

Section 6.8 Alternates. LUs shall provide in their bylaws for the election of alternate delegates to the Convention by secret ballot, provided that nothing herein shall prohibit LUs from providing in their bylaws that LU officers may serve as alternate delegates by virtue of their office unless and except where, pursuant to Section 14.2 of [the] Constitution, a meeting attendance requirement is imposed as a condition of eligibility for such an office.

Section 6.9 Disqualifications. Members who have voluntarily left the service in which the LU, JBC, or the IU is engaged shall not be eligible as delegates to a Convention of this Union, and no member elected as a delegate who has left the active service for reasons other than retirement upon pension shall be seated or serve as a delegate to a Convention of this Union.

Section 6.15 Excused Absences. The policies, laws, and plans for the direction of this Union shall be adopted and put into force from time to time by direction of the regular Conventions of this Union, and it shall be the duty of each and every local of this Union to be represented at these Conventions by one (1) or more delegates. No LU shall be excused from being represented except from distressed conditions, owing to lockouts, strikes, or causes of that kind. In such cases, the LU affected shall apply to the IP no later than the tenth (10th) of May in the year in which the Convention is held for permission to be excused from sending delegates to the Convention. The IP shall investigate and rule upon such applications. Unless excused by the IP, all LUs shall be represented as this Constitution provides.

Credentials

Section 6.10 Credentials. Each delegate shall establish his or her claim to a seat by credential signed by the president and RS [recording secretary] of the LU he or she represents, with the seal of said LU attached. LUs shall send names of the respective delegates and alternates elected to the international office of the ATU at least four (4) weeks prior to the date of the Convention. Credentials shall be given to each delegate elected, signed by the president and RS, and the seal of the LU attached thereto.

Section 6.14 Financial Requirements. Delegates shall not be entitled to a seat in the Convention unless all taxes and assessments of their LU have been paid in full.

Resolutions

Section 6.16 Resolutions. Resolutions contemplative of amendments to the Constitution and General Laws of the IU shall first be approved by the LU and bear its official seal and then shall be forwarded to the international office in time to be in the hands of the IP not later than the first (1st) of August in the year in which the Convention is held. Such resolutions so received by the IP shall be printed and placed in the hands of convention delegates at the opening of the particular Convention at which said resolutions are

proposed to be presented. All resolution(s) received by the first (1st) of April in the year in which the Convention is held will be published in the April/May/June issue of *In Transit* in the year in which the Convention is held. No resolution contemplative of amending the Constitution and General Laws, except as herein provided, shall be considered by Conventions, except on permission or direction by a vote of two-thirds of the delegates present.



Voting

Section 6.11 Voting. Each delegate shall be entitled to one (1) vote, no proxy votes being allowed.

Expenses

Section 6.13 Delegate Expenses. The IU shall pay one thousand dollars (\$1,000.00) to each LU, JBC, and CC [ATU Canada] towards the mileage and legitimate expenses of an LU, JBC and CC's [ATU Canada's] first delegate and an additional seven hundred and fifty dollars (\$750.00) to an LU, JBC and CC [ATU Canada] sending two (2) or more delegates. The IU shall pay an additional one thousand dollars (\$1,000.00) to each LU with three hundred (300) or fewer members towards delegate expenses. All other mileage and legitimate expenses for delegates shall be borne by the LU, JBC and CC [ATU Canada] they represent.

NOTE: Pursuant to Section 6.2, the General Executive Board has enacted to require payment of a registration fee of \$195 for each delegate and guest (\$50 for guests under 12 years of age).

Headquarters

The headquarters for the Convention will be the Caesars Palace Hotel and Casino, 3570 S Las Vegas Blvd, Las Vegas, NV 89109. **Hotel reservations, registration, and other important information will be mailed at a later date.**

Hotel Rates

The Convention hotel is the Caesars Palace Hotel and Casino. The daily guest room rate is \$149. The daily rate includes all mandatory fees. **Hotel reservations, registration, and other important information will be mailed at a later date.**

Transportation

Delegates must make their own arrangements for transportation individually or in groups by bus, rail, air, or private automobile according to their own desires.

ATU shuttle service will be provided to and from McCarran International Airport and Caesars Palace Hotel and Casino.

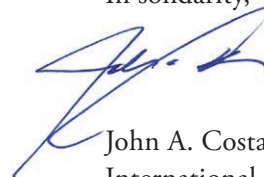
Attendance

I call to the attention of each local union Section 6.15 of the Constitution, which provides that it shall be the duty of every local Union to be represented at the Convention by one or more delegates.

Value of Attending


The laws and policies of this Union are amended and adopted by the Conventions of our Union. It is essential that all of our local unions recognize the importance of the coming Convention and arrange to send delegates. I, therefore, look forward to seeing all local unions and Joint Bargaining Councils represented by full delegations.

In solidarity,



John A. Costa
International President

DON'T MISS THE 60TH ATU CONVENTION IN LAS VEGAS BECAUSE YOU DON'T HAVE A VALID PASSPORT!



The ATU will be holding its 60th International Convention from September 19-23, 2022, in Las Vegas, NV. Las Vegas, officially the City of Las Vegas and often known simply as Vegas, is the 28th-most populated city in the United States, the most populated city in the state of Nevada.

ALL CANADIAN CITIZENS MUST HAVE A VALID PASSPORT TO ENTER THE UNITED STATES OF AMERICA.

If you don't have a valid passport you will be turned back by American border agents at the border or upon your arrival at the airport in the United States of America.

The ATU suggests you apply for your first passport or renew your expired passport *as soon as possible*. It can take up to six weeks to get or renew a passport.

You can find all you need to know about how to apply for, or renew your passport, for yourself or any guests or family members traveling with you to the Convention at <https://www.canada.ca/en/immigration-refugees-citizenship/services/canadian-passports.html>

Don't get stranded at the border – apply today!

INTERNATIONAL TO MEMORIALIZE DECEASED LOCAL OFFICERS AT CONVENTION

The International is requesting its locals to send it the names, titles, and pictures (if available) of Local Presidents, Business Agents, and Financial Secretaries who have passed away since October 8, 2019. This information will be made into a special memorial that will be displayed during the 60th ATU Convention. Please use the form below to submit the name, title/office, local number and charter city, and date of death. This form should be sent to International President John A. Costa no later than September 1, 2022. The form can be mailed to International President John A. Costa, ATU, 10000 New Hampshire Avenue, Silver Spring, MD 20903, emailed to officeofthepresident@atu.org or faxed to 301-431-7117.

— LOCAL OFFICER MEMORIAL FORM —

Name: _____ Date of Death: _____

Title/Office: _____

Local Number: _____ Charter City: _____

** For example: Local Number: 113 Charter City: Toronto, ON*

TEAR HERE

Locals on the Frontline Against Service Cuts

With the steady rise of COVID Omicron cases throughout Canada, public transit systems are facing more and more cuts as our brothers and sisters become sick. In response to this, transit agencies have not opted to call for more protections for our members or to improve service for transit riders. Instead, they have opted for significant cuts in service.

