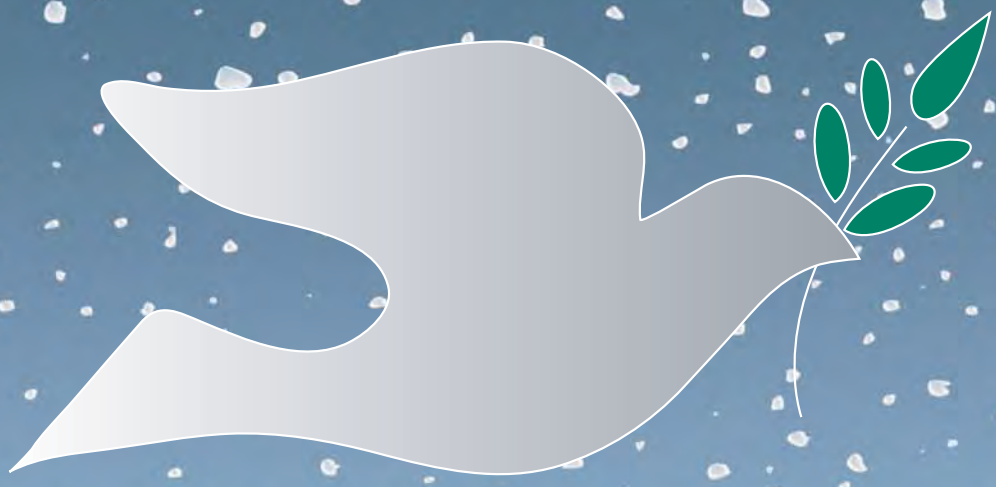


In Transit

NOV / DEC
2 0 0 5

Official Journal of the Amalgamated Transit Union
AFL-CIO/CLC



THE INTERNATIONAL OFFICERS & STAFF WISH EVERYONE
A WONDERFUL HOLIDAY SEASON AND A NEW YEAR OF

PEACE & JOY



WARREN S. GEORGE

International President

MICHAEL J. SIANO

International Executive Vice President

OSCAR OWENS

International Secretary-Treasurer

International Vice Presidents

TOMMY MULLINS

5240 Dresden Lane, Roanoke, VA 24012

JOSEPH WELCH

4552 Cedarvale Road, RD #4, Syracuse, NY 13215

RODNEY RICHMOND

4303 Pine Lane, Spring, TX 77389-4642

DONALD T. HANSEN

12016 Bronson Street, SE, Tenino, WA 98589

ROBERT H. BAKER

5025 Wisconsin Avenue NW, Washington, DC 20016

KAREN S. SIMMONS

12901 Nimes Drive, Creve Coeur, MO 63141

LARRY R. KINNEAR

6 Olpi Hills Court, Ashburn, ON L0B 1A0

RANDY GRAHAM

1400 Progress Place, Gloucester, ON K1B 5M5

JAVIER M. PEREZ, JR.

