Oh, Canada!

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Le Canada sort de Modèle

Nous consacrons ce numéro de In Transit à nos membres canadiens. Il y a de nombreuses raisons pour les féliciter. Non seulement, ils se sont battus aux côtés de leurs frères et sœurs des États-Unis pour construire ce syndicat, mais ils ont fait beaucoup plus - en faisant passer des lois favorables aux travailleurs dans la plupart des provinces. Leurs actions ont permis aux travailleurs canadiens d’avoir un niveau de vie qui fait l’envie des travailleurs des États-Unis.

Assurance Maladie

Alors que l’assurance maladie est devenue la première préoccupation dans les négociations collectives, nous, membres canadiens, pouvons dépendre d’un système national de couverture médicale pour la majorité des besoins. Et, les membres syndicalisés représentent 25 % de la force ouvrière canadienne, tandis qu’ils n’en représentent que 12 % aux États-Unis.

Une des raisons principales qui fait que la population syndicalisée au Canada est proportionnellement le double de celle des États-Unis est que la procédure de reconnaisson du syndicat dans la plupart des provinces canadiennes est moins onéreuse et moins intimidante que le processus formel des élections NLRB aux États-Unis.

Bien que certaines provinces canadiennes exigent des élections pour faire reconnaître le syndicat, la plupart d’entre elles utilisent une méthode beaucoup moins contraignante qui est de soumettre les cartes signées autorisées à une tierce partie neutre pour vérification. Un rapport récent canadien démontre que cette procédure plus simple a pour résultat un taux de syndicalisation plus élevé que si l’on avait utilisé la procédure formelle d’élection qui est en cours aux États-Unis.

S’organiser

Bien sûr, tout ce que le Canada est un lieu privilégié pour s’organiser et nous sommes prêts à étendre notre programme d’organisation vers le nord. Je mets notre directeur pour l’organisation à la disposition du Conseil Canadien de l’ATU pour intervenir, cet été, en présentant les difficultés et dans un premier temps en établissant un plan et une stratégie permettant d’améliorer les conditions d’organisation au Canada.

La Loi du Libre Choix de l’Employé


On estime que si la proposition de Loi du Libre Choix de l’Employé était approuvée, les employés syndicalisés représenteraient 22 % de la force ouvrière contre 12 % à l’heure actuelle et que 7,6 % de plus parmi eux bénéficieraient d’une assurance médicale. Il n’est pas surprenant que le Président Bush ait promis de mettre son veto à cette loi.

Lorsque nous aurons en 2008 un Président qui sera bienveillant à l’égard des travailleurs, La Loi du Libre Choix de l’Employé sera mise en oeuvre. Les organisateurs américains pourront présenter le cas de la représentation syndicale dans un environnement ouvert et juste. Pour cela nous pourrons remercier nos frères et sœurs canadiens pour nous avoir montré le bon chemin.

UN MENSAJE DEL PRESIDENTE INTERNACIONAL POR WARREN S. GEORGE

El Canadá Ofrece un Excelente Modelo de Conducta

Estamos dedicando esta edición de la revista In Transit a nuestra membresía del Canadá. Existen numerosas razones para concederles tales elogios. No solamente ellos han luchado en estrecha solidaridad con sus hermanos y hermanas de los Estados Unidos para fomentar el crecimiento de esta unión, sino que también ellos han hecho mucho más – logrando la adopción de leyes que benefician a los trabajadores en una mayoría de las provincias. Esta acción ha resultado en un alto estándar de vida para los trabajadores Canadienses, lo cual causa la envidia de sus homólogos Americanos.

Seguro para el Cuidado de la Salud

Mientras que el seguro para el cuidado de la salud se ha convertido en la primera prioridad del proceso de confratación colectiva en los Estados Unidos, nuestros miembros Canadienses pueden depender de un sistema nacional del cuidado de la salud para darle atención a sus necesidades médicas. Y los trabajadores que son miembros de una unión representan un 25% de la fuerza laboral Canadiense, mientras que en los Estados Unidos esa cifra es solamente un 12%.

La densidad de trabajadores sindicalizados en el Canadá es más del doble que en los Estados Unidos. La razón fundamental por ese hecho es que el proceso para obtener reconocimiento sindical en la mayoría de las provincias Canadienses es mucho menos oneroso y amedrentador que el proceso formal de elecciones sindicales realizado en los Estados Unidos por la Junta Nacional de Relaciones del Trabajo (NLRB).

Mientras que algunas de las provincias Canadienses requieren elecciones para obtener representación de una unión, la mayor parte de ellas usan un método que requiere mucho menos exigencias, tales como la presentación ante un árbitro neutro de las tarjetas firmadas por los trabajadores autorizando la formación de una unión.

Un reciente informe publicado en el Canadá ha demostrado que éste menos exigente proceso resulta en un grado más alto de sindicalización comparado con el proceso formal eleccionario que usualmente se requiere en los Estados Unidos.

Organización

Desde luego, todo esto hace al Canadá un campo fértil para la organización y, por lo tanto, nosotros estamos listos para extender nuestro programa de organización hacia el norte. Yo he autorizado a nuestro director de organización para que él esté disponible para presentar un discurso ante la reunión del Conferencia Canadiense de ATU este verano articulando los desafíos que enfrentamos y la necesidad de comenzar a desarrollar un plan y una estrategia para darle más auge a la organización sindical en el Canadá.

La Ley de la Libre Opción del Empleado (EFCA)

Las uniones americanas ahora están tratando de hacer conquistas ya realizadas por el movimiento sindical Canadiense, a través de la propuesta Ley de la Libre Opción del Empleado – un proyecto de ley que le permitiría a los trabajadores obtener reconocimiento sindical si una mayoría de los mismos firman tarjetas autorizando la creación de una unión (en sitios de trabajo cubiertos por la Ley Nacional de Relaciones del Trabajo). Este proyecto de ley ya fue aprobado por la Cámara de Representantes y ahora está pendiente de aprobación en el Senado.

Se estima que si EFCA se convierta en una ley Federal, la densidad sindical aumentaría del 12% al 22% de la fuerza laboral americana, y que un 7.6% más de trabajadores americanos recibirían cobertura del seguro para el cuidado de la salud. Aunque no nos sorprende, el Presidente Bush ha amenazado con vetar tal legislación si la misma es aprobada por el Congreso.

Cuando un Presidente amigo de los trabajadores sea elegido en el 2008, el proyecto EFCA será promulgado como ley nacional.

Los organizadores sindicales en los EEUU tendrán entonces la oportunidad de articular la necesidad de la representación sindical en una armadsa que sea libre y justa. Y cuando eso suceda, nosotros podremos darles las gracias a nuestros hermanos y hermanas del Canadá por habernos liderado en ese sendero.
We are dedicating this issue of In Transit to our Canadian members. There are many reasons to praise them. Not only have they fought in solidarity with their U.S. brothers and sisters to build this Union, but they have done much more – enacting worker-friendly legislation in most provinces. This has lead to a standard of living for Canadian workers which is the envy of their American counterparts.

**Health Insurance**

While health insurance has become the number one issue in American collective bargaining, our Canadian members can rely on national health care for most of their medical needs. And union members make up 25 percent of the Canadian workforce, as opposed to just 12 percent in the U.S.

A key reason Canadian union density is more than double that of the United States is that the process for achieving union recognition in most Canadian provinces is less onerous and intimidating than the formal NLRB election process in the U.S.

While some Canadian provinces require elections for union recognition, most use a less demanding method, such as the submission of signed authorization cards to a neutral party for review. A recent Canadian report has shown that this less stringent process results in a higher unionization rate than the formal election procedure which is usually required in the United States.

**Organizing**

Of course, all of this makes Canada prime for organizing and we are ready to extend our organizing program north. I am making our organizing director available to speak at the ATU Canadian Council meeting this summer to lay out the challenges and to start developing a plan and a strategy for increased Canadian organizing.

**The Employee Free Choice Act**

American unions are now trying to catch up with the Canadian labour movement by way of the Employee Free Choice Act – a bill which would afford workers union recognition if a majority of employees sign union authorization cards (at workplaces covered by the National Labor Relations Act). The bill has been passed by the U.S. House of Representatives, and is pending in the Senate.

It is estimated that if the EFCA became law, union density would increase from 12 to 22 percent of the American workforce and that 7.6 percent more U.S. workers would receive health insurance. Not surprisingly, President Bush has promised to veto it.

When a labor-friendly President is elected in 2008, the EFCA will be signed into law. U.S. organizers will be able to present the case for union representation in an open and fair environment. For that we will be able to thank our Canadian brothers and sisters who showed us the way.
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Legislative Report:
Wanted: BOLD MOVES
Salazar Excited by Work as International Representative

Attention Convention Delegates and Guests:
Are you ATU’s answer to Jordan or Blake? Well, here’s your chance to prove it! Please fill out the application on page 23.
U.S. Members: Are You Ready For Retirement?

Whether you are 25 or 55, it is never too early to start taking a practical approach to ensuring that you will live comfortably once you have made the decision to retire.

What should we be doing?

Experts say that most people will need 60 – 80 percent of their pre-retirement income each year to make ends meet after retirement. And because the guaranteed benefit pension is rapidly becoming a thing of the past, an increasing number of employees must bear the burden of investing as much as possible in employer-provided 401(k) or personal retirement plans.

The ATU has established its own 401(k) plan which it makes available to employers for our members’ retirement packages. Contact the ATU Legal Department for more information.

Social Security, Savings

Despite claims to the contrary, Social Security is a vital part of most workers’ retirement planning. Unfortunately, for most of us, our retirement and Social Security benefits do not add up to that 60 – 80 percent figure. That is where personal savings come in.

Americans are among the worst savers in the world. Few realize that if you put away just a little on a regular basis, compounded interest will greatly increase those savings over time.

The Need to Protect Our Retirement

In addition to planning our own retirement we need to protect retirement funds from the corporate and legislative predators who would love to use them for their own profit.

For example, two years ago, President Bush proposed to privatize Social Security, a scheme that would have forced drastic cuts in retirement benefits and given over large portions of our Social Security funds to Wall Street investors. Thankfully, a majority of the American people saw through the proposal, and rejected it immediately.

But, Social Security is still not out of “hot water.” The baby boomer generation is heading into retirement, and that will put a huge strain on the government program. We need to protect Social Security while watching out for so-called “quick-fixes” that would undermine the system.

Other harmful legislation may attack our retirement directly. For example, Local 689-Washington, DC, is currently battling an outrageous provision in a Congressional bill that would exclude overtime pay from Metro’s pension calculations.

Finally, we should oppose any efforts that create two-tier pension plans. For example, in the talks between the ATU’s New York City locals and the transit agency in 2005, the agency wanted to raise the age at which new employees became eligible for full pension from 55 to 62. We saw the danger in this proposal, and it was rejected.

The ATU is actively working to improve and protect our members’ retirement plans, but the biggest responsibility still remains with us. Fortunately, it isn’t as hard as it looks. Get started today so that you can reap the rewards tomorrow.

A Note for Pension Fund Trustees

If you currently serve as a trustee for a union pension fund, and you need to learn more about what is expected, training is available. ATU has sponsored pension training sessions across North America, and will do so in the future. In addition, the International Foundation of Employee Benefit Plans (http://www.ifebp.org), the largest educational association serving the employee benefits and compensation industry, is an excellent resource.
Local Loans to Members Not Authorized by ATU Constitution

In light of recent information received by the International with respect to certain ATU locals making loans from their treasury to local officers and members, I believe that it is my responsibility to clarify what constitutes appropriate financial practices within our Union.

Unwise, Fraught With Problems

Loaning money from a union’s treasury is unwise and fraught with problems; particularly when an individual decides to shirk his or her obligation to repay the debt. A local union’s appropriate role is not that of a professional lender.

Though the LMRDA prohibits a union from making loans to any officer or employee of a union in excess of $2,000, our Constitution does not authorize a local union to provide loans from its general treasury in any amount to any officers, employees, or members—even if the membership should vote to “authorize” the loan.

In addition to direct loans to individuals, other practices that generally constitute prohibited lending include:

• advancing money from a severance fund controlled by the union and funded with dues money;
• advancing money for travel expenses in excess of the amount of expenses reasonably expected to be incurred for official travel in the near future;
• advancing money for travel expenses that are not subsequently verified by receipts or vouchers; and
• advancing money for travel expenses where the excess amount of the advanced monies is not returned to the union within 30 days after the completion or cancellation of the trip.

Effective Stewardship

While the unauthorized practice of granting loans is utilized by only a small minority of ATU local unions, it is critical that all ATU local unions be aware that loans to members violate the ATU’s Constitution. Effective stewardship of a local’s treasury requires that all locals abide by the International’s policy of prohibiting loans to any members.