In both Ontario and Calgary, Alberta, for example, agencies have opted for 10-15% cuts in service, which will cause difficulties for many riders who have already been complaining about overly packed buses. Transit agencies know this yet are choosing to slash service because they are focusing on profits instead of the well-being of workers and riders.

Since the beginning of the pandemic, ATU Canada, the International, and our Locals have worked with other organizations and activists across Canada to try and secure permanent operational funding for public transit. We were victorious at the end of 2020 when governments



awarded emergency Safe Restart funding, but more funding is needed.

Now is not the time to cut transit services but to expand and strengthen public transit to ensure the safety of our members and our riders as well as the survival of our public transit systems post-pandemic.

We will continue to fight for a permanent transit fund that will ensure that funding becomes sustainable! ❖

Hartford School Bus Workers Score Major Organizing Victory



Hartford school bus monitors employed by Precision HR scored a major organizing victory to close out 2021, winning a blowout election to organize the largest new ATU bargaining unit since 2018.

The organizing campaign moved fast and furious, starting in September and winning in December. A majority of the 145-worker unit – 61% – turned out to vote. An overwhelming 96.6% of them voted to join Local 448-Springfield, MA, with just 3.4% voting no.

Maritsa Velez was one of the workers who stepped up to take the lead in the organizing drive, which was inspired by her experience at a Union picnic that she helped organize with her husband's Local, Local 425-Hartford, CT. Here, Maritsa was able to hear stories of success and solidarity from ATU officers and members who knew the value of a strong contract.

"The unity I witnessed there made me feel like we'd fit right in," said Velez.

Back at the school bus yard, Precision HR bus monitors knew they were being taken advantage of, earning \$5-6 per hour below what neighboring school districts were paying. Why the disparity? Because those neighboring districts had not yet subcontracted out these positions to private companies chasing profits at all costs. Velez knew that a bad decision by school district bosses shouldn't stand in the way of the wages she and her co-workers deserved.

Precision HR also denied its unorganized workers benefits, including health insurance, retirement, and even legally-mandated sick leave. Monitors were forced to work under

miserable conditions: a rat-infested building, unreliable heating and cooling, scarce PPE, and poor pandemic protocol being among the most egregious.



From left: Mike Haughton, Local 448 President, Maritsa Velez, Jim Harrington, Local 448 Financial Secretary/Business Agent, and John Murphy, Local 448 Vice President

"These privatization efforts—how can they offer the same services and turn a profit?" asked Connecticut State Representative and Deputy Speaker of the House Edwin Vargas. "Well, now you know: they make it off the backs of the workers." Rep. Vargas, a former Hartford Federation of Teachers and labor council president, participated in a six person panel showcasing the organizing win early this year at the ATU New England Joint Conference Board meeting. Early in the campaign, Vargas had agreed to meet with Velez and allow organizers to design a leaflet with a photo of the meeting, along with a supportive quote of the organizing drive. He also took Precision HR to task directly on behalf of the workers.

Local 448 President Mike Haughton participated as well, having welcomed the Hartford bus monitors into their Local, home to several units, both public and private.

“We want to grow the Union,” said Haughton. “I discussed it briefly with my e-board, and they were all on board. For us, it was a no-brainer.”

Early in the campaign, Precision HR management attempted to destroy the monitor’s organizing drive by firing Velez. Building an organizing committee out of rank-and-file workers allowed the campaign to not only survive but turn what would ordinarily be a massive blow to morale into a momentum-building opportunity. With the help of the ATU Campaigns Department, Velez’s co-workers took ownership over their campaign and immediately began handing out ATU buttons, informational flyers, and circulating a petition to reinstate Velez to her job. Once the mail ballot details were set, committee members verified employee lists and ensured

that everyone received their ballot in time and understood how to mail it in correctly.

“It wasn’t until after I was fired that I knew we were going to win,” said Velez. “Everyone was infuriated, but so many of them wore buttons, signed the petition, saw the flyer with Representative Vargas – they knew we had real support.”

The Hartford school bus monitors demonstrated tremendous bravery in the face of a hard fight and, in doing so, provided a shining example for all working-class people. When workers stick together, get organized, and fight back, they can win. The history of the labor movement proves this, and the ATU is proud to keep that flame of courage alive today.

If you’re ready to organize or have a lead on a group of workers who are, please submit it right away to the International at jointatu@atu.org. International President John Costa will assign organizers to reach out immediately. ❖

Local 1177-Norfolk, VA, President Amanda Sawyer-Malone Appointed ATU Int. Representative



ATU International President John Costa has appointed Local 1177-Norfolk, VA, President Amanda Sawyer-Malone as an ATU International Representative.

“Amanda is a proven leader who has fought for the rights and safety of her members and secured strong contracts. A trailblazer as the first female President at her Local, she also has been active in politics, recognizing the important role elections and political advocacy play for our Union and our members,” said International President Costa. “Amanda is

a strong addition to the International, her leadership and her experience will be a great resource for our Locals.”

Amanda became an ATU member in March 1999 as a bus operator for Local 1177 until 2012. She then ran for election and became a Shop Steward in 2012. Amanda was the first woman to become President of Local 1177, making history in 2013. Since then, she has served three consecutive terms.

“I am honored to be appointed to this position by International President John Costa. Since taking office, he has had to steer our Union through some of the most difficult times in our Union’s history with the pandemic and loss of our top two officers. He has been a strong, courageous, and compassionate leader,” said Sawyer-Malone. “I look forward to working with our Locals to advocate for our members and improve their lives both on and off the job. Thank you, International President Costa, for this honor. I will make you, the General Executive Board, and our Union proud.” ❖

The ATU Conducting Women's Equity Survey

— U.S. MEMBERS ONLY —

Our Union is committed to women's equity and inclusion. That means fighting for equity for our members in the workplace, in contract negotiations, in our own campaigns, and in the halls of government. For too long, women have been mistreated, disrespected, and discriminated against in the workplace and in our union halls. While the issues that affect women are concerns for all workers, women are disproportionately affected by the unjust policies, procedures, and practices of our employers.

Thus, the delegates at the 59th Convention of the ATU approved the resolution submitted by the Gender Equity & Inclusion Committee to undertake a women's equity survey in the United States in order for the ATU to produce a comprehensive report similar to the gender equity report produced in Canada.

Pursuant to that commitment, the ATU International has developed a survey for all active ATU members in the U.S. to develop a better understanding of the inequities facing women in our workplaces and within our Union. We believe this survey will be an important tool for collecting information and developing strategies, tactics, and objectives for achieving women's equity in our workplaces through bargaining and campaigns that build member power.

Your voice is critical for the ATU to identify gender-specific issues across the transit industry and will inform union-wide strategies to reduce inequality within the workplace and local unions. It takes all of us as union members to address gender-based discrimination and uphold the voice and dignity of the women in our Union. We are asking all active ATU members in the U.S. to take a few minutes to complete the survey by using the link below or scanning the QR code below.