923 West 33rd Street, Kansas City, MO 64111

RICHARD M. MURPHY

346 Washington St. #143, Braintree, MA 02184

BOB M. HYKAWAY

75 Hidden Ranch Terrace, NW, Calgary, AB T3A 5Z4

CHARLES COOK

PO Box 5322, Petaluma, CA 94955

WILLIAM G. McLEAN

2350 Greensboro Drive, Reno, NV 89509

RONALD J. HEINTZMAN

12126 Meridian Road, NE, Mt. Angel, OR 97362

JANIS BORCHARDT

5134 Whitcomb Drive, Madison, WI 53711

PAUL BOWEN

7764 Burnette, Detroit, MI 48210

LAWRENCE J. HANLEY

40-D Dinsmore Street, Staten Island, NY 10314

KENNETH R. KIRK

1236 Spring Water Drive, Lancaster, TX 75134

International Representatives

GARY MAURER

383 Georgia Avenue, SE, Atlanta, GA 30312

RAY RIVERA

472 Emily Drive, Lilburn, GA 30047

GARY RAUEN

144 Kentucky Derby Drive, Clayton, NC 27520

MARCELLUS BARNES

1330 Hamlin Avenue, Flossmoor, IL 60422

Special Representatives

WILLIAM J. FOLEY

153 Schwitzer Avenue, Pittsburgh, PA 15229

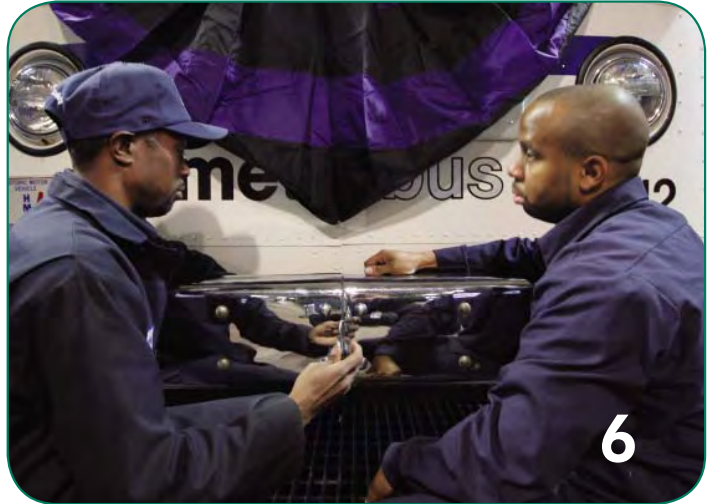
Canadian Council

KENNETH FOSTER

Canadian Director

1450 Meyerside Drive, Suite 701

Mississauga, ON L5T 2N5



3 Solidarity is Our Strongest Asset

4 Members Contribute Record Amount to Hurricane Victims

11 Canadian Council Lobbies for Members

17 Focus on Wellness: The Dangers of Exhaust

18 Legal Notice



Cover: Happy Holidays from the International officers and staff!

Subscription: USA and Canada, \$5 a year. Single copy: 50 cents. All others: \$10 a year. Published bimonthly by the Amalgamated Transit Union, Editor: Shawn Perry, Assistant: Katie Tyser. Editorial Office: 5025 Wisconsin Ave., NW, Washington, DC 20016-4139. Tel: 1-202-537-1645. Please send all requests for address changes to the ATU Registry Dept. ISSN: 0019-3291, USPS: 260-280.

PUBLICATIONS MAIL AGREEMENT NO. 40033361. RETURN UNDELIVERABLE CANADIAN ADDRESSES TO: B&M Mailing Service Limited, 35 Van Kirk Drive, Unit 15, Brampton, Ontario L7A 1A5, E-MAIL: BMCOMM@PATHCOM.COM

The objects of this International Union shall be to organize Local Unions; to place our occupation upon a higher plane of intelligence, efficiency and skill; to encourage the formation in Local Unions of sick and funeral benefit funds in order that we may properly care for our sick and bury our dead; to encourage the organization of cooperative credit unions in the Local Unions; to establish schools of instruction for imparting a practical knowledge of modern and improved methods and systems of transportation and trade matters generally; to encourage the settlement of all disputes between employees and employers by arbitration; to secure employment and adequate pay for our work, including vacations with pay and old age pensions; to reduce the hours of labor and by all legal and proper means to elevate our moral, intellectual and social condition.

To engage in such legislative, political, educational, cultural, social, and welfare activities as will further the interests and welfare of the membership of the Organization. To seek the improvement of social and economic conditions in the United States and Canada and to promote the interests of labor everywhere.



PRINTED IN THE USA

MESSAGE DU PRÉSIDENT INTERNATIONAL PAR WARREN S. GEORGE

NOTRE PLUS GRAND ATOUT: LA SOLIDARITÉ

En travaillant ensemble pendant des années - en franchissant des frontières géographiques ou artificielles - les travailleurs ont surmonté de nombreux obstacles. A la force du poignet nous avons remporté des victoires sur les employeurs et obtenu des rémunérations, couvertures médicales et pensions plus élevées. Nous avons fait approuver des lois innovantes pour codifier l'environnement et la santé sur les lieux de travail et pour interdire la discrimination dans le travail. Nous nous sommes aidés mutuellement lors des grèves, des licenciements, et plus récemment, lors des désastres naturels.

Malheureusement, la solidarité du mouvement des travailleurs américains a été éprouvée récemment lorsque plusieurs syndicats de travailleurs ont rompu leurs affiliations avec le AFL-CIO. Au lieu de travailler ensemble, les syndicats des deux cotés - ceux comme l'ATU qui restent avec la Fédération, et ceux qui ont formé la coalition « Changement pour Gagner » - ont déjà passé beaucoup trop de temps et d'énergie à ergoter sur des désaccords sans grande importance. Malheureusement, malgré l'engagement des deux cotés pour consacrer une énergie nouvelle et des ressources pour organiser les travailleurs non syndiqués, de nombreux syndicats ont pris le chemin le plus facile et préféré organiser des membres déjà représentés par d'autres syndicats.

Nous Devons Rester Unis

Abraham Lincoln nous a déjà averti : « une nation divisée en elle-même ne peut pas faire face ». Cet avertissement est également vrai pour le Travail. En nous faisant concurrence pour les mêmes membres, nous ne progresserons pas. De telles actions ne peuvent qu'entraîner d'autres divisions et une plus grande méfiance du mouvement travailliste ; de telles actions vont contre l'intérêt des travailleurs et des travailleuses.

Malgré nos différences, nous devons rester unis pour faire face aux employeurs qui veulent réduire nos retraites et notre couverture médicale et aux élus gouvernementaux qui veulent nous reprendre les droits que nous avons acquis. Nous ne pouvons pas leur permettre de nous retirer le droit de nous organiser et le droit d'avoir des rémunérations décentes.

Les raisons qui nous divisent sont bien moins importantes que celles qui nous unissent - une volonté de justice, le respect et la volonté d'offrir de nouvelles opportunités à tous les travailleurs et à toutes les travailleuses. Nous ne pourrions pas atteindre nos objectifs si nous nous querellons.