Oscar Andrews
LOCALS ADOPT ORGANIZING PROGRAM

Over the last several months, locals have started to organize for the first time. With the help of the new International Organizing Department, many locals are making a commitment to organizing for the first time ever...

THE NORTHWEST GEARS UP

In Washington State, Local President Dennis Antonellis, 1015-Spokane, WA, has launched the local’s first organizing drive ever. He’s excited about the possibility of bringing new fixed route and paratransit drivers into the local. Antonellis says, “there’s a lot of organizing potential throughout Eastern and Central Washington. Our members are excited about moving the new organizing program.”

In Oregon, following on the heels of their successes in Bend and North Bonneville, Local 757-Portland, OR, has organized another group of operators at Camby Area Transit who voted 2 to 1 for the ATU.

Local President Lance Norton, 587-Seattle, WA, is getting ready to organize various paratransit properties. Norton has recruited a group of Local 587 members to serve on the organizing committee with the intent of going out to “house-visit” unorganized workers.

THE CAPITAL FIGHTS TO GAIN MORE WORKERS

Over 70 percent of the paratransit drivers at Challenger Transportation have signed up to be represented by Local 1764-Washington, DC. Member Organizers Julio Santana, 689-Washington, DC, and Jampsea Campbell, 689, are leading the drive. Jampsea has never worked on an organizing campaign before.

SUCCESS IN PALM BEACH

On April 27, MV Transportation agreed to voluntarily recognize Local 1577-W. Palm Beach, FL, as their workers’ representative after a card check. Local President Dwight Mattingly, 1577, took on organizing for the first time in the local’s history.

FIRST TIME EFFORT IN ALBANY

Local President Steve Green, 1321-Albany & Troy, NY, is going into the summer with several school bus properties primed for organizing. With Member Organizer Jay Gravelle’s help, Local 1321 has started creating organizing committees within a couple of properties in preparation for an area-wide drive this fall when schools are back in session. Green says that even though his local has been politically active, they have never organized workers before. “With assistance from the International, we have a chance to use our political power to organize new workers into Local 1321,” says Green.

ORGANIZING IN ORDER TO BE MORE EFFECTIVE AT THE BARGaining TABLE

Local President Pat McMahon, 85-Pittsburgh, PA, has started to form an organizing committee within his local. Local 85 will be looking at properties around Southwestern Pennsylvania. “Next year, we go into negotiations with Pittsburgh’s Port Authority. We intend to organize some of our competition around the Pittsburgh area. This will not only give us more power at the bargaining table, but also give more drivers the benefits of a union contract,” explained McMahon.

GETTING TRAINED AND READY TO ORGANIZE

At Locals 256-Sacramento, CA, and 1005-Minneapolis/St. Paul, MN, member organizers have been talking with unorganized workers in their respective regions. The local officers and organizers have held meetings in order to give the unorganized the tools necessary to form a union.

Local President Kenneth Day, 1338-Dallas, TX, has started reaching out to unorganized workers in the Dallas area. He is meeting with a few contacts in anticipation of kicking off a full-fledged organizing drive. He realizes that the first step is to answer a lot of questions and help workers to overcome their fears. With time, Day believes that the workers will be ready to organize in the area.

In the Chicago area, Locals 1028-Des Plaines, IL, and 1733-Vernon Hills, IL, have been meeting with paratransit drivers and school bus drivers wanting to organize. Local Presidents Lee Ruff, 1028, and Penny Johnson, 1733, have combined their efforts and resources to kick off these drives.

GOING NATIONAL

While fighting for a decent contract, (Greyhound) Local President Bruce Hamilton, 1700-New York, NY, is developing a national organizing strategy. Hamilton recognizes that half of the battle with Greyhound lies in the number of inter-city competitors which are unorganized.

All of the campaigns taking place throughout the ATU are the result of the new, strong commitment to organizing being made by both international and local officers. Without their combined efforts, we would not have the success that we’ve seen so far this year.

Next month: ATU international executive officers will meet with the Canadian Council in order to launch organizing efforts throughout Canada. For more information go to www.atu.org, or call the ATU.
Canadians are among the most enthusiastic and successful trade unionists in the world. Not only can America’s neighbor to the North boast that 30 percent of its workers are union members (far more than the U.S., at 12 percent), but those union members have made major contributions to Canada’s unique national culture.

Canadians can count on a national health care system to take care of most of their medical needs, and Canadian workers can establish a local union in most provinces simply by signing up a majority of the employees at a worksite. This is far less cumbersome than the daunting and sometimes intimidating NLRB or state election processes usually required to afford collective bargaining rights to employees in the U.S.

And, don’t forget, Canadians have no “right-to-work” laws.

Canadians are not solely concerned about their own well-being. Canada has been more welcoming to refugees fleeing political persecution than most nations. And Canadian union members are usually first in line to defend human rights around the world.

Canadians are willing to walk picket lines in snow and sub-zero weather to secure just compensation and fair treatment by their employers. That, and their collective bargaining power, ensures that Canadian unionists earn considerably more than their non-union counterparts.

The lives of Canadian transit workers improved immeasurably because those early labour activists had the courage to organize. Since then, Canadian and U.S. members have fought shoulder to shoulder in a historic campaign to build this international union and create a better life for transit and allied workers in both countries. Over time, transit workers from both nations have formed an alliance in which it is said there are no national boundaries when it comes to fighting for the welfare of ATU members.

Because of this shared history, Canadian and U.S. members know that they can count on each other to help meet today’s challenges.

This is the legacy inherited by ATU Canadian Director Robin West, who was elected to head the ATU Canadian Council less than a year ago.

West has had more than his share of challenges in the short time since he became director.

**PERSONAL TERRORISM**

Chief among the challenges that concern Canadian and U.S. transit workers, alike, is safety. A disturbing upsurge in the number of violent acts directed at operators is bringing this issue to the fore in Canada.

ATU members have been beaten, and shot when guns have been fired in and around their buses.

This is not the first time the Council has addressed serious safety concerns. Almost a decade ago, a madman opened fire on his former co-workers in a garage in Ottawa, killing four ATU maintenance members and himself. That event shocked residents of the Canadian capital, and, indeed, all Canadians, who were unaccustomed to the acts of personal terrorism that Americans had endured for decades.

The ATU pushed Canadian transit systems to take measures to increase safety at transit facilities.

**CANADIANS INTEGRAL TO INTERNATIONAL UNION**

Despite this record of success, most Americans (including most union members) don’t have a clue about Canada – a fact that rankles Canadian citizens who know far more about Americans than Americans know about them.

Yet, Canadians have been integral to the ATU from the very beginning. Canadian Magnus Sinclair, one of the giants of ATU’s early history, was a driving force in the establishment of the Union in Canada during the 1890s. Sinclair once described the troubles that led to organizing the ATU in Canada, saying, “Unable to obtain redress as individuals, we lent eager though somewhat fearful ears to the whispered admonition to organize… We were held together in desperation, realizing things couldn’t be worse, for if they were we wouldn’t be alive.”
Protecting drivers and their passengers, however, may prove to be a more formidable problem than protecting workers in a single location. Nevertheless, the soft-spoken, yet determined Canadian director has taken on the challenge with his typical resolve.

In an effort to convince the federal government to take serious action, the Canadian Council has joined with the Canadian Urban Transit Association (CUTA), Canada’s transit management association, to compile statistics to demonstrate the rise in transit violence. West believes that once the cold hard facts are in, the federal government will “be forced to recognize that they have to do more to protect public transit.”

**PROGRESS**

Some progress is being made. The Council recently hired a lawyer in a provincial court case concerning an operator who was assaulted. As a result the assailant was given a 26-month prison term – much longer than previously given in such cases. West said that he would like to “follow suit by having specific penalties for driver assault inserted in the federal criminal code.” And he’d like to see that legislative process “speeded up somehow.”

Other measures have been taken by transit systems to improve security, but they have been met with “mixed emotions,” says West.

Operators worry that, even with protective contract language, the security cameras now installed on many buses will be used for disciplinary, rather than safety, purposes.

Some question whether new switches for emergency radio contact with dispatchers may prove impossible to reach during physical struggles with assailants.

Others believe that protective driver-area enclosures, currently being evaluated by Toronto’s TTC, could cause more problems than they solve.

There is no way any worker can be totally protected from harm on the job, but the ATU will be lobbying Canadian federal, provincial and local governments to appropriate the funds necessary to make its members as safe as possible.

**TRANSIT FUNDING**

One of the things that Americans who follow transit find particularly confusing is the process by which Canadian transit systems receive governmental funding.

Reduced to its simplest terms, transit funding in the U.S. is a process in which Congress annually appropriates federal dollars for transit systems which come out of a federal gas tax fund. In addition to that, state and local governments appropriate money, often out of dedicated funds, for transit in their areas. It’s the same every year.

In Canada, it’s not so simple. While provinces and municipalities have supported public transit for a long time, the federal government is just starting to provide long-term funding, and it’s still trying to sort out what sort of regular mechanism it will create for that purpose. So, a method by which public transit could receive reliable, dedicated funding is still eluding passengers and workers in the Canadian transit industry.

The ATU is determined to change that. “We want continuous, dedicated funding from the federal and provincial governments,” declares West. “We’re trying to have a portion of the gas tax regularly dedicated to transit.”

**INFRASTRUCTURE**

“We’ve got to continue to focus on the importance of transit as a vital part of our infrastructure,” West insists, “and we need guaranteed funding.”

Years of governmental neglect has left Canada’s infrastructure, including public transit, in serious need of repair. CUTA estimates that transit systems in Canada will need $20 billion over the next five years for “renewal and expansion.”

Toronto is illustrative of the problem. New York may be the only city in North America which could rival Toronto in the percentage of its citizens who rely on transit every day. The Toronto Transit Commission (TTC) retrieves a higher percentage of its operating costs from fare box collection than any other system in Canada or the U.S.

Yet, transit has been under-funded in Toronto since a previous Tory government in Ontario unwisely decided to “download” its transit expense onto its cities. That placed an incredible burden on the Toronto system.

Necessary repairs went undone, and members rehabbed old buses when the TTC couldn’t afford to purchase new ones.

A new provincial government has now begun funding transit again. And Toronto’s city counselors have begun to play “catch-up,” allocating over half (51 percent) of the city’s entire 2007 budget to transit – a move which, while necessary, will sink the city deeply into debt.

**WILL THE FEDERAL GOVERNMENT COME TO THE RESCUE?**

Canada’s public transit needs in Canada still exceed what the federal government has been willing to provide.
Ottawa has allocated $5 billion over the next five years for Canadian infrastructure, but not all of that will go to transit. In addition, the government has made up to $1.3 billion available specifically for transit. That money comes on the heels of a one-time payment of $900 million to the nation's provinces and cities for transit. While this is more than the federal government has ever done before, much more is needed.

The ATU has its work cut out for itself in Canada. And, just as in the U.S., ATU Canadian members will never give up.

PRESSING ISSUES

And, just as in the U.S., the ATU is working on a myriad of other pressing issues, including:

- transit security funding to protect transit from terrorist attack (see Canadian Agenda, page 11)
- promoting apprenticeship programs for transit mechanics
- school bus operator shortages
- providing adequate washroom breaks for operators
- forced overtime as a result of inadequate hiring by employers to save money

If Magnus Sinclair were alive today he would be proud to see that so many Canadians have carried on his work well beyond his lifetime, achieving a standard of living for transit workers that even he could not have imagined. Who knows what accomplishments lay ahead as ATU’s Canadian members continue to do this work in the future?

CANADIAN DIRECTOR LOBBIES PARLIAMENT

ATU Canadian Director Robin G. West recently joined forces with the Canadian Urban Transit Association (CUTA) on Parliament Hill in Ottawa, to lobby government ministers and members of Parliament. This joint effort sought to support and strengthen the federal government’s commitment to public transit in Canada.

West met with several Parliament members, including the Hon. Shawn Murphy, PC, (Liberal-Charlottetown, PEI); Ralph Goodale, (Liberal-Wascana, SK); Bradley Trost, (Conservative-Saskatoon-Humboldt, SK); Andrew Scheer, (Conservative-Regina, SK); and the Hon. Carol Skelton, Minister of National Revenue, (Conservative-Saskatoon-Rosetown-Biggar, SK).