This effort relies on collective participation from all active members across the United States.

All responses will remain anonymous and confidential, and information collected will be part of a report identifying best practices for addressing women's inequity.

Survey Link: <https://www.atu.org/survey>

Scan QR Code:



Cincinnati Local Secures a Strong Contract for Members Who Have Been Heroes Keeping Their Community Moving Throughout the Pandemic

Our frontline hero members at Local 627-Cincinnati, OH, have a new three-year contract with increased wages and benefits, recognizing the critical role these transit workers play in their communities.

“I am very pleased that we could agree on a new contract with SORTA that addresses the needs of our members and keeps Cincinnati on the move for our customers,” said Local President Troy Miller.

The contract includes a 2.5 percent wage increase every six months and is retroactive to January 2021. New bus drivers will receive \$21 per hour as a starting wage after training. Cincinnati Metro is also improving the work-life

balance for employees, so they have more stable shift times.

The contract goes into effect immediately. “Our dedicated operators and maintenance teams serve our community each and every day,” said CEO and General Manager Darryl Haley. “As we invest in improved and innovative services for our riders, this new contract allows us to properly reward and compensate our workforce for their hard work and the invaluable service they provide. It also helps us in our continued efforts to attract and retain talent in this fiercely competitive labor market. Ultimately, this all means better service for our community.” ❖

ATU Locals Demand Better Measures Around Winter Weather Maintenance

Locals in both Toronto, Local 113, and Ottawa, Local 279, faced the brunt of heavy snowstorms in January that saw upwards of close to two feet of snow. These tough winter storms can cause a lot of difficulty for transit operators, but they are not to be unexpected. Despite this, operators in both cities were left stranded by their employers, sometimes left in the cold for up to twelve hours at a time.

Both Locals reported hundreds of buses being stuck in the snow; in Toronto, there were reports of 540 buses stranded. Our members on the ground said that instead of focusing on helping stranded bus operators, transit agencies sent more buses, leading to more buses getting stuck and a backlog of stranded vehicles. In addition, our members faced dangerous conditions that threatened their health and safety.

Both Locals called on their respective transit agencies to develop a better plan that allows city services to adequately



clear snow in these instances so something like this does not happen again.

Transit workers are fighting to keep their members and riders safe during dangerous winter weather, even when agencies won't. ❖

Building Skills, Saving Jobs

If you are a regular reader of the *Legislative Column*, you know that we usually focus on issues that impact transit bus operators: The vicious assaults. The lack of restroom access. Blind spots. Air circulation issues that are making our members sick.

In this edition, however, we are going to put the spotlight on our maintenance members. Our legislative program in recent years has been centered on ensuring that your jobs are secure during these changing times. Since taking over leadership in 2019, International President John Costa, who started his transit career in the maintenance department at New Jersey Transit on the rail side, has led a Labor coalition and directed our Government Affairs Department to dedicate a significant amount of time working on legislation in support of bus mechanics, rail car technicians, signals technicians and traction power electricians, facilities maintainers, and others.

Why such attention to maintenance? **A recent poll found that a whopping 83% of local transit union leaders do not feel that their maintenance members are adequately trained to work on zero emission buses.** Preventive maintenance on a transit bus or rail car nowadays is quite different than it was just a few years ago when a skilled mechanic could likely have made do with the contents of their toolbox. Advances in computer technology have fundamentally changed the nature of the job. Yet, training has not kept pace, and huge skill gaps have developed.

Moreover, these vehicles are going to be coming at us like a speeding train in the next decade. Many states seeking to address climate change are passing legislation either mandating or encouraging a full conversion to electric buses within the next few years. While this is a laudable goal, it will require a massive amount of training for thousands of transit workers who will be responsible for providing preventive maintenance and repair on these cutting-edge vehicles. Performing this work safely must be an industry priority. Not one transit worker should be electrocuted because they were working on an electric vehicle without proper training. And no one should have their jobs contracted out because of the lack of workforce development programs.

The ATU is therefore pushing for language in these state bills calling for a high percentage of bus funding to be used for workforce development, including registered apprenticeships and other labor-management training programs to address the impact of the transition to zero emission buses on the workforce.

The ATU has also worked the legislative process on the federal level to create historic change in the area of transit maintenance. We have succeeded in steering millions of dollars in the Fiscal Year 2020 and 2021 Transportation Appropriations bills to a non-profit group with experience in developing transit labor-management apprenticeship programs. As a result, last August, the Federal Transit Administration announced the creation of the first-ever



National Transit Workforce Center for frontline employees. The Center will conduct technical assistance activities for transit agencies with a strong focus on frontline transit worker skill development. It will serve as a hub to help transit agencies recruit, hire, train, and retain the diverse workforce needed now and in the future. The Center will help address the long-term needs of the national transit workforce and improve diversity and equity in our industry. The Workforce Center will be headquartered at

the International Transportation Learning Center, which is chaired by International President John Costa.

“Transit workers play a vital role in President Biden’s vision for America,” said FTA Administrator Nuria Fernandez, who was appointed by the President with the strong support of ATU. “This award to the International Transportation Learning Center will help the nation address the transit worker shortage by providing resources to re-skill and up-skill our workforce and will facilitate the green technology initiatives many transit agencies are undertaking.”

As this edition of *In Transit* went to press, the ATU was also calling for the inclusion of additional funding for the Center in the Budget Reconciliation Bill to expand training to workers so that they can perform their jobs adequately, move up the career ladder, and help the nation’s transit agencies operate at maximum efficiency. ❖

Support the ATU Disaster Relief Fund

When Mother Nature unleashes her wrath, or other crises hit, ATU members step up – as we always do – to help our brothers and sisters impacted by donating the ATU Disaster Relief Fund.