Dans un esprit de solidarité, le mouvement travailliste doit collaborer quelle que soit l'appartenance de ses membres : le AFL-CIO, la Coalition Changement pour Gagner ou le Congrès Travailliste Canadien. Nous devons travailler ensemble, par le biais de nos sections syndicales, de nos Groupements Solidarité ou de tout autre groupe, pour faire avancer la cause de nos membres et pour rallier tous les travailleurs et toutes les travailleuses.

C'est dans cet esprit là, que je saisis cette occasion pour vous souhaiter à tous d'heureuses fêtes et une bonne nouvelle année !

UN MENSAJE DEL PRESIDENTE INTERNACIONAL POR WARREN S. GEORGE

LA SOLIDARIDAD ES NUESTRO MAS FUERTE VALOR

Trabajando unidos a través de los años - atravesando fronteras tanto geográficas como artificiales - el Movimiento Sindical ha superado grandes barreras. Hemos logrado victorias a través de fuertes luchas contra los empleadores para obtener salarios más elevados, un mejor cuidado de la salud y jubilaciones. Nosotros hemos trabajado en favor de la adopción de legislación pionera, estableciendo normas de salud y reglas de seguridad en el sitio de trabajo y prohibiendo la discriminación en el lugar de trabajo. Nosotros nos hemos apoyado los unos a los otros durante huelgas, despidos y más recientemente, después de desastres naturales.

Lamentablemente, la solidaridad del movimiento sindical de los EE.UU. ha sido seriamente socavada en época reciente cuando varios sindicatos laborales han quebrado su alianza con la AFL-CIO. En vez de trabajar unidos, sindicatos en ambos lados - aquellos, como la ATU, que han mantenido su afiliación a la federación y aquellos que han formado la coalición "Cambio para Ganar" - han invertido demasiado tiempo y energía discutiendo sobre desacuerdos de menor importancia. Tristemente, a pesar de los compromisos hechos por ambos lados de dedicar renovadas energías y recursos para organizar a los no-organizados, muchos sindicatos han tomado la ruta fácil y, en vez, están tratando de organizar a los trabajadores ya organizados que están representados por otros sindicatos.

Debemos Estar Siempre Unidos

Abraham Lincoln advirtió una vez que, "una nación dividida en contra de sí misma no puede mantenerse en pie por mucho tiempo." Esta advertencia tiene una relación directa con la situación que hoy afecta a la Casa del Movimiento Sindical. Compietiendo por los mismos miembros ya organizados, nosotros nunca podremos crecer. Estas acciones solamente conducen a divisiones más profundas y a una mayor desconfianza en el movimiento sindical - y todo esto perjudica seriamente a los hombres y mujeres trabajadoras.

A pesar de nuestras diferencias, nosotros debemos estar siempre unidos en contra de los empleadores que quieren eliminar nuestras jubilaciones y los beneficios del cuidado de la salud, y también unidos contra los funcionarios elegidos que tratan de anular los derechos de los trabajadores. Nosotros no podemos permitir que ellos nos priven de nuestro derecho de organizarnos en sindicatos y de nuestro derecho a un salario digno.

Los temas que nos dividen son pálidos en comparación a los que nos unen - el deseo de asegurar la justicia social, el respeto y una oportunidad de progreso para todos los trabajadores. Nosotros no podremos avanzar estas metas si constantemente nos atacamos los unos a los otros.

En el espíritu de la solidaridad, el movimiento sindical debe trabajar en unidad - ya sea bajo la sombrilla de la AFL-CIO, la coalición Cambio para Ganar o el Congreso Laboral del Canadá. Nosotros debemos trabajar unidos a través de los concilios locales, Capítulos de Solidaridad y otros grupos - a fin de dar avance a los intereses de nuestros miembros y llevar una mano de ayuda a todos los trabajadores.

¡En ese mismo espíritu, yo quisiera tomar esta oportunidad para deseárselos a todos y a cada uno de ustedes una feliz temporada navideña y un próspero Año Nuevo!



BY WARREN S. GEORGE

A MESSAGE FROM THE
INTERNATIONAL PRESIDENT

Solidarity is Our Strongest Asset

By working together over the years - across boundaries both geographic and artificial - Labor has overcome great odds. We have won hard-fought victories against employers for higher wages, health care, and pensions. We have passed groundbreaking legislation setting workplace health and safety standards and prohibiting discrimination in the workplace. We have supported one another through strikes, layoffs, and most recently, natural disasters.

Unfortunately, the solidarity of the U.S. labor movement has been shaken recently as several labor unions have severed their ties with the AFL-CIO. Instead of working together, unions on both sides - those, like the ATU, who have remained in the federation and those who have formed the "Change to Win" coalition - have spent too much time and energy bickering over minor disagreements. Sadly, despite commitments from both sides to dedicate renewed energy and resources to organizing the unorganized, many unions have taken the easy route and are instead seeking to organize already-represented members of other unions.