The Canadian Director discussed a wide range of issues with officials including:

- a permanent program to provide direct investment in the nation’s public transit to ensure the predictable, equitable and sustainable distribution of federal funds to municipalities with transit services as well as those wanting to create them;
- maintenance of infrastructure funding mechanisms, such as the Canada Strategic Infrastructure Fund (CSIF), to support investment in major rapid transit projects for Canada’s cities;
- adoption of a tax-exempt, employer-provided transit benefits by the federal government in order to expand the already progressive transit tax credit. (The tax measure would more precisely target employer and employee transportation requirements, and extend eligibility for claiming the transit tax credit beyond the age of 19);
- a change the criminal code to increase the penalties for those convicted of assaulting transit workers.

Earlier in the day a breakfast panel assembled with transport critics from the Liberal, New Democratic and Bloc Quebecois parties provided in-depth discussion of the opposition parties’ platforms and their positions on public transit.

After the discussions, ATU and CUTA held a press conference on Parliament Hill to renew the call for a National Transit Strategy and encouraged the federal government to invest in public transit.
Smaller transit authorities will benefit from transit security funding announced in early April by the Hon. Lawrence Cannon, Minister of Transport, Infrastructure and Communities. The funding is being provided under the second round of Transit-Secure, the Canadian government’s $80-million passenger rail and urban transit security contribution program.

While the first round of funding went to transit and rail operators in large urban areas, the recently-announced second round of funding, up to $2-million, will be provided to operators outside of Canada’s six major urban areas, as well as inter-city rail and bus companies, including Greyhound.

Successful applicants for funding include transit systems in:
(Bold face numbers indicate locals which represent employees of these transit systems.)

- Halifax, NS: $180,000 (508)
- Laval, QC: $187,000
- Brampton, ON: $150,000 (1573)
- Hamilton, ON: $75,000 (107)
- Mississauga, ON: $75,000 (1572)
- Sarnia, ON: $120,000
- Waterloo, ON: $75,000
- Windsor, ON: $75,000 (616)
- York Region, ON: $112,500
- Winnipeg, MB: $99,750 (1505)
- Regina, SK: $30,000 (588)
- Saskatoon, SK: $75,000 (615)
- Lethbridge, AB: $30,000 (987)
- Red Deer, AB: $56,250 (1374), and
- BC Transit: $300,000, as well as
- Greyhound Canada: $285,000 (1374, 1415)

RISK ASSESSMENTS, SECURITY PLANS

According to Transport Canada, all of these operators will be using the funds for risk assessments and security plans.

The first round of funding provided up to $37 million to operators in Montreal, the National Capitol Region, Toronto, Edmonton, Calgary and Vancouver.

Under the program, funding is provided on a cost-shared basis, with 75 percent from the federal government and 25 percent from the recipient. The program provides direct assistance to passenger rail and urban transit operators to further enhance their security measures and to be better equipped to address potential threats of terrorism. Projects funded under the program must be completed by March 31, 2008.

TWO MORE FUNDING ROUNDS ANTICIPATED

Two additional rounds of funding are anticipated. Round three funding will again be open to the higher risk urban areas, while round four is reserved for residual funds and may be open to either group.

The ATU has repeatedly called on the Canadian Government to increase funding and efforts to address transit security. In the past six years, the Government of Canada has committed more than $10 billion toward national security, of which nearly $2.4 billion has been allocated to strengthen aviation security and $930 million to strengthen marine security – which, like the transit program, focuses the funds on the areas of highest risk.
Global warming is likely at least partially responsible for the 70° temperatures that we experienced here in the nation’s capital throughout much of January. Our roads are congested; we spend too little time with our families, and far too much on foreign oil, which is currently soaring above $3 per gallon at the pump.

**TRANSIT IS ONE SOLUTION**

Under these circumstances, policymakers should see the need for a change in our travel habits. If Americans used public transportation for just 10 percent of their daily travel needs, the U.S. would reduce its dependence on imported oil by more than 40 percent. This is nearly the amount of oil the U.S. imports from Saudi Arabia each year, according to a recent study. In fact, increased use of public transportation is one of the most effective ways to reduce America’s energy consumption.

But state legislators still don’t get it. Throughout the country, ATU locals and conference boards have been thwarted in their campaigns to increase transit funding through dedicated sources of revenue.

**MIDWEST**

In the Midwest, Illinois’ Regional Transit Authorities have asked Springfield for a $226 million cash infusion for day-to-day operations. Legislators have been told that they may be forced to raise fares or shift capital funds to operations, deferring maintenance. In Indiana, members of two House committees are asking policymakers to make room in their plans for rail lines, buses and other mass transit options. However, they have run up against opposition from the administration of Gov. Mitch Daniels, (R), which has urged the building of new highways.

**NEW ENGLAND**

In New England, Rhode Island Public Transit Authority ridership is up to the point that officials say that buses are so full that they must sometimes pass by would-be riders. But the agency says its financing, from the General Assembly and Gov. Donald L. Carcieri, (R), won’t allow for added service. Massachusetts’ recent Transportation Finance Commission’s report found a $15-$19 billion shortfall in funding for transportation over the next 20 years. And the Vermont Legislature this session abandoned plans for a “gas guzzler” tax to pay for public transit.

**SOUTH**

In the south, the Florida Legislature overwhelmingly passed a bill to authorize a local referendum on a transit tax in all three South Florida counties. Then-Gov. Jeb Bush, (R), vetoed the measure, saying that for tourists it would be taxation without representation. Atlanta has become one of the world’s most congested regions, well out of conformance with U.S. air quality standards. Yet, Georgia is still one of seven states that does not provide one penny for transit operating assistance. As the legislative session wraps up in Louisiana, where the local economy was devastated by Hurricane Katrina, the ATU’s Legislative Conference Board is finding stiff resistance to its proposal to triple state funding for transit. Even if the conference board is successful, funding would still only be set at $15 million for the entire state. That is just shameful.

**WEST**

Out west, a group of Treasure Valley (Idaho) leaders will make another attempt to convince lawmakers to let valley voters decide whether to tax themselves to pay for public transit. Legislators rejected the idea this session, and if they opt not to support the idea in 2008, supporters hope to put it to voters in a planned initiative. And in California, Gov. Arnold Schwarzenegger, (R), is proposing to cut more than $600 million from state support for transit by raiding what is referred to as the “spillover” fund, which was designed to increase when gas prices spike.
EDUCATE TO LEGISLATE

Why do legislators and governors, even those who support transit, oppose transit funding when we make the argument for increased or dedicated funding? Quite simply, many of them fear they will lose their jobs if they vote for a tax hike. We need to educate these politicians.

In these changing times, we need some bold new ideas that would encourage more people to use transit. For example, under New York City Mayor Michael Bloomberg’s, (R), controversial proposal to relieve gridlock, drivers would have to pay $8 each day to get to work in Manhattan. The plan, known as congestion pricing, is intended to reduce traffic on the gridlocked streets, speed bus service, and improve air quality by reducing greenhouse gas emissions while raising money for city mass transit projects. However, because of the tax and toll implications, most state legislators in Albany have already declared the plan dead on arrival.

Policymakers need to know that Americans need more transportation choices so that we don’t wind up stuck in an endless traffic jam in the near future and increase global warming. Of course, if we do, we will have plenty of time to consider why we are paying $10 per gallon for gas while we soak up some of that warm February sun.

ROUGH PATCH

Shortly after her youngest was born, both her husband and her older daughter became seriously ill. Salazar became the caretaker and ran into the inevitable work/family time conflicts that occur in situations such as this. Her employer reacted by imposing discipline on her. But, Salazar, confident in her excellent work record, asked for leniency, given the situation. Her boss told her that he’d love to help her out, but that his hands were tied by their union contract.

That sent Salazar to the union to ask how this could be. There this hard-working employee found out that she had been lied to. Local 1001 took on her case and won. Then and there Salazar made a commitment to herself that she would become active in the ATU.

She became a shop steward in 1998, and was executive board member in 1999.

ENTHUSIASM

Her enthusiasm made her a “natural” for the job. Her co-workers encouraged her to run for recording secretary. If she won, it would be her first full-time job in Labor.

Not everyone was enthusiastic about Salazar taking a paid position. One member actually threatened her with “bodily harm” if she ran. However, the threat backfired. “Now, I had no choice,” she says, “I had to run!” She was elected recording secretary, and lived to tell about it.

UNOPPOSED

Three years later, when Salazar ran for local president, she was unopposed. That was the first time that had ever happened in the local’s history.

The new local president knew that the local would have gone on strike over their last contract if they had been better organized. So, immediately after she was elected, she started organizing a group of members who would become politically active, gathering support for transit workers among city and state legislators in Denver.

Another poor contract was offered when contract negotiations began again. Signing that contract would have effectively given the workers a wage decrease.

ON STRIKE!

But Local 1001 was prepared. They went out on strike for a better contract, taking their case to the steps of the state capitol. And they won! In fact, under Salazar’s leadership, they won the largest wage increase in the local’s history.

International President Warren S. George appointed Salazar International Representative late last year, and, she’s finding it “exciting” to be working on a “broader level.”

Salazar appreciates what the labor movement, and in particular the ATU, can do for people. Not surprisingly, today she finds herself telling her children, “You know, you really should get a good union job with good union benefits.”
KNOW YOUR RIGHTS:

National Safety Code of Canada

The National Safety Code presents minimum performance and safety standards, including medical standards for drivers, to the provincial and territorial licencing authorities. The Code was created as a means of achieving uniform standards across Canada with the result that a driver licensed in one province is considered licenced in all provinces.

The National Safety Code applies to motor carriers who operate public service vehicles and commercial trucks with a registered gross vehicle weight (RGVW) of 4,500 kilograms or more, and buses designed to carry 11 or more passengers including the driver, and including school buses.

The relevant standards affecting ATU members are summarized below:

SINGLE DRIVER’S LICENCE

This standard is designed to ensure that no driver holds more than one licence. In addition, a series of administrative procedures have been agreed upon to ensure driving infractions are assigned to a single licence and record.

Under this standard, a driver must:

• make a written disclosure to the motor carrier, of any and all driver’s licences held, including the jurisdiction (province, territory or state);

• provide class of licence, status of licence and the actual name in which each licence is held;

• hold a licence in one jurisdiction only; and

• provide a current copy of driving record (abstract) before being hired, and annually thereafter. The driver may sign a waiver authorizing the employer to obtain a copy of the driving record.

KNOWLEDGE AND PERFORMANCE TESTS

This standard sets out the process for standardized testing of commercial drivers, and includes the criteria for both written and road tests.

MEDICAL REQUIREMENTS

All commercial drivers must undergo a medical examination at the time of licence application and at recommended periodic intervals. This standard is intended as a guide to establish basic minimum medical qualifications, to be utilized by physicians, licencing administrators and medical review boards to assess an individual’s ability to operate a motor vehicle.

Next Issue: The new Hours of Service Requirements
Weight matters

Obesity is a huge problem for workers in the transit, school bus and intercity bus industries. Not only are they at increased risk for obesity, but because of medical standards for commercial drivers, a diagnosis of diabetes, high blood pressure or other obesity-related diseases can put their job in jeopardy.

To put it simply, your weight matters!

One of the biggest obstacles is finding healthy food to eat on the go! You get up early, don’t have time for breakfast, your lunch room doesn’t provide healthy alternatives and you don’t have time to cook a healthy meal when you get home!

Here are some healthy options that even the busiest ATU members can fit into their work day!

**Breakfast (the most important meal):**

- breakfast bars - Kashi TLC, Kellogg’s Smart Start Healthy Heart, and Quaker Oatmeal-to-Go are all great options
- instant oatmeal - jazz it up with some raisins, cinnamon, apples or dried fruit
- whole wheat bagel or English Muffin - add peanut butter or a butter substitute with no trans fat
- yogurt - Dannon Light & Fit is tasty and only 60 calories

**Snacks:**

- trail mix - mix cereal with dried fruit, dried cranberries, roasted soy nuts and fat-free granola
- fruit - bananas, apples, berries - you can’t go wrong
- lowfat microwave popcorn - Orville Redenbacher’s Butter-flavored Smart Pop Mini Bags are 94% Fat Free and only 100 calories

**Lunch or Dinner:**

- Grilled or broiled fast food sandwich - Most fast food restaurants offer lean roast beef, turkey, chicken breast, or lean ham - get it without mayonnaise and add flavor with mustard and crunch with lettuce, tomato and onion
- 1-2 slices of thin crust pizza with vegetable toppings - even pizza can be a healthy option in moderation and without meat or extra cheese toppings
- Salad - buy bagged salads and add a low-fat salad dressing for a fast and easy meal or side

Previous Focus on Wellness columns and emails, covering such topics as the benefits of walking, healthy vending machines, and back pain exercises, can be viewed on the Health and Safety page of the ATU website.
FIRST SESSION

The meeting convened at 9:00 a.m. on Monday, April 16, 2007. General Executive Board Members present were Tommy Mullins, Joseph Welch, Rodney Richmond, Donald Hansen, Robert Baker, Larry Kinneir, Randy Graham, Javier Perez, Jr., Richard Murphy, Bob Hykaway, Charles Cook, William McLean, Ronald Heintzman, Janis Borchardt, Paul Bowen, Larry Hanley, Kenneth Kirk, and Gary Rauen. International President Warren George presided. Also attending were International Executive Vice President Michael Siano, International Secretary-Treasurer Oscar Owens, Chief of Staff Benetta Mansfield, General Counsel Leo Wetzel, and Executive Assistant to the International President Beth Petrusic.