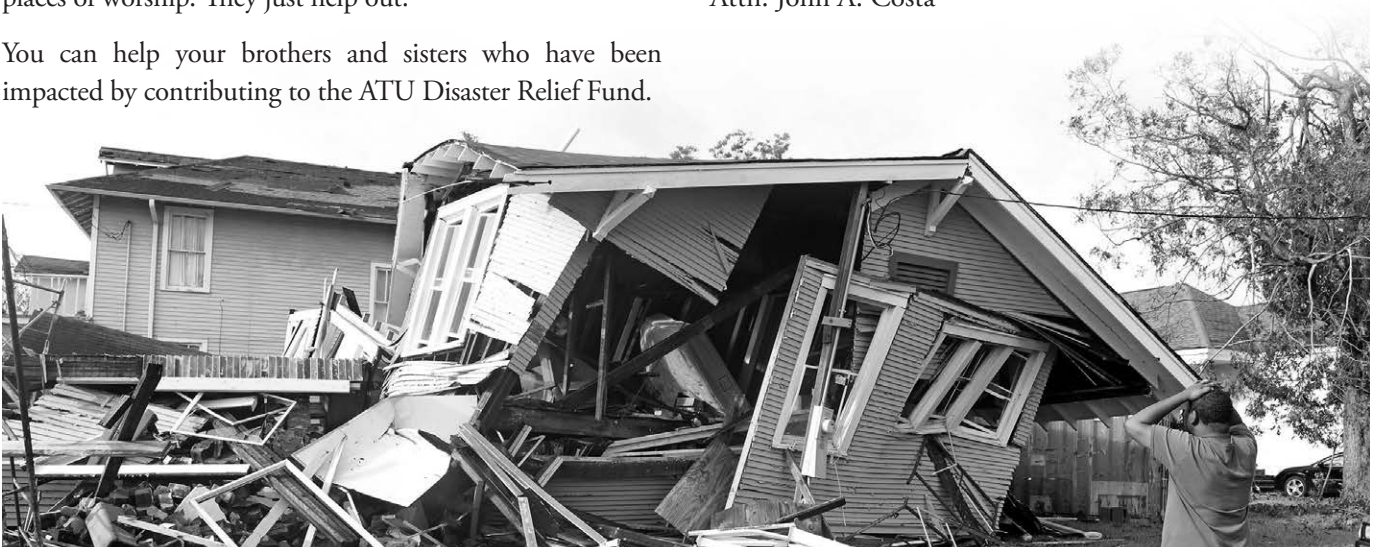
When a disaster happens, ATU members do what they do every day on the job, in their communities, and in their places of worship. They just help out.

You can help your brothers and sisters who have been impacted by contributing to the ATU Disaster Relief Fund.

Donations can be made online at www.bit.ly/ATU-Disaster-Relief or by mailing a check to:

**Amalgamated Transit Union
Disaster Relief Fund**

10000 New Hampshire Avenue
Silver Spring, MD 20903-1706
Attn: John A. Costa



Providence, RI Local Calls for the Resignation of RIPTA Management Over Cover-Up of Security Breach of Members' Personal Information

In the wake of a severe security breach of Rhode Island Public Transit Authority (RIPTA) employees' personal information, continued mismanagement, and compromised worker safety, Local 618-Providence, RI, members overwhelmingly voted no confidence in RIPTA senior management.

The Local is calling for the resignation of the Chief Officers and senior staff at RIPTA responsible for the cover-up of the security breach.

"They're ignoring us at service review and safety meetings as we continue to deal with a dangerous pandemic. Along with the severe and egregious security breach of personal information, this lack of communication has resulted in a

perfect storm," said Local President Nick DeCristofaro. The security breach of over 5,000 Local 618 members and their families involved personal information, including social security numbers, addresses, health care information, and other details.

"It's appalling that in response to a breach that included our members' families and underage children that could be affected by this their entire lives, they offer one year of credit monitoring. It's unacceptable and irresponsible," said ATU International President John Costa. "Our members don't take a vote of no confidence lightly. This lack of leadership at RIPTA needs a response immediately." ❖

ATU Canada Has First Meeting of Equity and Inclusion Committee

On January 20th, ATU Canada had its first meeting of the Equity and Inclusion Committee. The Committee was struck as a motion after the 2019 ATU Canada convention from those wanting better representation within the Union as well as better policies to make the ATU a better union inside and out.

At the meeting, members discussed different ways that they could get their own respective Locals on board to support policies to improve the situation of equity-seeking groups.

Members present shared their vision for a union more committed to inclusivity, diversity, and advocating for a labour movement across Canada that fights for everyone.

After a very competitive election with ten people running for the three co-chair positions, the membership of the Committee elected: **Michelle Clarke (Local 1572-Mississauga, ON), Emily Clarke (Local 107-Hamilton, ON), and Raj Brar (Local 569-Edmonton, AB).**

Congratulations! We are excited to see what this Committee will accomplish in the weeks and months ahead. ❖



Follow us on twitter
www.twitter.com/atucomm

ATU Canada and Locals Commit to Electing Pro-Transit, Anti-Privatization Politicians in Ontario Election

With the success of the Alberta and Calgary municipal elections, the ATU has seen the strength of its power when getting involved in elections at different levels of government.

ATU Locals in Canada, with the assistance of ATU Canada and the International, have committed to supporting progressive NDP (New Democratic Party) candidates in the next Ontario provincial election, and members are on board!

In preparation for these critical elections, ATU Canada President John Di Nino, International President John Costa, and ATU Canada staff held a zoom meeting with ATU Locals in Ontario to discuss these important elections.

“From experience, we know the importance of getting involved in elections and getting involved in them early,” said Di Nino. “We’re happy to have the support of our members as well as ATU International and International President Costa to fight against the anti-worker, austerity agenda of the Ford government during this Summer’s provincial election in Ontario.”

The Locals held a spirited discussion on what’s at stake as well as the ATU’s strategic options for the elections, including member mobilization, mailers, text messaging, digital ads, door-knocking, and other tactics to win critical elections.

“Elections matter and have consequences. We need to get our members involved and endorse pro-transit, pro-worker, pro-labour candidates early,” Costa told the Local leaders, pointing to the ATU’s success in the U.S. elections in 2019 and the work of our Locals in the Edmonton and Calgary municipal elections last fall.

Locals across Ontario are ready to fight back against the pro-privatization, anti-worker Ford government and will show them the consequences of their attacks on workers and what can be done when transit workers band together to fight for their rights and benefits! ❖

Local 265-San Jose, CA, Ratifies Contract for Hardworking Members at the Santa Clara VTA

Members of Local **265**-San Jose, CA, overwhelmingly voted to ratify a 3-year contract with the Santa Clara Valley Transportation Authority (VTA). Set to begin months ahead of the current contract’s expiration date of September 2022, the new agreement guarantees wage increases of 10% over the next 3 years and a one-time \$3,500 “Appreciation Bonus” for all Local members.

The contract also provides a path to increase the starting pay for new operators and reduces the time it takes new operators to earn top pay. The Local was also able to maintain excellent benefits with no givebacks to the VTA.

The raises and new appreciation bonus were fought for by the Local after unprecedented stress was placed on our members at the Local last year, including the tragic shooting



that took the lives of our nine brothers in May. “With a new agreement in place, we are optimistic both parties can work towards positive substantive changes to the culture at the VTA,” said Local President John Courtney. ❖

TRANSIT EQUITY DAY 2022

Getting Transit on Track for Our Future

“We must have courage — determination — to go on with the task of becoming free — not only for ourselves but for the nation and the world.”

— Rosa Parks

Every year on February 4th, we commemorate Rosa Parks’ birthday and the courageous seat she refused to give up that sparked a movement. The significance of this day led the ATU to help found Transit Equity Day along with the Labor Network for Sustainability (LNS), bringing together a network of labor unions, transit riders, community organizations, and environmental groups.

The day of action focuses on public mass transit as a civil right. We all deserve safe, reliable, affordable, and environmentally sustainable transit, and transit workers deserve living wages, benefits, safe working conditions, training opportunities, and other union rights.