We Must Stand United

Abraham Lincoln once warned, "a nation divided against itself cannot long stand." This warning rings true for the House of Labor. By competing for the same members, we will not continue to grow. These actions only lead to further divisions and greater distrust of the labor movement - and are a disservice to working men and women.

Despite our differences, we must stand united against the employers that want to take away our pensions and health care, and the elected officials who want to roll back the clock on workers' rights. We cannot let them take away our right to organize and our right to a livable wage.

The issues that divide us pale in comparison to what unites us - a desire to ensure fairness, respect, and opportunity for all working men and women. We cannot advance these goals if we attack each other.

In the spirit of solidarity, the labor movement must work together - whether under the umbrella of the AFL-CIO, the Change to Win coalition, or the Canadian Labour Congress. We must work together through local councils, Solidarity Charters, and other groups to advance our members' interests and reach out to all working men and women.

In that same spirit, I'd like to take this opportunity to wish every one of you a joyous holiday season and a prosperous New Year!



BY MICHAEL J. SIANO

Honoring Rosa Parks

As we seek to organize new members and provide the best representation possible we would be wise to recall Rosa Parks' extraordinary contributions to the cause of freedom and equality which began on December 1, 1955, and ended October 24 (see story, page 8). Fifty years ago this month Rosa Parks' simple act of courage became the moral force and compass of the civil rights movement and provided unending inspiration to those fighting for labor rights, equal rights, women's rights and an end to all forms of prejudice in the workplace and in the communities in which we live.

In the decades since Parks refused to give up her bus seat in Montgomery, AL, many have been challenged to test the courage of their convictions; to sacrifice in the continuing struggle to end discrimination. I know that during my service as a union officer, no day has passed when I have not been inspired by her quiet yet determined call for equality and justice.

ATU members, our locals and leadership, indeed the entire labor movement, the places we work, the schools our children attend, the contracts under which we work and so much more, have been transformed for the better as a result of her stand.

ATU locals are diverse, with members and leaders of all races, nationality and gender. And since 1971, when now retired International Vice President Bruce Foster, a founding member of the ATU Black Caucus, became the ATU's first elected African-American International Vice President, we have heard and heeded the growing voices of the ATU Women's, Latino and Black Caucuses which seek to ensure that everyone in the ATU family is properly represented.

Much Work Remains

Much work remains. Our task is nothing less than erasing racism in all forms.

As we seek new and better ways to organize and represent those whose voices and views have not yet been heard, we can be proud that the lessons learned since that fateful day in Alabama have served to unite the civil rights and labor movements in a common struggle for decency, respect and hope for all of us.

I hope that you all have a wonderful holiday season, and that we will all enjoy much success in the coming New Year.

Members Contribute R ATU Victims of Katrina



International Vice President Rodney Richmond begins the process of distributing relief checks to displaced ATU members from the ATU Disaster Relief Fund at a shelter in Baton Rouge, LA, in September.

ATU members have contributed a record amount to help out their brothers and sisters who have been victimized by Hurricanes Katrina and Rita. As of October 26, \$679,187 was raised to help our hurricane evacuees get back on their feet. \$479,187 of that amount was donated by ATU members in response to a general appeal made to members. An additional



Local President Willie Simms, 1560-New Orleans, LA, right, looks on as displaced Local 1560 members receive relief checks distributed from the ATU Disaster Relief Fund at a shelter in Baton Rouge, LA.

Record Amount to Help na, Rita, More Needed



Financial Secretary Smith Crocken, 1560-New Orleans, LA, hands out ATU Disaster Relief Fund checks to displaced ATU members at an evacuation center in Baton Rouge in September.

\$200,000 was contributed from the ATU's general funds – bringing the total to \$679,187.

The Union has already begun to hand out checks to ATU hurricane victims. As of October 21, close to 500 members hurt by the hurricanes have each been given \$700 checks, totalling \$343,700. This aid continues to be distributed.

“This is another wonderful example of the ATU tradition of members helping members, which has continued since our founding in 1892,” said International President Warren S. George.

In addition to handing out financial assistance, the Union was instrumental in finding opportunities for employment for displaced members. Most of the transit jobs were provided by local officers who sent the International a list of the positions available at their transit agency.

Many also contributed funds as a local union. The highest local contributions are listed in a story on page 8.

Applications Still Coming

George issued a caution, however, “Even though a record amount has been contributed, we still have a long way to go to provide the minimal financial assistance we want to give to our displaced members. Applications for help are still coming in – some from victims of Hurricane Rita.

“Christmas is coming, and I hope that those who have not contributed or who want to make a second contribution will do so.

“The need is still urgent. More help will be needed, particularly as the disaster fades from the headlines,” he warned.



BY OSCAR OWENS

A MESSAGE FROM THE
INTERNATIONAL
SECRETARY-TREASURER

No Free Lunch

Everyone loves a bargain – particularly around the holidays. But all too often, there is a hidden cost. That is certainly the case with the low prices offered by the world's largest retailer – Wal-Mart.