INTRODUCTORY REMARKS AND GENERAL DISCUSSION

International President George briefly outlined the matters which would be put before the General Executive Board for its consideration.

With the assistance of International Executive Vice President Siano, International President George also discussed the status of the newly-created Organizing Department and its initial staffing. An open discourse between and among the executive officers and the members of the Board regarding the organizing objectives and plans of the ATU followed.

AUDIT COMMITTEE APPOINTED

Appointed to the Audit Committee were International Vice Presidents Randy Graham, Javier Perez, Jr., and Richard Murphy. International Vice President Randy Graham, further, was appointed chair of the panel.

SUPPLEMENTAL ACTION ON REPORT OF INDEPENDENT COUNSEL RETAINED TO REVIEW LOCAL 1181 (NEW YORK, NY) INTERNAL AFFAIRS

Acting at the recommendation of International President George, the General Executive Board voted to rescind its prior action, at the special meeting conducted on January 11, 2007, which dictated that the previously submitted written report of the of Independent Counsel Richard W. Mark relative to the affairs of Local 1181 be held confidential.

REPORT OF THE INTERNATIONAL SECRETARY-TREASURER ON ATU-COPE, ATU SCHOLARSHIP, AND MS RESEARCH FUNDS

ATU-COPE

The Amalgamated Transit Union Committee on Political Education (ATU-COPE) collects voluntary contributions from ATU members for the purpose of making contributions to and expenditures for candidates for federal, state and local offices and addressing federal, state and local political issues.

The highlights of the contributions paid from the various funds (combined) for the 12-month period ending December 31, 2006, were as follows:

Federal
- Senatorial Campaigns: $95,471
- Congressional Campaigns: $257,300
- Other: $43,500

State
- Senatorial Campaigns: $85,460
- Representative Campaigns: $81,570
- Other: $153,200

Local
- Mayoral Campaigns: $8,225
- Councilperson Campaigns: $8,975
- Other: $27,860

Between January 1, 2006, and December 31, 2006, ATU-COPE took in contributions totaling $801,839.07. As of December 31, 2006, the funds had a combined available balance of $246,624.15.

ATU MS RESEARCH FUNDS

The 21st annual golf tournament, jointly sponsored by the ATU MS Research Funds of the United States and Canada, was held Monday, September 25, 2006, at the Norbeck Country Club in Rockville, MD. The results of this period’s efforts were as follows:

The U.S. fund had as of July 1, 2006, available cash of $14,340.78. The collections during the six-month period ending December 31, 2006, amounted to $66,960.50. These receipts were as follows:

- General Contributions: $7,481.50
- Local Union Contributions: $12,960.00
- Golf Tournament Receipts: $44,609.00
- Booster Contributions: $1,910.00

During the same six-month period, the fund paid golf tournament expenses of $29,992.60, and other miscellaneous expenses of $34,50. These transactions created an available cash balance for charitable purposes and for future operations of $51,274.18. Of that amount, $45,000.00 was contributed to the National Multiple Sclerosis Society.

The Canadian fund had available cash as of July 1, 2006, of $23,048.16. The collections for the six-month period ending December 31, 2006, totaled $41,433.92. These receipts consisted of:

- General Contributions: $2,661.07
- Local Union Contributions: $32,300.00
- Interest Income: $13.01
- Golf Tournament Receipts: $6,085.00
- Booster Contributions: $350.00
- Miscellaneous Receipts: $24.84

During the period, the fund incurred miscellaneous administrative expenses of $13.60. As a result, the fund had available for contribution and future operations $64,468.48. Of this amount, $60,000.00 was forwarded to Local 113 (Toronto, ON) for presentation to Dr. John Roder of Mount Sinai Hospital, Toronto, ON, to further assist his ongoing MS research efforts.

Financial statements for the United States and Canada for the six months ending December 31, 2006, were provided to the General Executive Board.

ATU SCHOLARSHIP PROGRAM

The 2006 ATU Scholarship Program named in memory of John W. Rowland, former International President, was concluded with the issuance of checks in the amount of $5,000 to the following: American University of Paris for the scholarship of Julia Lane, Boston College for the scholarship of Brian Muir, Cornell University for the scholarship of Hiu-Yan (Tracy) Chan, McMaster University for the scholarship of Matthew Dick, A $2,000 check was issued to Southern Alberta Institute of Technology for the vocational scholarship awarded to Alexis Chan.

The 2006 ATU Scholarship Program named in memory of former International Vice President Melvin W. Schoppe, who passed away May 28, 2002, commenced with the publication of the official application and guidelines in the September/October 2006 issue of In Transit. A subsequent mailing of a supply of applications, accompanied by the official guidelines, was made to each local union.

As of December 31, 2006, 142 applications had been received from U.S. residents and 34 applications had been received from Canadian applicants.
INTERNATIONAL SECRETARY-TREASURER’S REPORT ADOPTED

The report of the International Secretary-Treasurer for the six-month period ending December 31, 2006, was approved as printed.

GENERAL DISCUSSION

International President George reviewed a relatively extensive listing of anti-union proposals pending in state legislatures across the U.S., including so-called “paycheck protection” bills and “right to work” legislation currently on the docket in more than a half dozen states.

The members of the General Executive Board were briefed upon the two local union resolutions contemplating amendments to the Constitution and General Laws which were forwarded to the International office for submission to the 55th International Convention. The Board discussed the proposed amendments at some length.

REQUESTS FOR FINANCIAL ASSISTANCE

Local 836 (Grand Rapids, MI)
Juanita M. Merritt, president/business agent of Local 836, requested financial assistance due to the local union’s struggles with the Interurban Transit Partnership regarding the subcontracting of certain transit services as well as $30,000 in legal fees relating to unfair labor charges and other legal costs.

The financial statement of Local 836 for the period ending June 30, 2006, listed a beginning balance of $52,919.43, with 193 active and 18 pensioned members. Receipts for the period amounted to $61,312.99 and disbursements were $74,847.60, leaving a balance at the end of the period of $31,898.64.

Following careful review and consideration of the facts, the General Executive Board voted to grant Local 836 a waiver of its per capita tax obligations for six months.

Local 1028 (Des Plaines, IL)
David W. Jacobsma, financial secretary of Local 1028, requested financial assistance to offset expenses incurred by his local union as it sought to protect its members from the Teamsters raid that occurred at the Pace Northwest property.

The financial statement for Local 1028 for the period ending June 30, 2006, listed a beginning balance of $6,602.00, with 538 active members and six pension members. Receipts for the period amounted to $180,761.00 and disbursements were $162,902.00, leaving a balance at the end of the period of $17,898.00.

Following careful review and consideration of the facts, the General Executive Board voted to grant Local 1028 a waiver of its per capita tax obligations for one (1) month.

BRIEFING ON INTERNAL GOVERNANCE ISSUES FACED AT LOCAL 1384 (OLYMPIA, WA)

At the request of International President George, International Vice President Donald Hansen outlined internal differences and difficulties which have impacted the membership of Local 1384 for several months, if not in excess of a year. He also discussed his ultimately unsuccessful efforts to resolve the problems faced, to facilitate harmony in the local’s leadership team, and to breach the developing segmentation between the union’s members at Kitsap Transit and those working at its three other represented bargaining units.

The General Executive Board was provided with a copy of a communication sponsored by nearly half of Local 1384’s members seeking the establishment of a separate and new local union for the non-Kitsap workers, along with the subsequent April 5, 2007, correspondence of International President George directing that the local conduct a secret ballot election among its entire membership relative to the suggested partitioning of the union into two chartered entities. In the discussions and deliberations which followed, members of the Board expressed the consensus view that the actions of International President George were fully within his power and prerogatives as established under the governing laws and policies of the ATU.

STRIKE SANCTIONS APPROVED

Upon the request of International Vice President Bob Hykaway, the General Executive Board granted strike sanction to the members of:

- Local 1374 (Calgary, AB) employed by Greyhound Canada Transportation Corporation – Western.
- Local 1415 (Toronto, ON) employed by Greyhound Canada Transportation Corporation – Eastern.
- Local 1415 (Toronto, ON) employed by Greyhound Travel Services.
- Local 1704 (San Bernardino, CA) employed by First Transit (Omnitrans).
- Local 1548 (Plymouth, MA) employed by the Plymouth and Brockton Street Railway Company, Inc.

COMMITMENT TO DIVERSITY REAFFIRMED

Upon a motion duly made and seconded, the ms of the General Executive Board reaffirmed the ATU’s collective commitment to diversity and full participation in the affairs of the Union by unanimously adopting the following statement of diversity principles:

The ATU will continue to work to promote diversity in the leadership of the Union at every level within the Union structure, subject to any restrictions of applicable law, so that the leadership reflects the diversity of its membership.

The ATU will work to ensure that women and people of color have a voice in the direction and decisions of the Union; paths to leadership, including mentoring programs, training, apprenticeships, and internships, for women, people of color, and other members regardless of sexual preference or identification also shall be provided; and

The Union will identify and implement other measures to promote diversity in the leadership of the Union at every level, including on its governing bodies.

The ATU recommits itself to equal employment opportunity and reaffirms the importance and benefits of a diverse workforce that is inclusive of women, people of color, and others regardless of sexual preference or identification at all levels within the union. The ATU will offer or promote participation in outreach, training, leadership development, and other efforts to advance these goals.

To ensure that the principle of equal pay for equal work is applied within the Union without regard to gender or race, the ATU recommits itself to implementing pay equity at every level within the union structure.

The ATU will identify and implement measures to further promote diversity that reflects the membership of the Union among the delegates to the International Convention.

The ATU will, to the extent allowable by law, seek to collect demographic data on Union members, staff, and leadership to ensure that is inclusive of women, people of color, and others regardless of sexual preference or identification at all levels within the union. The ATU will offer or promote participation in outreach, training, leadership development, and other efforts to advance these goals.

The ATU will urge each of its chartered local unions to also adopt this policy.

GENERAL DISCUSSION

The remainder of the day was devoted to discussion among the executive officers and General Executive Board members regarding matters pertaining to the upcoming 55th International Convention.

The meeting adjourned at 5:55 p.m. to reconvene at 9:00 a.m. on Tuesday, April 17, 2007.
SECOND SESSION

The meeting convened at 9:00 a.m. on Tuesday, April 17, 2007. General Executive Board Members present were Tommy Mullins, Joseph Welch, Rodney Richmond, Donald Hansen, Robert Baker, Larry Kinnear, Randy Graham, Javier Perez, Jr., Richard Murphy, Bob Hykaway, Charles Cook, William McLean, Ronald Heintzman, Janis Borchardt, Paul Bowen, Larry Hanley, Kenneth Kirk, and Gary Rauen. International President Warren George presided. Also attending were International Executive Vice President Michael Siano, International Secretary-Treasurer Oscar Owens, Chief of Staff Benetta Mansfield, General Counsel Leo Wetzel, and Executive Assistant to the International President Beth Petrusic.

AUDIT COMMITTEE REPORT ADOPTED

The report of the Audit Committee for the six-month period ending December 31, 2006, was approved as written.

MINUTES APPROVED

The minutes of the special meeting of the General Executive Board conducted on January 11, 2007, were approved. The minutes of previous regular meeting were also approved as printed.

INTERNATIONAL PRESIDENT'S REPORT ADOPTED

The report of the International President for the six-month period ending December 31, 2006, was approved with a limited number of duly noted editorial corrections.

INITIAL REPORT OF THE ETHICS COMMITTEE

Ethics Committee Chair and International Vice President Tommy Mullins presented for General Executive Board consideration a draft ethical practices code for international officers and staff members. He and the other panel members, International Vice Presidents Ronald Heintzman and Janis Borchardt, responded to a series of in-depth questions and constructive suggestions offered by members of the Board.

Following extensive deliberations, the draft was recommitted to the committee with instructions that further refinements be worked and that a revised document be thereafter submitted for final action of the Board in a timely fashion.

REPORT OF THE INTERNATIONAL EXECUTIVE VICE PRESIDENT

ORGANIZING CAMPAIGNS

During these six months, we were involved in 34 campaigns and out of those we won eight (approximately 665 new members) and lost four; nine were withdrawn for various reasons and 13 were pending at the close of the July - December 2006 reporting period.