Transit jobs are a matter of equity. Not only do transit jobs promote racial equity by providing more reliable service and greater frequency for transit riders, who are primarily people of color, but it is also an investment in more vibrant communities in rural, urban and suburban neighborhoods.

This year on Transit Equity Day, together with riders, and transit advocates, and many others participating in the day of action, we are calling for investments in our members that keep our buses and trains moving.

In actions from Boston to San Francisco, Providence to Detroit, riders, workers, community groups, and local leaders came together to honor Rosa and call for equity

in public transit. In Atlanta, GA, ATU Local **732** joined with the Atlanta North Georgia Labor Council and the New Georgia Project in a Solidarity March. In Providence, Rhode Island, Local **618** joined the community in their commitment to build a Rosa Parks commemorative bus shelter in the vicinity of the State House. In Connecticut, Local **1336**-Bridgeport, CT, designated special routes for Rosa that utilized electric buses, and Local **443**-Stamford, CT, remembered Rosa by saving her a seat with flowers. In Wisconsin, Local **1310**-Eau Claire, WI, secured a Transit Equity Day proclamation from Wisconsin Governor Tony Evers.

All throughout the day, in city after city, whether it was placing a rose on a bus seat for Rosa, marching in the streets, or thanking a transit worker, each action made a difference. The day was captured on Livestream, including a message from International President John Costa, which you can watch here: <https://bit.ly/TED-2022-Virtual>

“When Rosa Parks was arrested, she had no idea it would turn into what it did,” said Costa. “It was just a day like any other day. The only thing that made it significant, she said, was the masses of people who joined in. Transit Equity Day is an opportunity for us to join in and have the courage and determination to make a change.” ♦



ATU CELEBRATES BLACK HISTORY MONTH




Black History Month began in the United States following the abolition of slavery and has since received official recognition from Canada and, more recently, Ireland and the United Kingdom. This month-long observance began to remember the key people and events in the history of the African diaspora and to honor those who have struggled through adversity to achieve equal rights.


What started as a week-long observance in February of 1925, marking both the birthdays of President Abraham Lincoln and abolitionist Frederick Douglass, decades later became a month-long celebration first proposed by students and black educators in 1969 at Kent State University. The Month was nationally recognized by President Gerald Ford in 1976 and by the Canadian House of Commons in 1995.

The continued struggle for freedom and equal opportunity makes the recognition of Black History Month even more important. It's from history that we learn and build a more just and equitable society. This Black History Month, the ATU is honored to recognize our own rank and file members who have been heroes on the frontlines, making Black history in our Union and the labor

movement. Please visit our ATU website and social media channels to see the members we salute for Black History Month this year. ♦


**ATU CELEBRATES
BLACK
HISTORY
MONTH**





Jason Hargrove, Local 26-Detroit, MI

Early in the pandemic in April 2020, Brother Hargrove, a 50-year-old bus driver, posted a Facebook live video about a passenger who openly coughed on his bus without covering her mouth. He pleaded with riders and the public to wear masks warning of the danger of COVID-19. Eleven days later, Brother Hargrove was one of the first ATU members to die of COVID-19. His Facebook video went viral, garnering international media coverage on CNN and other outlets, raising the profile of the ATU and transit workers as frontline heroes providing critical transit for nurses, health care workers and other essential workers to fight the pandemic. Brother Hargrove was a true ATU hero.





ATU Launches Health and Safety Program Initiative for Local Unions

ATU members have kept the U.S. and Canada running amid an onslaught of assaults, COVID infections, service cuts, and weather disasters over the past two years. It is no doubt that our members have shown their resilience, courage, and sacrifice, putting themselves and their families at risk. But the pandemic did not create the safety issues our members face on the job, it only amplified them.

Our Locals have embarked on campaigns and fought back against employers unwilling or uninterested in providing a safe workplace. Unfortunately, that has been the culture in public transportation at the expense of frontline workers. The ATU is preparing Locals to be more active and involved on safety issues to win better protections and ensure the safety and security of ATU members.

In November, the Infrastructure Investment and Jobs Act was signed into law by President Joe Biden, bringing with it funding, safety improvements, and workforce development standards. The ATU won landmark language in the bill that ties transit agency funding to safety and makes our Locals part of the process for approving Agency Safety Plans through joint safety committees in the US. Additionally, it establishes a broader definition of assault, requires all assaults to be reported to the Federal Transit Administration (FTA), and requires employers to mitigate the risk of assaults through a risk reduction program. To make this new law effective, the ATU is committing to the training, education, and development of Health and Safety committees at our Locals across the U.S. and Canada.

In the coming months, ATU Health and Safety staff will be engaging your Locals to connect on issues that impact safety at work and solicit feedback on transit workers' experiences. This engagement with Local Unions gives members a voice to address the concerns that impact them the most and empower them to address these issues using the resources and skills eventually gained in training. The feedback and information gathered will be used to develop safety training modules and build Local safety profiles. Training modules will be developed on applicable OHSA laws in Canada and OSHA standards in the US, Public Transit Agency Safety Plans, effective safety committees, reporting and documenting, hazard identification, workplace violence, and PTSD, just to name a few.

Training Local Safety and Health committees will prepare them to analyze agency safety plans, conduct worksite inspections, and ensure the standards in the law and our contracts are followed.

"The safety provisions and language in the Infrastructure bill were a big win for our members that we have pushed for over many years," said International President John Costa. "We look forward to working with our Locals to establish and expand these important safety training programs, hold our employers accountable, and win protections that keep our members safe and healthy on the job." ♦



COVID Afflicts Mass Transit, Resulting in Staff Shortages, Service Disruptions

As the Omicron variant surges across North America, Locals have been fighting back against transit agencies that refuse to provide increased protections for members and continue to slash service in response to the driver shortage.

After aggressively fighting for testing as a response to workers getting sick, Boston Carmen's Union Local **589** was able to secure free testing at transit centers. "The first thing that we always worry about is making sure that the riders can get to school, get to the hospital, and to work," said Local President Jim Evers. "And that's our priority, even as the union, to make sure we can cover that. So, I'm hoping that we're working in the right direction."



At CapMetro in Austin, TX, Local **1091** is pushing for increased protections for their members, who have been stepping up to ensure service continues as the virus spreads and the driver shortage intensifies. "It's pretty difficult right now," said Local President Brent Payne, adding that more drivers are working overtime to cover missed shifts. "We're trying not to leave members of the public stranded."

In Nova Scotia, Local **508**-Halifax, NS, President Ken Wilson reports that more than 150 operators are off the job. Wilson said he's never seen it this high in his 20 years in transit and that Omicron has operators worried about their safety and the safety of their families and passengers. "The majority of the operators and the ferry workers feel like they're sitting ducks. It's only a matter of time before they get it," said Wilson.