As a result of Wal-Mart's anti-union tactics, poverty-level wages, illegal workplace practices, unfair pricing, and sprawl-inducing locations, all of us are paying a high price for their low prices.

For Wal-Mart's employees, the high price comes in the form of sub-standard wages and benefits, forced overtime without pay, missed breaks, and the denial of the right to organize and collectively bargain.

Others, retail and manufacturing workers in particular, are paying with their jobs. For every new job Wal-Mart creates, two retail jobs are lost. Where jobs remain, other employers are forced to cut pay in order to compete. Similarly, Wal-Mart's pricing pressure forces suppliers to either close shop or outsource jobs to low-wage/low-regulation countries.

Meanwhile, taxpayers are footing the bill for the health care, food stamps and public housing assistance that Wal-Mart employees are forced to rely on as a result of their low wages and benefits. U.S. taxpayers pay more than \$1.5 billion a year for these federal subsidies – and that doesn't include the cost of state and local benefits.

As Wal-Mart drives out local competition, the high price for consumers comes from limited options and goods produced under sub-standard conditions. For communities, the cost is the loss of well-established small businesses, increased traffic congestion and the deterioration of our urban centers.

Wal-Marts Usually Out of Reach of Mass Transit

And yes, ATU members are also paying a high price for Wal-Mart's low prices. By locating on the fringe of our cities, in non-transit intensive areas, Wal-Mart is forcing people into cars, away from the urban businesses typically served by transit. As a result, our transit systems are forced to make cuts and your jobs are threatened.

Sure, Wal-Mart offers low prices. But next time you shop at Wal-Mart, I want you to stop and ask yourself: What is this really costing me, my community, and my fellow working men and women?

To learn more about these high costs and what you can do about them, go to www.wakeupwalmart.com.

Here's wishing you many blessings this holiday season and a prosperous New Year!



© 2005, The Washington Post. Photo by Sarah L. Voisin. Reprinted with permission

At the Landover, MD, Bus Division of the Washington Metropolitan Area Transit Authority, mechanics clean and decorate a historic 1957 GMC model bus which was used in the funeral procession of Rosa Parks. From left, David Aaron and Willie Lake, both of Local 689-Washington, DC, secure the banner to the front of the historic bus.

Civil Rights Pioneer Rosa Parks Leaves Legacy of Justice for All

Civil rights pioneer Rosa Parks died on October 24, and the nation mourned the passing of one of the legendary figures of the civil rights movement. She died just short of the 50th anniversary of her December 1, 1955, arrest for refusing to give up her seat to a white man on a bus in Montgomery, AL.

That simple yet courageous act of refusing to move to the back of the bus led to an African-American boycott of the Montgomery transit system and attracted attention to the young minister who led the boycott – Rev. Martin Luther King, Jr. The boycott ended a year later when the U.S. Supreme Court ruled that segregated seating on buses was unconstitutional.

Dignity

Fittingly, Local 689 members prepared the 1950s-era Metrobus (see above) that led

See PARKS, next page



Four Washington, DC, Metrobuses led the procession carrying Rosa Parks' body to her funeral from the U.S. Capitol where thousands filed past her coffin, mourning her passing. Parks was the first woman to be so honored in the U.S. Capitol.

PARKS, from previous page

the procession from the U.S. Capitol to the church where her Washington funeral was held. Thousands had filed past her coffin in the Rotunda of the U.S. Capitol where she lied in state. She was the first woman so honored.

Parks fought against injustice wherever she found it. On June 19, 1990, she joined civil rights activist Jesse Jackson and then-International President Jim La Sala in a “March for Dignity” which brought Labor and the Rainbow Coalition together to support a strike by ATU members against Greyhound Lines, Inc. A boycott of the interstate bus company was also underway.

‘As long as it is necessary’

“I’m in support of the Greyhound boycott as long as it is necessary,” Parks declared as the marchers roared their approval.

Parks’ support helped energize the strikers who needed every bit of encouragement they could get. The strike lasted over three years.


Those ATU staff members who met Parks at the time remember her as a woman with an active mind who was keenly aware of current events and the state of the civil rights movement.

Then-Editor (now Communications Director) Shawn Perry remembers one insightful perspective she related to him and then-Associate General Counsel (now Chief-of-Staff) Benetta Mansfield over dinner. Parks surprised Perry when she said that she thought that the minor-



From left, civil rights activist Jesse Jackson, Rosa Parks and then-International President Jim La Sala lead a demonstration on June 19, 1990, in Washington, DC, in support of ATU members who were on strike against Greyhound.

ity admissions quotas employed by colleges and universities actually worked against minority applicants. Her perspective was that the quota was actually a “ceiling” which allowed educational institutions to turn away minority applicants once the quota was reached.

With regard to her role in propelling the civil rights movement, Parks insisted that she was just an ordinary person who wanted to sit down. But she was no ordinary person – not to civil rights or to the ATU. 