STRIKE

Local 757 (Portland, OR)

On July 7, 2006, at 5:00 a.m., the members of Local 757 employed in Salem, OR, by Oregon Housing and Associated Services, Inc. (doing business as "WHEELS") went on strike after rejecting the company's contract offer by a unanimous vote of 41 to 0. The strike ended the same day at 3:00 p.m. Approximately 60 out of 63 members participated in this one-day job action.

EXPENSES

Approximately $291,091.81 was spent during this report period on organizing, as well as other costs such as materials, mailing lists, and full-time international representatives' salaries and expenses for those who assisted in these organizing campaigns. Local union officers and members assisted with these drives were reimbursed by the International for their wages and expenses incurred.

REPORT OF THE GENERAL COUNSEL

Members of the General Executive Board were briefed on the status of a number of legal matters which were pending in the six-month period that ended on December 31, 2006.

The Board was first briefed as to several lawsuits involving arbitration rights pursuant to Section 13(c) employee protective arrangements. Acting on behalf of Local 19 (Colorado Springs, CO), we have brought suit against the City of Colorado Springs seeking to compel the arbitration of our claim that it violated its legal obligations when it failed to require its prior service contractor, PTM, to accept the parties' Section 13(c) agreement and its interest arbitration clause. In Knoxville, the City and its PTM management company went to state court to enjoin Local 1164 (Knoxville, TN) from proceeding to interest arbitration, but the parties later reached a contract settlement and we have therefore asked the judge to dismiss the case as moot. Finally, in Sioux Falls we brought suit against the system management company, Laidlaw, to compel interest arbitration with Local 1356 (Sioux Falls, SD). It was reported that with recent mediation efforts having failed, the Legal Department is seeking to determine if the company will agree to arbitrate because we are clearly at impasse or if we will have to file a motion for summary judgment from the court.

A decision of the Supreme Court of Canada moved the ATU another step forward in its litigation seeking to facilitate participation in the pension program of the City of St. John - NB. The court dismissed the city's appeal from a ruling that the province's superintendent of pensions must decide if the St. John Transit Commission workers represented by Local 1182 (St. John, NB) are de facto employees of the city.

We also filed a "friend of the court" brief in the federal litigation brought by Peter Pan Bus to challenge the U.S. Federal Motor Carrier Safety Administration's failure to effectively enforce ADA requirements against "curbside" carriers. Fully vindicating our position, the court of appeals ordered the agency to review the operator permit for a carrier providing Washington, DC, to New York City service using buses without wheelchair lifts.

We successfully convinced the National Labor Relations Board that the International Union was innocent of any wrongdoing in a "fair share" matter involving an employee of MV Transportation represented by Local 256 (Sacramento, CA). Unfortunately, the local union was found to have unlawfully caused the termination of the involved worker for failing to pay dues despite having never advised him of his right to become a fee objector. Luckily, the termination lasted only three days, so the Union's financial liability was minimal. Members of the Board were advised that this case served as a reminder that local unions need to seek legal advice before taking any action to enforce a contractual union security clause.

Another NLRB case implicated the agency's new tests for determining if an employee is a supervisor. In its Oakwood Healthcare decision last October, the NLRB found that assigning overall tasks to employees amounts to an act of supervision as does designating a worker to a shift or overtime period, or to his or her place of work. Recognizing the potential implications of that ruling to ATU locals across the United States, the International Union assumed responsibility for a pending NLRB case of Local 714 (Portland, ME), which sought to represent a small group of dispatchers (or, as the non-profit paratransit provider called them, "operations supervisors") and office workers. It was relayed that through outside counsel, we obtained a ruling from the NLRB regional director finding that the dispatchers do not exercise any significant independent judgment. A key consideration in the case was the fact that most of the individual work assignments were determined by scheduling and trip coordination software.

Turning to the legislative arena, it was noted that in February the U.S. Congress had passed a continuing resolution providing $8.9 billion in transit appropriations for Fiscal Year 2007 at the full level authorized by the SAFETEA-LU legislation (the Safe, Accountable, Flexible, and Efficient Transportation Equity Act - A Legacy for Users). That action represented a major victory, as virtually all other domestic spending was frozen at 2006 levels. The February action was also noteworthy because it all but eliminated congressional "earmarks" of funding for particular projects, leaving the Federal Transit Administration with authority to release some $413 million in Bus and Bus Facilities Program funding on a more traditional competitive basis.

Unfortunately, the Bush Administration's proposed budget for Fiscal Year 2008 proved to be a major disappointment. While contemplating a 5% increase compared with Fiscal Year 2007, the budget figures would fall more than $309 million short of the authorized figure for 2008. More recent non-binding budget resolutions adopted by the House of Representatives and the U.S. Senate offer promise, however, as each continues to call for full funding at the levels authorized in SAFETEA-LU. It was noted that the Democratic Congress has also been responsive to our interests relative to transit security funding.

The Board was advised that in the coming month's representatives of the Legislative Department would be working in support of the Employee Free Choice bill that awaits Senate action and would otherwise be lobbying for passage of the ATU-sponsored funding flexibility bill which looks to allow greater use of federal operating assistance by more transit systems. It was also reported there are some
indicators that in the summer of 2007 the U.S. Department of Labor may publish proposals to again amend its Section 13(c) regulations with the supposed aim of further "streamlining" the process through which grant applications are executed for labor protection purposes.

APPEALS TO THE GENERAL EXECUTIVE BOARD

APPEAL No. 1: Thomas Nero, Simon Jean-Baptiste, Dina Nero and Warren Zaugg, Local 1181 (New York, NY)

An appeal of Thomas Nero, Simon Jean-Baptiste, Dina Nero, and Warren Zaugg, each a member of Local 1181, which had been the subject of initial consideration by the General Executive Board at its fall 2006 meeting, was once more brought before the Board. The appellants contest a June 6, 2006, ruling of International President George which ultimately sustained a membership action rejecting challenges to the conduct and results of the election of local union officers first undertaken in the summer of 2005.

In furtherance of a motion adopted by the Board at its last regular meeting, in late October 2006 a committee of Board members oversaw a new Local 1181 membership consideration of the election challenges underlying this appeal. As was reported to the special meeting of January 11, 2007, in that standing vote approximately 1,050 concurred in the recommendation of the local union executive board that the challenges be rejected while approximately 50 members stood in opposition to that outcome.

It was noted, however, that subsequent to the new membership vote, Local 1181 was placed into temporary trusteeship and that the Board had been informed that the non-union members had elected to have their conduct and results of the election of local union officers first undertaken in the summer of 2005.

In his underlying ruling, International President George noted in part that one of the four accidents previously designated as preventable by that review panel had, in fact, been non-preventable.

In her appeal to the International President, Sister Harrison-Khatana challenged the propriety of a grievance settlement successfully negotiated by Local 689, which provided for reinstatement but without any recovery of back pay. Additionally, she alleged numerous due process violations in the review board proceedings that followed the March 2, 2005, accident she had sought to place at issue.

In his underlying ruling, International President George noted in part that Sister Harrison-Khatana had failed to assert any alleged procedural deficiencies within 15 working days of the close of the review board’s hearing as required under the governing labor contract. He also emphasized that under applicable law, local unions are afforded discretion to properly evaluate and act upon the merits of individual grievances. Finding the record in this matter evidenced no arbitrary, discriminatory, or capricious conduct, International President George concluded there was no basis to conclude that Local 689 failed to adhere to the relevant standards of proper evaluation and action. Accordingly, he denied Sister Harrison-Khatana’s appeal in full.

In her appeal to the International President, Sister Harrison-Khatana challenged the propriety of a grievance settlement successfully negotiated by Local 689, which provided for reinstatement but without any recovery of back pay. Additionally, she alleged numerous due process violations in the review board proceedings that followed the March 2, 2005, accident she had sought to place at issue.

There were no appearances on behalf of the appellant before the Board.

After a thorough study of the facts in this case, the General Executive Board enacted to deny the appeal before it and to affirm the decision of the International President.

DECISION AND ORDER RELATIVE TO TRUSTEESHIP OF LOCAL 757 (PORTLAND, OR)

The Findings and Determinations of the Hearing Officer in the matter of the trusteeship of Local 757 (Portland, OR) were put before the General Executive Board pursuant to Section 12.6 of the Constitution and General Laws.

International Vice President Ronald Heintzman, the appointed trustee of the local, provided a brief overview of the circumstances which led to the stewardship and advised the Board members of actions taken subsequent to the trusteeship hearing, which therefore were not detailed in the hearing officer’s report, to safeguard against financial improprieties at the local union. On that basis and with the express concurrence of International President George, he also urged it would not be necessary for the local to remain in receivership.

Following discussions and due consideration, the General Executive Board adopted the hearing officer’s finding that the placement of the local union into temporary trusteeship was justified, determined that the stewardship not be continued, and ruled that the autonomy of Local 757 be restored in accordance with the ATU Constitution and General Laws effective April 30, 2007.

AUTHORIZED FOR THE INTERNATIONAL PRESIDENT TO TERMINATE TRUSTEESHIP OF LOCAL 842 (WILMINGTON, DE)

International Vice Presidents Larry Hanley and Paul Bowen briefed the General Executive Board on the status of the trusteeship of Local 842 (Wilmington, DE), reporting that local union officer elections had been conducted and that an arbitration was scheduled for late May to resolve a series of deadlocks between the trustees of the pension plan relative to proper methods of actuarial valuation, contemplated benefit increases, appropriate vesting rules, and a union proposal that any repayment of employee contributions to an individual withdrawing from plan participation be accompanied by accumulated interest.

Following discussions, the General Executive Board voted to authorize the International President to terminate the trusteeship of Local 842 at such time as he may, in the exercise of his discretion and best judgment, deem appropriate.

REPORTS ON ONGOING LOCAL UNION TRUSTEESHIPS

International Vice President Charles Cook informed the General Executive Board as to the status of the trusteeship of Local 1755 (Denver, CO) and expressed confidence that a decertification election to be conducted by the National Labor Relations Board at the close of the week would confirm overwhelming support for the union. He also reported progress in ongoing discussions with the current leadership of Local 1001 (Denver, CO) relative to the still-hoped for implementation of plans to merge the two local unions as previously authorized by membership votes in accordance with Section 16 of the Constitution and General Laws.

International Vice Presidents Tommy Mullins and Robert Baker provided a comprehensive report about their activities as trustees of Local 1181 (New York, NY). It was confirmed that detailed forensic audits of all accounts and funds of the local were completed and that a forensic audit of the pension and welfare funds were underway with no indication thus far of any misappropriations. The Board was also informed that the trustees had implemented new procedures for the handling and tracking of membership grievances; that all grievances and arbitrations were up to date; that contract negotiations were being pursued on a timely basis; that organizing efforts were continuing; that back dues in excess of $160,000 had successfully been collected from employers; that a reconciliation of the accounts and funds was underway with no indication thus far of any misappropriations. The Board was also informed that the trustees had implemented new procedures for the handling and tracking of membership grievances; that all grievances and arbitrations were up to date; that contract negotiations were being pursued on a timely basis; that organizing efforts were continuing; that back dues in excess of $160,000 had successfully been collected from employers; that a reconciliation of the accounts and funds was underway with no indication thus far of any misappropriations. The Board was also informed that the trustees had implemented new procedures for the handling and tracking of membership grievances; that all grievances and arbitrations were up to date; that contract negotiations were being pursued on a timely basis; that organizing efforts were continuing; that back dues in excess of $160,000 had successfully been collected from employers; that a reconciliation of the accounts and funds was underway with no indication thus far of any misappropriations. The Board was also informed that the trustees had implemented new procedures for the handling and tracking of membership grievances; that all grievances and arbitrations were up to date; that contract negotiations were being pursued on a timely basis; that organizing efforts were continuing; that back dues in excess of $160,000 had successfully been collected from employers; that a reconciliation of the accounts and funds was underway with no indication thus far of any misappropriations.

International Vice President Randy Graham briefed the Board on the status of the trusteeship of Local 1462 (St John’s, NL), indicating in part that proposed bylaw revisions were before the membership for consideration, that local union officer elections would follow, and that it is anticipated the stewardship will come to a close in the summer of 2007.

GENERAL DISCUSSION

The remainder of the day was devoted to general discussion regarding several pending matters of interest to members of the General Executive Board, including the status of the ATU-sponsored maintenance training programs and initial efforts to expand such to include rail activities. Each of the executive officers also offered concluding remarks.

The meeting adjourned sine die at 4:30 p.m.