In Brampton, ON, where nearly 250 employees are out of work, the driver shortage and rise in COVID cases has led Local **1573**-Brampton, ON, like in Boston, to fight to get their members tested. "We're no longer a priority," said Local President Frank Vani.

Local **1505**-Winnipeg, MB, has been warning about service levels being at risk due to the rampant spread of the Omicron variant. The Local has asked for KN95 masks for drivers, disposable masks for riders, rapid tests kits, enhanced public education about COVID, and extra staff to avoid overcrowding.

"It's spreading like crazy," Local **1005**-Minneapolis, MN, President Ryan Timlin said about the virus. Since mid-December, 134 COVID cases have been identified at Metro Transit which is the second-highest monthly total since the beginning of the pandemic. Another issue for drivers has been protecting themselves against the virus from unmasked riders. "It's a huge struggle, and increasingly hard for drivers to tell people to wear masks," Timlin said, adding that requests are frequently met with hostile and threatening responses from passengers.

In Washington, DC, Metro bus service is also being cut due to thousands of confirmed COVID cases among Local **689**-Washington, DC, members. "My people are scared," said Local 689 President Raymond Jackson. "We still come to work every day, and we do our jobs accordingly. When I'm out in the field, and I'm talking to my members, not only can you hear the fear, you see it in their faces." Some changes are coming to protect workers, including drivers being allowed to deny service to riders without face masks, and call center workers will be working remotely.

With Omicron infecting Calgary bus operators, Local **583**-Calgary, AB, members are stepping up to work overtime but are concerned about overcrowded buses as Calgary Transit makes cuts to service. "It's off the charts," said Local President Mike Mahar about the highest absentee level he's seen during the pandemic and his years with the city. "It's the highest we've seen during the pandemic by about 35 percent or more. And it's more than double what we would see pre-pandemic, even in a normal cold and

flu season, which is typically when we would see the highest absenteeism.”

Local **1342**-Buffalo, NY, has been calling on the Niagara Frontier Transportation Authority (NFTA) to increase wages to address the bus driver shortage as other industries offer better job opportunities with higher pay and less risk. “The majority of the problem is the wages,” said Local President Jeffrey Richardson. “I had a guy 3 months ago who quit and said my 16-year-old daughter makes more than me.”

At the International, nearly 8,000 of our roughly 200,000 members are absent because of the coronavirus. “Many of the workers are doing the right thing and are stepping up to work a lot of long hours to try to keep up the service. But it’s rough out there for these operators, you know, just like it is for front-line workers like hospital workers,” said ATU International President John Costa in an interview with the *Washington Post*.



No matter how you look at it, the driver shortage isn’t going away anytime soon. The shortage reflects not only the effects of the COVID pandemic but also inadequate investments in job quality, including pay and benefits for new and experienced workers. There has never been a more important time than now to invest in transit workers to provide more reliable service in every community. ❖

ATU Applauds New Jersey Bill Protecting Transit Workers on the Job

With the growing epidemic of violent attacks on frontline hero NJ Transit workers, legislation – long advocated for by the ATU NJ State Council – that will toughen penalties for assaults on transit workers was signed into law by Governor Phil Murphy.

Prior to being signed, *The Motorbus and Passenger Rail Service Employee Violence Prevention Act* was passed by both chambers of the New Jersey Legislature with unanimous votes.

“In New Jersey, these assaults on NJ Transit workers have increased and become more violent with passengers refusing to follow the federal mask mandate on public transit. Our members are the subject of that abuse, which not only endangers them, but the passengers they’re responsible for,” said ATU NJ State Council Chair Orlando Riley.

The law will make assaults on a public or private transit employee a third-degree aggravated assault crime with higher penalties of 3 to 5 years in prison and up to a \$15,000 fine. Previously, it was a fourth-degree crime. In addition, if a deadly weapon is used in an attack, that rider could be banned for life.



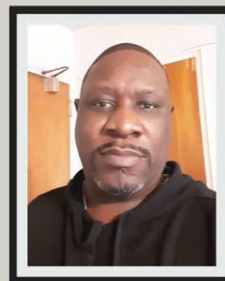
“Our NJ members have been heroes on the frontlines of the pandemic, and we need to do a better job of protecting them,” said ATU International President John Costa. “We want to thank Governor Phil Murphy, a long-time ally of the ATU, and the members of the New Jersey legislature for recognizing the immense value that transit workers bring to the state of New Jersey and the need to protect them. We encourage other states to follow New Jersey to enact laws that toughen penalties for those who attack transit workers.” ❖



As the COVID 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.



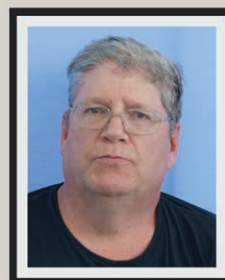
Dave Bojanac - Local 85



Michael L. Henry - Local 241



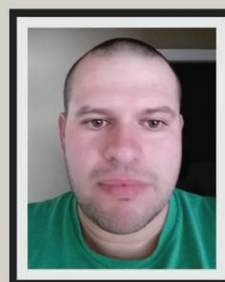
Sandra Howard - Local 268



Doug Matz - Local 268



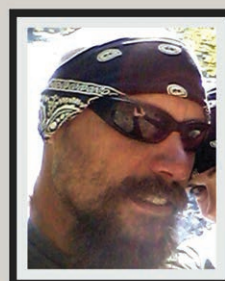
Anatoliy Matsyuk - Local 580



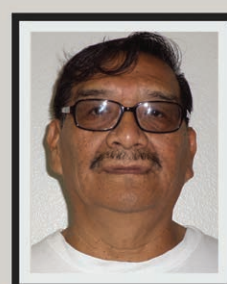
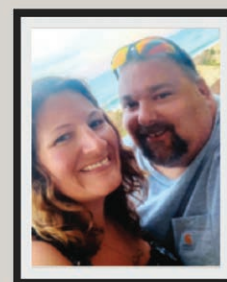
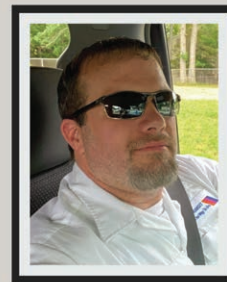
Loren Phillips - Local 627



Norbert Tscheiner - Local 627



Richard Stone - Local 788



A partir del 2022 y más allá

Debido a los últimos años difíciles, comenzamos el 2022 de una manera cautelosamente optimista, reconociendo las batallas que aún nos esperan. Mientras la pandemia sigue afectando a nuestras comunidades, nuestros miembros siguen siendo héroes de primera línea que se juegan la vida para mantener sus comunidades en movimiento.

No podemos renunciar a nuestra lucha.

Con la distribución de los niveles históricos de fondos de ayuda del COVID para el transporte público en Estados Unidos, que ayudamos a conseguir, nuestros sistemas de transporte pueden ser modernizados y revitalizados, y los puestos de trabajo de nuestros miembros asegurados. Nuestros empleadores ya no tienen excusas para darnos “ceros” en la mesa de negociación mientras siguen llamándonos “héroes” en público. En Canadá, seguimos luchando por una financiación operativa específica del transporte para mantener a nuestros miembros empleados y el transporte público accesible, asequible y fiable para nuestros usuarios.