International Executive Vice President Michael Siano is seen here with a few boy scouts at the Greater New York Boy Scouts Councils' 2005 Labor Luncheon, where he was given the “George Meany Award.” The award is presented by the AFL-CIO and the New York Scouts in recognition of service given by labor leaders to youth. Siano is the fellow on the right.

Siano Awarded ‘Meany Award’ by AFL-CIO, NY Boy Scout Councils

International Executive Vice President Michael J. Siano was given the “George Meany Award” by the AFL-CIO and the Greater New York Councils of the Boy Scouts of America. The award was presented to Siano during the 2005 Labor Luncheon on October 19.

The annual event recognizes union men and women who have made a significant contribution to the youth of their communities. It is named for the AFL-CIO’s first president, who supported Scouting over many years.

The recipient is approved by the national AFL-CIO Executive Council. 

Local 998 Helps New Orleans Member Relocate to Milwaukee

Financial Secretary Gloria Dobbs, 998-Milwaukee, WI, wanted to know what, aside from financial help, her local could do to help the victims of Hurricane Katrina. She got in touch with International Vice President Javier Perez, who told her, "They need jobs." Neither of them knew it at the time, but that conversation set in motion the process of relocating Katrina evacuee Debra Watson, then a member of 1560-New Orleans, LA, to Milwaukee. But we are getting ahead of ourselves.

Taking up Perez' suggestion, Dobbs spoke to Milwaukee County Transit management about making a commitment to hire at least one of the evacuees. Initially, the agency expressed interest in the idea and said that it would get back to her after Labor Day.

Dobbs was not surprised, however, when management came back saying that the idea was simply unworkable. It cited reasons such as the cost of training a "temporary" employee and the worry that many who begin work with the transit system never complete their probation period. It did say, however, that they would consider anyone who wanted to relocate to Milwaukee who could pass the agency's tests.

Call Came September 8

On September 8, Local 998 Vice President Richard Bassler received a phone call from Debra Watson, a member of Local 1560, who had been evacuated from her home in the Big Easy. Watson was looking into working as an operator in Milwaukee. Her best friend in Milwaukee suggested that she call Local 998 about finding employment there. Watson told Bassler that she held a Commercial Driver's License and



Local Vice President Rick Bassler, 998-Milwaukee, WI, left, and Financial Secretary Gloria Dobbs, 998, right, were instrumental in helping Debra Watson, formerly of 1560-New Orleans, LA, center, relocate to Milwaukee after the devastating flood caused by Hurricane Katrina forced her to evacuate her home.

had driven a bus in New Orleans for three years with a perfect driving record. She knew Milwaukee well, having lived there before, and now wanted to return.

Watson met all of management's conditions and she was hired. Having secured her a position, Bassler and Dobbs went to work, first to inform the evacuee center in Louisiana that Watson had a job, and second, to arrange for her flight to Milwaukee.

Dobbs, Bassler and Recording Secretary Cassandra Cobb, 998, met Watson at the Milwaukee airport. The local officers took her first to the transit agency, and then to a condominium where she would get her first night's sleep in a real bed after weeks of sleeping on cots.

On October 10, Watson started her class work at the transit system. She is now rebuilding her life.

Reflecting on the event, Dobbs asserts, "When you're part of a union, you're part of a family; and family helps family."



Local President Stephan G. Mac Dougall, 589-Boston, MA, (center) presents International President Warren S. George (right) with a \$50,000 check from his members to the ATU Disaster Relief Fund to help the Union's hurricane evacuees who lost homes and jobs in the disaster. International Secretary-Treasurer Oscar Owens is on the left.

Locals Dig Deep to Help ATU Hurricane Victims Survive, Get Back on Their Feet

ATU locals have contributed generously to the ATU Disaster Relief Fund to help their fellow members who have lost homes and jobs as a result of Hurricanes Katrina and Rita. The local union contributions were donated in response to an appeal by International President Warren S. George. Some of the largest local contributors (\$10,000 and above) are listed below:

Local 589-Boston, MA: \$50,000

Local 113-Toronto, ON: \$40,000

Local 1277-Los Angeles, CA: \$25,000

Local 1181-New York, NY: \$10,000

Local 689-Washington, DC: \$10,000

Canadian ATU Locals Pull More Than Their Weight When it Comes to Charity



**ATU Local 1572's Bus Pull Team raises money for the United Way
October 2005**

Under the leadership of Mike Vavala, the Local 1572/Mississauga (ON) Transit team finished in second place with an overall pull time that was just over one second behind the winning team from the Fire Department. Local 1572 members were also the best dressed team, thanks to the support of their local, which provided the "ATU Power" baseball caps.



**ATU Local 846's Bus Pull Team raises money for the Lung Association
May 2005**

With Colin Bowden at the lead, the Local 846/St. Catharines (ON) Transit team was the second leading fundraiser out of 44 teams, at \$2,049. In all, over \$70,000 was raised to help kids in the Niagara region fight asthma. Members of Local 846 missed going into the final pull by 2/10ths of a second.