Oscar Owens
Secretary
INTERIM ACTIONS AND RULINGS BY THE GENERAL EXECUTIVE BOARD IN THE PERIOD OF JULY 1, 2006, THROUGH DECEMBER 31, 2006

1. STRIKE SANCTION GRANTED TO THE MEMBERS OF LOCAL 757 (PORTLAND, OR) EMPLOYED BY OREGON HOUSING AND ASSOCIATED SERVICES, INC.
   On July 10, 2006, strike sanction was granted at the request of International Vice President Ronald Heinitzman to the members of Local 757 employed by Oregon Housing and Associated Services, Inc. ("WHEELS").

2. AUTHORIZATION FOR LOCAL 690 (FITCHBURG, MA) TO ENTER A FIVE-YEAR AGREEMENT
   On July 11, 2006, Local 690 was authorized, upon the request of International Vice President Richard Murphy, to enter a five-year agreement with Management of Transportation Service, Inc., of Gardner (MTS Gardner).

3. AUTHORIZATION FOR THE INTERNATIONAL PRESIDENT TO PLACE LOCAL 1462 (ST. JOHN’S, NL) IN TEMPORARY TRUSTEESHIP
   On July 17, 2006, the General Executive Board authorized International President George to place Local 1462 in temporary trusteeship, effective immediately.

4. AUTHORIZATION FOR LOCAL 1384 (OLYMPIA, WA) TO ENTER FACT-FINDING
   On July 24, 2006, Local 1384 was authorized to enter into fact-finding with Grays Harbor Transit.

5. AUTHORIZATION FOR LOCAL 279 (OTTAWA, ON) TO ENTER INTEREST ARBITRATION
   On August 2, 2006, Local 279 was authorized to enter interest arbitration with FirstBus Canada Ltd. (Para Transpo Division).

6. AUTHORIZATION FOR LOCAL 1622 (DANBURY, CT) TO ENTER A FOUR-YEAR AGREEMENT
   On August 2, 2006, Local 1622 was authorized, upon the request of International Vice President Richard Murphy, to enter a four-year agreement with the Housatonic Area Regional Transit District.

7. AUTHORIZATION FOR LOCAL 1028 (DES PLAINES, IL) TO ENTER A FIVE-YEAR AGREEMENT
   On August 7, 2006, Local 1028 was authorized, upon the request of International Vice President Karen Simmons, to enter a five-year agreement with Academy Coach.

8. AUTHORIZATION FOR LOCAL 1433 (PHOENIX, AZ) TO ENTER A FIVE-YEAR AGREEMENT
   On August 7, 2006, Local 1433 was authorized, upon the request of International Vice President Donald Hansen, to enter a five-year agreement with MV Transportation.

9. STRIKE SANCTION GRANTED TO THE MEMBERS OF LOCAL 1145 (BINGHAMTON, NY) EMPLOYED BY FIRST TRANSIT, INC.
   On August 15, 2006, strike sanction was granted at the request of International Representative Gary Rauen to the members of Local 1145 employed by First Transit, Inc. (Tioga County Public Transit).

10. AUTHORIZATION FOR LOCAL 690 (FITCHBURG, MA) TO ENTER A FOUR-YEAR AGREEMENT
    On August 23, 2006, Local 690 was authorized, upon the request of International Vice President Richard Murphy, to enter a four-year agreement with First Student, Inc.

11. AUTHORIZATION FOR LOCAL 1164 (KNOXVILLE, TN) TO ENTER INTEREST ARBITRATION
    On August 23, 2006, Local 1164 was authorized to enter interest arbitration with K-Trans Management, Inc. (KAT).

12. ADOPTION OF HEARING OFFICER’S REPORT ON THE TRUSTEESHIP OF LOCAL 1755 (DENVER, CO)
    On August 28, 2006, the General Executive Board adopted the Hearing Officer’s Report as its Findings and Determination ratifying and continuing the trusteeship of Local 1755.

13. AUTHORIZATION FOR LOCAL 1145 (BINGHAMTON, NY) TO ENTER A FIVE-YEAR AGREEMENT
    On September 13, 2006, Local 1145 was authorized, through International Representative Gary Rauen, to enter a five-year agreement with First Transit, Inc. (Tioga County Public Transit).

14. TERMINATION OF PREVIOUSLY IMPOSED TRUSTEESHIP OF LOCAL 1493 (RALEIGH, NC)
    On September 15, 2006, the General Executive Board voted to terminate the trusteeship of Local 1493 effective November 1, 2006.

15. AUTHORIZATION FOR LOCAL 757 (PORTLAND, OR) TO ENTER A FIVE-YEAR AGREEMENT
    On September 22, 2006, Local 757 was authorized, upon the request of International Vice President Ronald Heinitzman, to enter a five-year agreement with Laidlaw Transit, Inc. (Portland Maintenance Division).

16. APPOINTMENT OF GARY RAUEN AS INTERNATIONAL VICE PRESIDENT AND BOARD MEMBER
    On September 26, 2006, the General Executive Board approved the recommendation of International President George that Gary E. Rauen serve as the 18th International Vice President effective October 1, 2006. Rauen’s appointment to the Board to fill the vacancy which would be created upon the retirement of International Vice President Karen Simmons was made in accordance with Section 7.2 of the Constitution and General Laws.

17. STRIKE SANCTION GRANTED TO THE MEMBERS OF LOCAL 1317 (CLIFTON, NJ) EMPLOYED BY DECAMP BUS LINES
    On September 27, 2006, strike sanction was granted at the request of International Vice President Lawrence Hanley to the members of Local 1317 employed by DeCamp Bus Lines, Inc.

18. AUTHORIZATION FOR LOCAL 174 (FALL RIVER, MA) TO ENTER INTEREST ARBITRATION
    On September 29, 2006, Local 174 was authorized to enter interest arbitration with the Union Street Bus Company, Inc.

19. AUTHORIZATION FOR LOCAL 1037 (NEW BEDFORD, MA) TO ENTER INTEREST ARBITRATION
    On September 29, 2006, Local 1037 was authorized to enter interest arbitration with the Union Street Bus Company, Inc.

20. ADOPTION OF HEARING OFFICER’S REPORT ON THE TRUSTEESHIP OF LOCAL 1462 (ST. JOHN’S, NL)
    On October 2, 2006, the General Executive Board adopted the Hearing Officer’s Report as its Findings and Determination ratifying and continuing the trusteeship of Local 1462.

21. STRIKE SANCTION GRANTED TO THE MEMBERS OF LOCAL 966 (THUNDER BAY, ON) EMPLOYED BY THE CITY OF THUNDER BAY
    On October 4, 2006, strike sanction was granted at the request of International Vice President Larry Kinnear to the members of Local 966 employed by the City of Thunder Bay (Thunder Bay Transit).

22. STRIKE SANCTION GRANTED TO THE MEMBERS OF LOCAL 1235 (NASHVILLE, TN) EMPLOYED BY THE DAVIDSON TRANSIT ORGANIZATION
    On October 5, 2006, strike sanction was granted at the request of International Vice President Tommy Mullins to the members of Local 1235 employed by the Davidson Transit Organization.
23. **STRIKE SANCTION GRANTED TO THE MEMBERS OF LOCAL 1197 (JACKSONVILLE, FL) EMPLOYED BY THE JACKSONVILLE TRANSIT MANAGEMENT CORPORATION**

On November 7, 2006, strike sanction was granted at the request of International Vice President Kenneth Kirk to the members of Local 1197 employed by the Jacksonville Transit Management Corporation (JAX).

24. **TERMINATION OF PREVIOUSLY IMPOSED TRUSTEESHIP OF LOCAL 1555 (OAKLAND, CA)**

On November 9, 2006, the General Executive Board voted to terminate the trusteeship of Local 1555 effective January 1, 2007.

25. **AUTHORIZATION FOR THE INTERNATIONAL PRESIDENT TO PLACE LOCAL 1181 (NEW YORK, NY) IN TEMPORARY TRUSTEESHIP**

On November 21, 2006, the General Executive Board authorized International President George to place Local 1181 in temporary trusteeship, effective immediately.

26. **AUTHORIZATION FOR LOCAL 1603 (BETHLEHEM, PA) TO ENTER A FOUR-YEAR AGREEMENT**

On November 30, 2006, Local 1603 was authorized, upon the request of International Vice President Gary Rauen, to enter a four-year agreement with Trans-Bridge Lines, Inc.

27. **AUTHORIZATION FOR LOCAL 690 (FITCHBURG, MA) TO ENTER A FIVE-YEAR AGREEMENT**

On November 30, 2006, Local 690 was authorized, upon the request of International Vice President Richard Murphy, to enter a five-year agreement with Management of Transportation Services Inc./Dial-A-Mart (MTS-2).

28. **AUTHORIZATION FOR LOCAL 1593 (TAMPA, FL) TO ENTER A FIVE-YEAR AGREEMENT**

On November 30, 2006, Local 1593 was authorized, upon the request of International Vice President Gary Rauen, to enter a four-year agreement with the Hillsborough Area Regional Transit Authority (HART).

29. **STRIKE SANCTION GRANTED TO THE MEMBERS OF LOCAL 1722 (KELOWNA, BC) EMPLOYED BY THE CITY OF KELOWNA**

On November 30, 2006, strike sanction was granted at the request of International Vice President Bob Hykaway to the members of Local 1722 employed by the City of Kelowna.

30. **AUTHORIZATION FOR LOCAL 618 (PROVIDENCE, RI) TO ENTER A 42-MONTH AGREEMENT**

On December 5, 2006, Local 618 was authorized, upon the request of International Vice President Richard Murphy, to enter a 42-month agreement with First Transit, Inc. (Johnston, RI).

31. **AUTHORIZATION FOR LOCAL 788 (ST. LOUIS, MO) TO ENTER A FIVE-YEAR AGREEMENT**

On December 5, 2006, Local 788 was authorized, upon the request of International Vice President Javier Perez, to enter a five-year agreement with Laidlaw Transit, Inc.

32. **AUTHORIZATION FOR LOCAL 1633 (WELLAND, ON) TO ENTER A FIVE AND ONE-HALF YEAR AGREEMENT**

On December 5, 2006, Local 1633 was authorized, upon the request of International Vice President Larry Kinnear, to enter a five and one-half year agreement with the City of Welland.

33. **AUTHORIZATION FOR LOCAL 966 (THUNDER BAY, ON) TO ENTER A FIVE-YEAR AGREEMENT**

On December 6, 2006, Local 966 was authorized, upon the request of International Vice President Larry Kinnear, to enter a five-year agreement with the City of Thunder Bay (Thunder Bay Transit).

34. **AUTHORIZATION FOR LOCAL 1547 (BROCKTON, MA) TO ENTER A FIVE-YEAR AGREEMENT**

On December 6, 2006, Local 1547 was authorized, upon the request of International Vice President Richard Murphy, to enter a five-year agreement with East Coast Transit Services, Inc.

35. **STRIKE SANCTION GRANTED TO THE MEMBERS OF LOCAL 1548 (PLYMOUTH, MA) EMPLOYED BY PROFESSIONAL TRANSIT MANAGEMENT LTD.**

On December 13, 2006, strike sanction was granted at the request of International Vice President Joseph Welch to the members of Local 1548 employed by Professional Transit Management Ltd. (Cape Cod Transit Authority).

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**INTERNATIONAL TO MEMORIALIZE DECEASED LOCAL OFFICERS AT INTERNATIONAL CONVENTION**

The International is seeking the names of elected local union presidents, business agents and financial secretaries who have passed away since September 6, 2004. These individuals will be displayed during a special memorial for our local officers who have died since the last Convention.

Please use the form below to send the name, title/office, local number and charter city,* and date of death to International President Warren S. George, ATU, 5025 Wisconsin Ave., NW, Washington, DC 20016, no later than August 30, 2007.

Officer’s Name ____________________________________________________________

Title/Office: _________________________________________________________________________________________________________

Local Number: __________________________   Local Charter City: __________________________

Date of Death: __________________________

* for example: Local Number: 113   Local Charter City: Toronto, ON
PROPOSED AMENDMENTS
to the
ATU CONSTITUTION AND GENERAL LAWS
Submitted to the International Union for Consideration by
THE 55TH ATU INTERNATIONAL CONVENTION
Meeting in Las Vegas, NV, September 17 – 21, 2007

per Section 6.16 of the ATU Constitution and General Laws

Section 6.16 of the ATU Constitution and General Laws requires that resolutions proposing amendments to the Constitution must first be approved by the local union and stamped with the local’s official seal before they are forwarded to the International. These resolutions must be received by the International no later than August 1 of the year in which the Convention is held. No resolution proposing an amendment to the ATU Constitution which has not met the above conditions can be considered by the Convention unless two-thirds of the delegates present vote to allow it to be presented.