Las elecciones son importantes

Este año se avecinan elecciones cruciales tanto en Estados Unidos como en Canadá que harán historia. En Ontario, hay elecciones provinciales decisivas en junio y municipales en octubre, que incluyen la destitución del primer ministro Doug Ford, quien es anti-trabajador, anti-tránsito y pro-privatización.

En Estados Unidos, el resultado de las elecciones intermedias de noviembre determinará quién controla las dos cámaras del congreso y qué tipo de programa pueden aprobar el presidente Biden y el congreso en nombre de los trabajadores.

Tenemos que brindar apoyo pronto, como hicimos con el presidente Biden, para que estemos en la mesa. También tenemos que conseguir que nuestros miembros se involucren pronto para elegir candidatos que entiendan las inmensas contribuciones y sacrificios de los trabajadores del transporte. Para las elecciones de este año, utilizaremos todo lo que tengamos en nuestra caja de herramientas, incluyendo la movilización de miembro a miembro, los correos, los mensajes de texto, los anuncios digitales, las llamadas a domicilio y otras tácticas para ganar.

Tenemos que estar preparados para ayudar a proteger nuestra democracia sacando el voto y haciendo que se escuche nuestra voz. Somos más que ellos y confío en que, unidos, derrotaremos a las fuerzas anti-obreras que actúan contra nosotros.

Convención de 2022

La democracia no es nueva para los sindicatos. Por 60.^a vez en nuestra historia, los miembros del Sindicato Amalgamado de Tránsito (ATU, por sus siglas en inglés) de todo Estados Unidos y Canadá se reunirán para nuestra Convención Internacional para escribir el próximo capítulo de nuestro sindicato para construir sobre los éxitos del pasado y marchar valientemente hacia el futuro.

Este es un momento crucial en la historia de nuestro sindicato. Desde la última convención, ATU ha enfrentado la mayor crisis de salud que hemos visto en nuestras vidas, perdiendo cientos de miembros debido al COVID. Hemos liderado una campaña implacable para llamar la atención sobre los problemas de los trabajadores de primera línea para ayudar a proteger a nuestros miembros y sus empleos a medida que continuamos en el segundo año de la pandemia.

En los últimos tres años, hemos continuado librando agresivas

campañas contractuales, algunas de las cuales dieron como resultado que los trabajadores se declararan valientemente en huelga. Estuvimos en la línea de piquete durante 84 días en el Cinder Bed Bus Garage, donde ganamos un contrato justo y luchamos contra la privatización. En Martha's Vineyard, nuestros miembros se mantuvieron firmes en huelga durante casi un mes para exponer las desigualdades en una isla conocida por su riqueza y fama.

También hemos tenido tremendas victorias de organización en Hartford, CT, Milton, ON, Oceanside, CA, Ottawa, ON y muchos otros lugares. Un lado positivo de la pandemia es que los trabajadores han reconocido la necesidad de representación sindical ahora más que nunca, y continúan movilizándose por una vida mejor a través de su sindicato. Desde el pago por condiciones de vida peligrosas hasta las medidas de seguridad, pasando por la lucha contra los despidos y los contratos sólidos, los trabajadores de tránsito saben la fortaleza que tiene un sindicato para protegerlos en el trabajo.

Hemos capacitado a miles de miembros que han participado en nuestros innovadores programas de capacitación de ATU para líderes y miembros. A pesar de la pandemia, la capacitación se ha movido en línea, y los miembros continúan aprendiendo nuevas estrategias para capacitar a otros para que se involucren y fortalezcan a nuestros sindicatos locales. Esta capacitación continuará y se ampliará en el nuevo año. Estos programas son un paso vital para involucrar a nuestros miembros y convertir a nuestros conductores en una poderosa fuerza política que tendrá un impacto en las campañas locales y nacionales.

Como lo dejó en claro la pandemia del COVID-19, nuestros miembros trabajan en puestos extremadamente difíciles y, a menudo, peligrosos con poco o ningún apoyo de los empleadores. Nuestros sindicatos locales se pusieron de pie y lucharon para ganar protecciones de sentido común a través de campañas activas y comités de seguridad fuertes. Lanzaremos una nueva iniciativa para ayudar a nuestros sindicatos locales a desarrollar o expandir sus comités, programas y planes de salud y seguridad para garantizar la seguridad y la salud de nuestros miembros dentro y fuera del trabajo.

El ATU también continúa liderando el camino con programas de aprendizaje en la industria del tránsito, incluidos nuestros programas de autobuses de cero emisiones (ZEB, por sus siglas en inglés). Hemos abogado y ganado un centro nacional de fuerza laboral de tránsito en los Estados Unidos para empleados de primera línea, sobre el cual aprenderá más en nuestra columna legislativa y otras formas de garantizar que nuestros miembros estén capacitados para los trabajos de hoy y del futuro.

Hemos llamado la atención sobre la crisis de salud mental en nuestros lugares de trabajo de una manera muy real. Estamos cambiando las políticas que pueden garantizar entornos de trabajo más saludables y transformar las culturas organizacionales en otras que garanticen la dignidad y el respeto por todos los trabajadores. No deberíamos necesitar que ocurran tragedias para tener estas conversaciones.

Han pasado muchas cosas en los últimos tres años y esto solo comienza a contar la historia de todo el arduo trabajo que se realizó para que ATU se convirtiera en el sindicato resistente y poderoso que es hoy en día. Si continuamos unidos en solidaridad, negándonos a rendirnos, todo es posible. Brindo por el año 2022 y más allá. ❖

2022 et au-delà

Malgré les difficultés des deux dernières années, nous avons débuté 2022 en restant prudemment optimiste, tout en reconnaissant les nombreuses batailles qu'il nous reste à livrer. Alors que la pandémie

touche encore nos communautés, nos membres sont toujours des héros de première ligne qui mettent leur vie en danger pour que la vie continue dans leurs communautés.

Nous devons continuer le combat.

En réponse au COVID, nous avons aidé à procurer des fonds d'urgence sans précédent pour les transports aux États-Unis, ce qui va nous permettre de moderniser et de revitaliser nos systèmes de transport et d'assurer durablement les emplois de nos membres. Nos employeurs n'ont plus d'excuses pour tout nous annuler à la table de négociation, tandis qu'ils continuent à nous appeler « héros » en public. Au Canada, nous continuons à lutter pour un financement dédié aux transports en commun, afin qu'ils soient accessibles, fiables et abordables pour nos usagers et que nos membres conservent leurs emplois.