Toronto Operator Loses Sight in Eye After Random Shooting, Canadian Council Calls on Province to Do More About Guns

An ATU Toronto Transit Commission operator lost the sight in his left eye on October 15, when he was struck by a bullet while driving his route. The Local 113 driver was shot after he pulled up at a stop where two groups of young men were fighting. One group attempted to scramble onto the coach, as the other group pursued. A shot was fired, hitting the driver the face. The bullet passed through both cheeks. The victim is a married father of two and an eight-year veteran of the TTC.

In the wake of the shooting the ATU Canadian Council called on the provincial government to immediately allocate more resources to the City of Toronto's efforts to stem the rising tide of gang-related violence and handguns. "It's time for Premier McGuinty to tackle this growing threat to public safety in Ontario's capital with money, not words," said Local President Bob Kinnear, 113-Toronto, ON, who continued:

"Toronto's police services have been starved by the Liberals, much as they've neglected public transit. It will take more money than the City now can afford to quickly and exhaustively investigate crimes like the shooting of our member. It will take more money to smash the gun trafficking rings in this city. It will take more money to help honest citizens who know about criminal activity to come forward and feel safe in doing so. It will take more money for programs to get at the roots of the vio-

lence and stop more young people from gang involvement.

"If the money can only be found through tax increases, so be it," Kinnear asserted, adding, "I speak on behalf of our members and their families in saying that we would gladly pay more in taxes if it would result in safer streets and a safer transit system, which carries over one million passengers a day. We challenge anyone – even the most rabid tax-cutting Conservative – to dispute us on this. Who would rather pay lower taxes but be afraid to walk the streets or take the TTC?"

"What do you say, Premier McGuinty?" Kinnear asked, "Lower taxes or safer streets? And please put our money where your mouth is. You were elected to govern and there is no more important function of government than public safety."

An emergency meeting of the local was held the next day, Sunday morning, October 16, to discuss the union's response to the shooting. The members voted to donate "thousands of dollars" to the family of the wounded member. One of his two children is a newborn.

"We want to thank Mayor David Miller and Police Chief Bill Blair for their immediate response to this tragedy and for visiting the hospital to check on our member and his family. We really appreciate their concern and their pledges to do all they can do to bring these criminals to justice," Kinnear concluded.

legislative report



PUBLIC TRANSPORTATION: A GOOD WORKING FAMILIES ISSUE

Did you know that most Americans spend more on driving than on health care, education, or food? In fact, a recent study found that the average family devotes nearly 20% of its annual income to getting around, second only to housing. And of course, working families spend the most – sometimes more than one-third of their income goes to transportation. The vast majority of that spending, 98%, is for the purchase, operation, and maintenance of automobiles. But in areas where public transportation use is high, the percentage of household dollars dedicated to transportation costs is significantly less.

Even President Bush, who once responded to a question on the need for more public transit by saying “my hope is that you will be able to find good enough work, so you’ll be able to afford a car,” has gotten the message. He now seems to be saying that making much greater use of public transportation can be part of an effective strategy to reduce our dependence on foreign oil. In October, with the average price of fuel hovering around \$3.50 per gallon, Bush asked Americans to conserve energy wherever possible. He even directed federal agencies and departments to cut non-essential travel and urged federal employees to use car pools or mass transit to get to work.

Perhaps the President’s plummeting poll numbers finally caused him to see the light. But regardless of the reasons for this shift in policy, there is no question that recent national and worldwide trends have put our issues in the forefront. Since the recent energy crisis began this summer, ridership on public transportation has spiked significantly, and with no end in sight for high gas prices, it is projected to continue to grow.

ATU Conference Boards Taking Action

Recognizing the national trends, ATU Legislative Conference Boards across the U.S. will be going to their state legislators in 2006 as part of a nationwide campaign to increase transit operating assistance at the state level.

In two states, Florida and West Virginia, ATU locals have been working with their AFL-CIO state federations on resolutions calling for increased transit funding. In Wisconsin, thanks in large part to the efforts of the ATU State Legislative Conference Board, this year’s public transportation package contains significant increases over the next two years.

What Does This Mean to You?

With most transit agencies claiming to be short on resources when the time comes to renegotiate contracts, this is our opportunity to help ourselves. In the long run, increased, dedicated sources of revenue for transit at the state level mean a more secure future for you,

your family, and all working families who rely on the services that you provide.

And in this world where even George W. Bush is talking about transit, there may not be a better time than the present to take our message to elected officials. In the January-February 2006, *In Transit*, we will present a whole range of state legislative issues that we can work on together. Please get active with your ATU State Legislative Conference Board so that we can put our agenda into action.

*Start your day
with*

atucanada.ca



*Watch for the new site
to arrive before '06!*

LOBBYING

“The corporations don’t have to lobby the government anymore. They are the government.”