Resolutions proposing amendments to the Constitution which meet the above conditions are printed and distributed to all of the delegates at the opening of the Convention.

In addition, Section 6.16 requires that all resolutions received by April 1 of the year in which the Convention is held are to be published in the May/June issue of the In Transit prior to their consideration by the Convention.

The International received two resolutions proposing amendments to the Constitution that met the above conditions prior to April 1, 2007. In accordance with Section 6.16 these resolutions are published below:

RESOLUTION NO. 1
Submitted by Local 587 (Seattle, WA)

Whereas defined benefit retirement plans that pay a fixed benefit after a fixed length of service without actuarial reductions are being replaced by defined benefit and defined contribution retirement plans that are actuarially reduced for early retirement and individual retirement accounts that do not pay a fixed benefit.

Whereas members of the Amalgamated Transit Union are leaving service without pension from active service to avoid actuarial reductions and are therefore not allowed to continue membership in retiree chapters pursuant to Section 21.13.

Be it therefore resolved Local 587 proposes the following amendment to the first paragraph of Section 21.13 of the Constitution and General Laws:

21.13 Retention of Membership: Retirees.
Member’s retiring on pension from active service and member’s retiring not on pension from active service that leave employment vested in their pension plan and who continue in good standing will be entitled to the following rights and benefits:

RESOLUTION NO. 2
Submitted by Local 616 (Windsor, ON)

WHEREAS the Amalgamated Transit Union is committed to directing its funds first and foremost to the objects and principles set out in section 3 and section 5 of the Constitution and General Laws, including the improvement of social and economic conditions of the ATU membership and of labour more generally; and

WHEREAS the ATU is mindful that the goals in section 3 and section 5 of the Constitution and General Laws necessarily require the organization to wisely and efficiently spend any resources directed towards the costs of administering the organization, including conducting local and international elections and international conventions; and

WHEREAS longer terms of office and fewer international conventions will result in substantial cost savings for the ATU and ATU local unions; and

WHEREAS the conventional and accepted practice for elected government officials in North America is to hold office for four year terms; more particularly Canadian federal and provincial officials and many local elected officials hold office for least four year terms and the U.S. President and many state and locally elected officials hold office for four year terms and the Senate for a six year term of office; and

WHEREAS longer terms of office provide new ATU international and local union officers an opportunity to bring to bear greater knowledge and experience when making important and tough decisions for the benefit of the ATU without the threat of an imminent election.

Therefore, be it resolved that the convention timing and terms of office for officers be extended by approving the following amendments in the Constitution and General Laws:

1. Amend section 6.1 of the Constitution and General Laws to delay the holding of a convention from every third (3rd) year to every fourth (4th) year effective upon passage of the resolution.

2. Amend section 7.1, and section 9 of the Constitution and General Laws to increase the length of the term of office for all International Officers from three (3) year terms to four (4) year terms effective upon passage of the resolution.

3. Amend section 12.1 of the Constitution and General Laws to increase the length of the term of office for International Vice-Presidents on the General Executive Board from three (3) years to four (4) years effective upon passage of the resolution.

4. Amend section 14.1 of the Constitution and General Laws to increase the length of the terms of office for local union officers from three (3) year terms to four (4) year terms effective upon passage of the resolution.

5. Amend section 23 of the Constitution and General Laws to delay the elections of officers in the Joint Bargaining Councils from once every three (3) years to once every four (4) years effective upon passage of the resolution.

6. To amend section 24.4 of the Constitution and General Laws to delay the elections for officers of the Joint Service Councils from once every three (3) years to once every four (4) years effective upon passage of the resolution.
NOTE: CANADIANS FLYING TO ATU CONVENTION MUST HAVE A VALID CANADIAN PASSPORT

The U.S. Western Hemisphere Travel Initiative (WHTI) is a new law requiring all travellers, including Canadians, to carry a passport or other appropriate secure documentation when travelling to, or through, the United States.

AIR TRAVEL

As of January 23, 2007, Canadians entering or traveling in the United States by air must present a valid Canadian passport or NEXUS card (when used at a kiosk at designated airports) to confirm their citizenship and identity.

Canadians flying to the United States should apply for a passport, keep it up-to-date, and carry it with them when traveling.

LAND AND SEA TRAVEL

Entry requirements for land and sea travel to the United States will come into effect at a later time. Canadians can continue to use such documents as their birth certificates and drivers’ licenses to cross the Canada-U.S. border by land and sea until the WHTI is fully implemented.

CANADIAN PASSPORT

The Government of Canada continues to recommend that travellers carry a valid Canadian passport for all visits abroad, including the United States. A passport is the only universally accepted identification document, and it proves that you have a right to return to Canada. To learn how to obtain a Canadian passport, visit Passport Canada’s website at: http://www.passportcanada.gc.ca/index.aspx?lang=e.

NEXUS

The NEXUS program is designed to expedite the border clearance process for low risk, pre-approved travellers into Canada and the United States by air, land and sea. NEXUS members can use self-serve kiosks at designated airports and dedicated lanes at land borders, and can report by telephone at marine ports of entry. For details on NEXUS, visit the CBSA website at: http://www.cbsa-asfc.gc.ca/travel/nexus/menu-e.html or call 1-866-NEXUS-26.

For more information, visit the Canada Border Services Agency’s website at: http://cbsa.gc.ca/agency/whti-ivho/menu-e.html or call the Border Information Service toll-free line at 1-800-461-9999.

CURRENCY EXCHANGE

Canadian money can be exchanged for U.S. currency at the Casino Cage in Bally’s Las Vegas (the Convention site).

IMPORTANT NOTICES FOR CANADIANS ATTENDING THE 55TH INTERNATIONAL CONVENTION

PLEASE PRINT:
Delegate(s) or Guest(s) name: ____________________________________________
Song Selection: __________________________________________________________
Local: ___________________________________________________________________
Street Address __________________________________________________________________
City: __________________________ State: __________________________
Email: ______________________________________________________________________
Phone __________________________ Fax: __________________________

Contestant’s Song Selection will be made from a Karaoke list posted on ATU website – selections not on this list will not be accepted: Entry forms must be returned to the ATU International no later than August 1, 2007. Mail or fax forms to: ATU Idol, 5025 Wisconsin Avenue, NW, Washington, DC 20016, Fax: (202) 244-7824.

There are a limited number of slots available for the ATU Idol Show. Entries will be accepted in the order they are received, with delegates given priority.
Local 587 - Seattle, WA
Local President Lance Norton reports settlement between members of Local 587 and King County Metro Transit.
Term: 11/1/04 - 10/31/07
Operator Wages Over Term: $23.50 - $25.086
Vacation: Cash out option - up to 60 hrs w/ 80+ hrs in bank
SL: Donation - up to 24 hrs w/ 100+ hrs in bank
Spread Time: time and 1/2 for hrs in excess of 10 1/2 hrs
PT: health benefits extended – ‘er pays 80%
Tool Allow: to $361
CDL: ‘er pays for renewal
Note: maternity/paternity leave up to 6 mos unpaid - lead classifications paid 10% above top step

Local 690 - Fitchburg, MA
Local President Anthony Salemo and International Vice President Richard Murphy report settlement between members of Local 690 and Laidlaw Transit, Inc.
Term: 11/1/06 - 10/31/11
Operator Wages Over Term: $16.57 - $20.15
Bonus: perfect attendance & accident-free up to $750/yr (was $400)
H&W: ‘er pays 70% of prem for single & family plans (new) Holidays add day after Thanksgiving & Veterans Day (5 total)
Meal Allow: charter - $6 after 6 hrs
Note: ratified by a vote of 13 to 1.

Local 697 - Toledo, OH
Local Financial Secretary/B.A. Ed Dustman and International Vice President Paul Bowen report results of interest arbitration between members of Local 697 and the Toledo Area Regional Transit Authority (TARTA).
Term: 11/1/05 - 11/1/09
Operator Wages Over Term: $18.76* - $19.90
Mechanic Wages Over Term: $20.82* - $22.11
H&W: ‘er pays 95% of lowest cost prem - $500 opt out
S&A: to $335/wk
Life Ins: increase $1,000
PT: up to 32 hours/wk
* lump sum bonus of $750 in lieu of pay increase

Local 998 - Milwaukee, WI
Local President Richard Riley, International Vice Presidents Javier Perez, Jr., and Janis Borchardt report settlement between members of Local 998 and the City of Kenosha.
Term: 1/1/06 - 12/31/07
Operator Wages Over Term: $19.08 - $20.15
Holidays: Additional floating holiday (7 total)
Unif. Allow: $230/yr
Note: ratified by a unanimous vote

Local 1119 - Wilkes-Barre, PA
Local President Darell Ramos and International Vice President Larry Hanley report settlement between members of Local 1119 and the Frank Martz Coach Company, Inc.
Term: 12/30/04 - 12/22/07
Operator Wages Over Term: $.4501 - $.4901
Charter Wages Over Term: $.4504 - $.4904
Mechanic Wages Over Term: $14.20 - $15.15
H&W: ‘er pays 70% of prem
S&A: $260/wk for 26 wks
Life Ins: $23,000
Pension: $23/yrs svc, ‘er and ‘ee contribute 2.75%
Tool Allow: $260/yr
Unif. Allow: $160/yr

Abbreviations
allow = allowances
COLA = cost-of-living allowance
d/b/a = doing business as
’ee(s) = employee(s)
eff = effective
’er = employer
eve = evening
FMLA = Family Medical Leave Act
FT = full-time
H&W = Health & Welfare
hr = hour
ins = insurance
max = maximum
med = medical
mi = mile
min = minimum
mo = month
PT = part-time
pmt = payment
prem = premium
S&A = sickness & accident
SL = sick leave
cvc = service
unif = uniform
yr = year
wk = week
w/ = with
@ = at
+ = plus
x = times

Local 1181 - New York, NY
International Vice Presidents Tommy Mullins and Bob Baker report settlement between members of Local 1181 and Laidlaw Transit, Inc.
Term: 2/1/05 - 1/31/08
Operator Wages Over Term: $16.00 - $18.00

Local 1181 - New York, NY
International Vice Presidents Tommy Mullins and Bob Baker report settlement between members of Local 1181 and various contractors.
Term: 7/1/02 - 6/30/06
Operator Wages Over Term: $21.76 - $24.4911
Local 1181 - New York, NY
International Vice Presidents Tommy Mullins and Bob Baker report settlement between members of Local 1181 and Various Paratrans of New York City, Inc.
Term: 9/1/03 - 8/31/07
Operator Wages Over Term: $15.00 - $17.36
Bonus: signing bonus up to $700

Local 1181 New York, NY
International Vice Presidents Tommy Mullins and Bob Baker report settlement between members of Local 1181 and WE Transport.
Term: 7/1/04 - 6/30/08
Operator Wages Over Term: $14.70 - $18.00
Van Driver Wages Over Term: $12.00 - $14.50
Mechanic Wages Over Term: $19.75 - $24.00

Local 1181 New York, NY
International Vice Presidents Tommy Mullins and Bob Baker report settlement between members of Local 1181 and Atlantic Paratrans of New York City, Inc.
Term: 9/1/03 - 8/31/07
Operator Wages Over Term: $15.00 - $17.36

Local 1310 - Eau Claire, WI
Local President Steve Adams and International Vice President Janis Borchardt report settlement between members of Local 1310 and the City of Eau Claire.
The Term: 7/1/05 - 6/30/08
Wages: $17.7148 - $19.03
Vacation: prorated vacation based on hrs worked (new)
Tool Allow: $250 (was $230)
Unif. Allow: $250 (was $200)
Note: ‘er pays cost of any required physical (new), contract unanimously ratified.