Les élections sont importantes

Cette année nous allons avoir des élections cruciales, qui feront date à la fois au Canada et aux États-Unis. Dans l'Ontario, il y a des élections provinciales très importantes en juin et des élections municipales en octobre, notamment la destitution du premier ministre Doug Ford, qui est contre les travailleurs, contre les transports en commun et pour la privatisation.

Aux États-Unis, le résultat des élections de mi-mandat en novembre déterminera celui qui contrôlera les deux chambres du congrès et le type d'agenda que le président Biden et le congrès voteront pour le compte des travailleurs.

Nous devons faire nos recommandations de bonne heure, comme nous l'avons fait pour le président Biden, c'est pourquoi nous sommes à la table de négociation. Nous devons aussi mobiliser nos membres de bonne heure pour qu'ils élisent des candidats qui comprennent les immenses contributions et sacrifices des employés du transport. Pour les élections de cette année, nous emploierons ce que nous avons dans notre boîte à outils, notamment la mobilisation membre à membre, le publipostage, les messages texte, les annonces numériques, le porte-à-porte, et d'autres tactiques pour gagner.

Nous devons être prêts à protéger notre démocratie en votant et en faisant entendre nos voix. Nous sommes plus nombreux qu'eux et je suis convaincu qu'en nous unissant, nous vaincrons les forces anti-travailleurs qui œuvrent contre nous.

Convention 2022

La démocratie, ce n'est pas nouveau pour les syndicats. Pour la 60^e fois dans notre histoire, les membres de l'ATU de tous les États-Unis et du Canada se réuniront lors de notre convention internationale pour écrire le chapitre suivant de notre syndicat afin de miser sur les succès du passé et d'avancer courageusement vers l'avenir.

C'est un moment crucial dans l'histoire de notre syndicat. Depuis la dernière convention, l'ATU a dû faire face à la plus grande crise sanitaire que nous ayons vue dans notre vie, et nous avons perdu plusieurs centaines de nos membres à cause du COVID. Nous avons mené une campagne incessante pour attirer l'attention sur les problèmes des travailleurs de première ligne afin de protéger nos membres et leurs emplois alors que nous poursuivons la deuxième année de la pandémie.

Au cours des trois dernières années, nous avons continué à mener des campagnes agressives au sujet des contrats, dont certaines ont entraîné des grèves que les travailleurs ont menées avec courage. Nous avons fait du piquetage pendant 84 jours au Cinder Bed Bus Garage, où nous avons décroché un contrat équitable et lutté contre la privatisation. A Martha's Vineyard, nos membres ont piqueté courageusement pendant près d'un mois pour exposer les inégalités sur une île connue pour ses habitants riches et célèbres.

Nous avons connu de grands succès à Hartford, CT, Milton, ON, Oceanside, CA, Ottawa, ON, et dans bien d'autres endroits. S'il y a un côté positif de la pandémie, c'est que les travailleurs ont reconnu que la représentation syndicale est plus que jamais nécessaire, et qu'ils continuent à se mobiliser pour une vie meilleure grâce à leur syndicat. De la prime de risque aux mesures de sécurité, à la lutte contre les mises à pied et aux contrats solides, les employés du transport réalisent la force du syndicat qui les protègent dans le cadre de leur travail.

Nous avons formé des milliers de membres qui ont pris part à nos programmes de formation ATU innovants pour les leaders et les membres. Malgré la pandémie, la formation s'est poursuivie en ligne, et les membres continuent à apprendre de nouvelles stratégies pour responsabiliser d'autres personnes et renforcer nos sections locales. Cette formation se poursuivra et se développera au cours de cette année. Ces programmes sont une étape essentielle pour inciter nos membres à participer et pour encourager nos passagers à devenir une force politique puissante qui aura des effets cruciaux sur les campagnes locales et nationales.

Comme l'a montré la pandémie du COVID-19, le travail de nos membres est extrêmement difficile et souvent dangereux avec peu ou pas d'appui des employeurs. Nos unions locales se sont mobilisées pour combattre et obtenir des protections évidentes par le biais de campagnes actives et de puissants comités de sécurité. Nous allons lancer une nouvelle initiative pour aider nos unions locales à développer et à accroître leurs comités de santé et de sécurité, ainsi que des programmes et des plans pour assurer la santé et la sécurité de nos membres, qu'ils soient ou non au travail.

L'ATU continue également à ouvrir la voie à l'aide de programmes d'apprentissage dans l'industrie du transport, notamment nos programmes de bus à émission Zero (ZEB's). Nous avons préconisé et obtenu un Centre national pour la main d'œuvre des transports (National Transit Workforce Center) aux États-Unis; vous en saurez plus dans notre colonne législative et d'autres façons afin d'assurer que nos membres soient formés pour les emplois d'aujourd'hui et de l'avenir.

Nous avons attiré l'attention de façon très concrète sur la crise de santé mentale sur nos lieux de travail. Nous changeons les politiques pour assurer des milieux de travail plus sains et pour transformer les cultures d'entreprise afin de garantir dignité et respect pour tous les travailleurs. On ne devrait pas avoir besoin de tragédies pour tenir ces conversations.

Tant de choses se sont produites au cours des trois dernières années, et ce n'est que le début de l'histoire relatant tous les efforts déployés pour que l'ATU devienne le syndicat puissant et résistant qu'il est aujourd'hui. Si nous continuons à rester unis et solidaires, si nous refusons d'abandonner, tout est possible. Vive 2022 et au-delà ! ♦



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In Memoriam

Death Benefits Awarded October 1 - December 31, 2021

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JAMES D JAMES
PETER NORIEGA
ARNOLD K SMITH

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JEFFREY BELLEV

26- DETROIT, MI

ALFONZO OZIE MASSEY
AARON R SCOTT

85- PITTSBURGH, PA

ANGELO R BERARDONE
GEORGE C BOOKER
GUIDO C BUCCI
JACK E COULTER
PHILIP J GAZZO
ROY O GRANT
ALAN R HOLLINGER
SARAH A HOLT
JAMES E HOOLAHAN
JAMES C JOHNSTON
FRED W KASSANITSH
RICHARD C KOTTLER
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JAMES E MERRIMAN
MARK MOSQUEDA
FRANK PIKUTIS
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LORIE D POSTON
JOSEPH C SMITH
WAYNE ALLEN SMITH
DAVID S TOKARCZYK

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MARION QUALLIERO

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PHILLIP G JARRETT
ALEXANDER SHARP

113- TORONTO, ON

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GORDON JAMES AMES
THOMAS GEORGE ARMSTRONG
CAROL BAIRD
SEON CINTAIL BARROW
HENRY EDWARD BELANGER

RODOLFO BERNARDO
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SYED MAHMUD
MARCUS MUCKE
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AYLAND VAZ
VINCE VIRGILIO
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HARRISON E CRUMP
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DUANE E ENGELBRECHT
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SAMUEL B HUNT
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ROBERT TAYLOR
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1505- WINNIPEG, MB

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ALMER B OLSON
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GARY E FIELDS

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TERRY L HARRIS

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1774- ASPEN, CO

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