Local 1433 - Phoenix, AZ
Local President Robert Bean and International Vice President Don Hansen report settlement between members of Local 1433 and MV Transportation (was Coach USA - Durham).
The Term: 7/1/06 - 6/30/11
Operator Wages Over Term: $13.91 - $16.90
H&W: ‘er to 14.5% of prem, single only
Life Ins: $25,000
Pension: ATU 401k, ‘er contribution to 440/hr
Vacation: 1 - 3 yrs svc, 40 hrs 4-6 yrs svc, 80 hrs 7 - 9 yrs svc, 120 hrs 10+ yrs svc, 160 hrs
SL: 3 - 6 yrs svc, 2 days/yr 7+ yrs svc, 5 days/yr
Bereavement: 5 days in state, 10 days out of state
PT: Max 15% of workforce
Inf Allow: provided
Note: instructor pay - $ 1.00/hr

Local 1493 - Raleigh, NC
Local President George Hudson and International Vice President Janis Borchardt report settlement between members of Local 1493 and the Central Virginia Transit Management Co. (First Transit - Lynchburg).
The Term: 2/1/06 - 6/30/09
Operator Wages Over Term: $17.00 - $19.52
Mechanic Wages Over Term: $23.03 - $26.42
Pension: 401k - ‘er match 10% of ea dollar earned/payroll period to a max of 3%
Vacation: yrs svc - 5 wks, 28 yrs svc - 6 wks
SL: + yrs svc - additional day off/yr
Tool Allow: $325

Local 1493 - Raleigh, NC
Local President George Hudson and International Vice President Tommy Mullins report settlement between members of Local 1493 and Veolia (SCAT-Greensboro) (PARA).
The Term: 1/1/05 - 6/30/07
Operator Wages Over Term: $11.00 - $12.50
SL: Max accrual 160 hrs

Local 1603 - Bethlehem, PA
Local President Gary Padgett and International Vice President Gary Rauen report the results of interest arbitration between members of Local 1603 and Trans-Bridge Lines, Inc.
The Term: 3/3/06 - 3/2/09
Operator Wages Over Term: $13.17 - $14.94
Mileage Rate: $.36 - $.424
Mechanic Wages Over Term: $17.10 - $18.87
H&W: ‘er to 14.5% of prem (was 15.8%) for single

Local 1637 - Las Vegas, NV
Local President Rick Valero and International Vice President Don Hansen report settlement between members of Local 1637 and Veolia.
The Term: 1/1/06 - 12/31/10
Operator Wages Over Term: $18.15 - $20.00
Mechanic Wages Over Term: $23.75 - $26.75

June 14 - 16
AFL-CIO Secretary-Treasurers Conference
Cincinnati, OH

July 1 - 3
Women’s Caucus
Sacramento, CA

August 7 - 8
AFL-CIO Executive Council Meeting
Chicago, IL

September 14 - 16
Latino Caucus
Las Vegas, NV

September 17 - 21
55th International Convention
Las Vegas, NV

October 22
22nd Annual MS Golf Tournament
Rockville, MD

October 27 - November 1
Financial Secretary Seminar
Silver Spring, MD

November 13 - 17
Arbitration Seminar
Silver Spring, MD

*Recent Change
In Memoriam

Death Benefits Awarded March - April 2007

1 - MEMBERS AT LARGE
Willie Arthur Bell
Wylie A. Carter
John Paul Cundiff
James William Dixon
Colby Carl Eberhardt
Peter T. Grande
William Johnston
Waverly S. Jordan
Henry Koziel
Guillermo A. Licon
Allan R. Lineberry
Nels Pearson Jr
Elliot D. Peet
John Raymond Pinae
H. Mack Samson
Fred William Smith
John Harold Springer
Herbert Charles White

26 - DETROIT, MI
Marion Cheatham
Norman Colbert
Joseph A. Dixon
Raymond E. Floyd
Solomon O. Hammonds
Frank L. Morris Jr

85 - PITTSBURGH, PA
John W. Dithrich
Robert I. Mahan
Frank H. Mc Clelland
Robert I. Mahan
John W. Dithrich

113 - TORONTO, ON
William Thomas Barber
Ludwig Biskta
Philip Boylan
John Dacuk
Roy Bruce Devine
Joaquim Franco
Peter V. Gladish
Joseph W. Harmsworth
John Lionel Hatt
Neman Hunter
Peter Kiecka
Victor W. Matthews
Lorne Milton Morrow
James J. O’brien
John Roberts
Robert Stewart
Michael Tarasuk

192 - OAKLAND, CA
Grant W. Hastie
Dean O. Mann
Edward Rogers
Roy Major Tinkham

241 - CHICAGO, IL
Susie P. Brown
Asa M. Burroughs
Robert F. Charney
Reginald J. Henderson
Augustus Homnelly
Zanon Hrypuch
Walter Juggin
Robert L. McC Neal
Raul B. Navarrete
Earl E. Saylor
Willie A. Thomas Jr
Augustus Thomas
Herman Truuel
Walter G. Uhlmann
Roy Washington
John M. Wealer
Andrew L. Wilson

256 - SACRAMENTO, CA
George J. Daley
Geraldine Ragsdale

265 - SAN JOSE, CA
Robert L. Anderson
Charles T. Flores
Robert F. Maranick
Nancy R. Spain
Harry G. Splain

268 - CLEVELAND, OH
Betti L. Brown
Theodore Mazor
John Sollazo
Elbert Manaseh Tyree

279 - OTTAWA, ON
Lucien Barbe
Robert Everett
Gerald J. Sparrow

308 - CHICAGO, IL
James A. Ames
William J. Davidson
Lawrence Davis
Willie J. Meadows
Milan Novum
Fay Ragsdell
Gerald E. Rosenberg
Wilbert J. Skorupski
Rodney L. Wafer
Gwendolyn Williams
Loyce R. Wright

382 - SALT LAKE CITY, UT
Robert Peebles

425 - HARTFORD, CT
James Casey
Peter P. Grillo
Frank Plaminsik
Frank J. Seals

443 - STAMFORD, CT
David J. Peterson

488 - SPRINGFIELD, MA
Gerald D. Miller
Frank Motley
David B. Small

517 - GARY, IN
Harold Lloyd Jones Sr

568 - ERIE, PA
Francis John Coughlin

583 - CALGARY, AB
James C. Durant
Thomas Henry Hodgess
Vratislav Hromas
Stephen Hubbard

587 - SEATTLE, WA
Douglas B. Brennan
James Christian
Felicia A. Dotson
Daniel M. Mitchell
Morris Romanick

588 - REGINA, SK
Clifford L. Bailey

589 - BOSTON, MA
Richard J. Beatty
Charles R. Bigelow
Donald E. Blanchard
Leonard J. Bumham
William T. Goggin
Ronald A. Gosmon
Morris Romanick

591 - HULL, PQ
Arthur Larose

615 - SASKATOON, SK
Carolyn Mittmenez Bates
Thomas W. Flowers
Earl C. Hunt
Albert L. Marks
Milton Novosak
Clarence L. Wallace

616 - WINDSOR, ON
Clifford L. Bailey

704 - LITTLE ROCK, AR
B. J. Utley

713 - MEMPHIS, TN
Dorothy J. Jordan
James H. Moore
Billy C. Wood

726 - STATEN ISLAND, NY
Joseph R. Bailey
Eugene Saccone

801 - ALTOONA, PA
Thomas Lee Ickes

819 - NEWARK, NJ
Thomas Lee Ickes

825 - ORADELL, NJ
George H. Tietze

857 - PORTLAND, OR
Eugene Saccone

878 - EVANSVILLE, IN
Salvatore Fezza

880 - CAMDEN, NJ
Paul E. Rice

899 - SOUTH BEND, IN
Cyri Donald Martz

905 - MINNEAPOLIS
& ST. PAUL, MN
Thomas W. Flowers
Earl C. Hunt
Albert L. Marks
Milton Novosak
Clarence L. Wallace

996 - SOUTH BEND, IN
Cyril Donald Martz

998 - MILWAUKEE, WI
Charles A. Clark
Michael P. Donney
Clarence Franks
Harvey Hildebrandt
Ralph Worobiewski

1001 - DENVER, CO
Raymond C. Moran

1005 - MINNEAPOLIS
& ST. PAUL, MN
Walter W. Arendsee
David A. Basham
Duwayne E. Guissendorf
Lennis D. Rindfleisch

1066 - FLUSHING, NY
Anthony J. Nikolai

1067 - NEW BEDFORD, MA
Alfred Joseph Caron

1068 - WAUSAU, WI
Anthony J. Nikolai

1079 - NEW YORK, NY
Michael A. Chiapperino
Salvatore Fezza
John T. Powell

1181 - NEW YORK, NY
John A. Boncrico
Mildred C. Corin
James J. Connors Jr
Maryann Corinzo
Christopher Harrison
Miriam Moukas
William Neverson
Joseph Anthony Oles
Amala Poirier
Robert S. Rodvansky
Mary Tama
Tiberius J. Traino
Anthony Tricarico

1189 - GUELPH, ON
Brenda Cousineau

1267 - FT. LAUDERDALE, FL
Ernest B. Givens

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Arbitration Decisions

ATU Local 1374 and Greyhound Canada Transportation Corp. (GCTC)

ISSUE: Did the employer violate the Collective Agreement when it refused to pay Owner Operators the established “residential address rate” for pick ups and deliveries for business customers using residential addresses.

SUMMARY: Greyhound Courier Express (GCX) is the courier and small parcel delivery division of GCTC. The Company has approximately seventy-five (75) Owner/Operators performing delivery and pickup services. Section O/O-8 of the collective bargaining agreement between the Owner/Operators and GCX outlines pay rates for parcel deliveries based, in part, on whether the address is residential or business. Residential deliveries and pick ups are billed at a higher rate. The union contends that the company unilaterally began paying Owner/Operators the lower rate for delivery services for business customers using residential addresses in the Vancouver area. The employer argued that for the residential rate to apply: 1. The address must be a residence and; 2. There must be a personal name on the waybill. The union stated, “...it is appropriate for the Owner/Operator to be paid the higher rate for all deliveries to a residential address regardless of whether the client is listed as a person or a business. The reason for the higher charge is that generally residences are away from the dense commercial core and it requires considerable extra time and expenses (e.g. fuel, maintenance, repairs) to make those pick-ups and deliveries. It is quite irrelevant in this regard to whom the parcel is actually addressed.”

HOLDING: On April 28, 2005 arbitrator McPhillips ruled in favor of the union by upholding the grievance. “This Board declares that the Company’s present practice with respect to the application of the “residential address rate” is not correct and, thus, it has breached Section O/O-8 of the Collective Agreement. The affected Owner/Operators in Vancouver should be made whole for any losses incurred in this regard since October, 2003.”

ATU Local 1572 and The Corporation of the City of Mississauga, Transit Department

ISSUE: Did the employer violate the Collective Agreement and the Human Rights Code by terminating a disabled probationary employee for excessive absences related to the disability.

SUMMARY: On January 5, 2001 the grievant experienced lower back pain while driving a series 8600 bus. The grievant booked off work partway through her workday on January 8, 2001. The following day the grievant consulted her personal physician. Arrangements were made for a CT scan and later that same day the grievant visited a hospital where she received an antibiotic as well as an injection for back pain. Her primary diagnosis was “degenerative disc disease” and “root irritation.” At the time the grievant was still within her probationary period. The employer terminated the grievant stating, “a decision has been reached to terminate your employment with the City of Mississauga as a transit operator, effective January 26, 2001, due to your employment record and the excessive number of days of absence from, your position, as a transit operator during your probationary period.” The union raised the argument that the grievant’s absence from work had resulted from a handicap as that term was used in the Human Rights Code.

The employer countered that, due to a provision in the collective agreement extending the probationary period of an employee absent for more than five days, the grievant was still a probationary employee. The collective agreement stated that the employer could release a probationary employee “without recourse.”

HOLDING: Arbitrator Springate found, “The extent to which the grievant’s condition restricted her ability to fully function was limited in time. During that period, however, she was in pain and unable to work. There was a meaningful restriction on her ability to function normally. This situation was not caused by an ailment that most people experience from time to time, such as a cold or the flu. Given these considerations I conclude that the grievant’s condition met the definition of a disability/handicap set out in the [Human Rights] Code. The employer was directed to reinstate the grievant to her former position and to provide “appropriate compensation.”
Day of Action for Transit Labor

The ATU joined other transit labor unions in sponsoring a “Day of Action” in support of transit and transit labor in Washington, DC, on May 16. Led by the Transportation Department of the International Association of Machinists, the event brought together thousands to rally for increased funding for U.S. transit, and passage of the Employee Free Choice Act. Democratic presidential candidates Sen. Hillary Clinton, Sen. Joe Biden, Rep. Dennis Kucinich, and New Mexico Gov. Bill Richardson were among those who spoke at the event.

Victory in the Mile-High City

International Vice President Chuck Cook, left, and member organizer Dan Sundquist, far right, celebrate with members of Local 1755-Denver, CO, after victory in an internal organizing campaign for employees of First Transit in the mile-high city. International Vice President Ron Heintzman and International Representative Yvette Salazar also worked on the campaign.

International President Warren S. George (in white) led the ATU contingent at the Day of Action, May 16, which included the International staff, Jackie Jeter - Local 689 President - and members from as far away as Pittsburgh, PA.

From left, International Chief of Staff Benetta Mansfield, Assistant Communications Director Paul Fitzgerald, IT Support Specialist Liza Giebel, and Research Director Dennis Grignon show their colors at the rally.