-*The Best Democracy Money Can Buy, Greg Palast (2002)*

It’s easy to become cynical about lobbying, but the quotation above reminds us that labour’s voice needs to be heard today more than ever. Labour lobbying is a democratic tradition. It can change laws, it provides policy makers our expertise, it advances the our cause and builds public trust and, most importantly, it helps to find real solutions for real people. The ATU Canadian Council is currently working on a variety of lobbying campaigns, some of which are outlined below, because they are important to our members’ health, safety and livelihoods.

Violence in Public Transit

Prior to and since the tragic shooting of a Toronto Transit Commission operator in October (see page 9), Canadian Director Ken Foster has issued press releases and letters calling for amendments to the criminal code federally and provincially across the nation. He has written the federal justice minister, Irwin Cotler; Jack Layton and Joe Comartin of the federal New Democratic Party; John Tory, leader of the Ontario Progressive Conservative party; Ontario premier, Dalton McGuinty; and Howard Hampton, leader of the Ontario New Democratic Party. Foster met with Hampton in November to urge him to introduce a private member’s bill in the Ontario Legislature. He also met with the Saskatchewan premier, Lorne Calvert, on November 30 to discuss the issue. A resolution was submitted at the Ontario Federation of Labour Conference asking them to join the ATU lobbying effort.

Security in Public Transit

We will continue to lobby each province and the federal government to introduce tougher penalties for assaults on transit workers.

Foster sent a letter to Minister of Transport Jean-C. Lapierre to commend him on his recent statement regarding the potential provision of federal funds to public transit systems “to help with training, equipment, risk assessment and security methods.”

Foster also asked that the ATU be included in any future discussions of the issue that the federal government may have with other levels of government and the public transit and inter-city bus industries. Greyhound Canada is currently experimenting with a variety of driver shields for their coaches. The ATU is pressing for these shields, or variations on them, to be installed in transit system coaches as well.

Gas Tax Funding

Foster sent a letter to John Godfrey, minister of State (Infrastructure and Communities), to express the ATU’s concern over the pending gas tax deal with the Province of Manitoba. The primary concern is that the province wants to spend much more on infrastructure such as roads and bridges than on public transit, which essentially defeats the purpose of the program. If this occurs it not only sets a precedent for future deals but there is also the possibility that some provinces who have already signed deals may want them renegotiated.

Development Charges Act

A letter was sent to John Gerretsen, Ontario’s minister of Municipal Affairs and Housing, urging his government to address the changes made to the *Development Charges Act* by their predecessors. These changes shifted the financial burden of municipal growth onto the municipalities by reducing the developers’ contribution to critical services such as public transit. The *Development Charges Act, 1997*,



states that “the cost of some services will be discounted by 10 percent when development charges are calculated (e.g. transit and recreational facilities).” The classification of public transit as a “discretionary” service is antiquated and developers should contribute to the expansion of public transit necessitated by urban sprawl. The Canadian Council is researching other provinces’ legislation in this area and will lobby for changes to benefit public transit funding in each of them.

Tax-exempt Transit Benefits

The ATU is taking a different tack than it has in the past with the tax-exempt transit benefits issue. We are now lobbying for transit benefits that are not exclusive to employer-provided passes, and which are focused on environmental and economic sustainability. In October, Donna-Lynn Ahee, 279-Ottawa, ON, outlined the environmental improvements that would result from tax-exempt transit passes in a presentation to the Standing Committee on Finance.

In a November presentation to the committee in Toronto, Foster argued that if the government is serious about enhancing investment in all Canadian citizens then it can no longer ignore the need to level the playing field between motorists, who often get free parking provided

See TAX EXEMPT, over

ATU, Labor Successful in Nov. 8 Elections



The ATU New Jersey State Joint Council recently campaigned for Democratic Governor-elect Jon Corzine, who won his bid for the New Jersey Governor's Mansion on November 8. Shown here, from left, are Bayonne, NJ, Mayor Joe Doria; ATU New Jersey State Joint Council Chair Vito Forlenza; Financial Secretary Joe Muller, 821-Jersey City, NJ; Local President Michele Vigh, 822-Paterson, NJ; Corzine; and Local President Alvin Dingle, 821.

ATU members and other working men and women across the U.S. made huge gains in the recent off-year elections held in California, Virginia, New Jersey, Ohio, New York, Washington and Colorado, signaling a pro-worker tide that many hope will continue to sweep the country through the 2006 Congressional elections.

- 🗳️ **In Virginia**, ATU and other working family voters were the key to electing a new transit and labor-friendly Governor - Tim Kaine. As Lieutenant Governor of Virginia, Tim Kaine was instrumental in forging a budget agreement that resulted in the largest one-time investment in transportation, including rail and transit, in Virginia's history.
- 🗳️ **In New Jersey**, ATU and working families mobilized to elect a governor who has a 100 percent AFL-CIO voting record on policies backed by working families - Jon Corzine. As a U.S. Senator representing New Jersey, Jon Corzine has been a leader on transportation issues and was helpful in preserving the transit labor protections in the recently passed highway and transit funding legislation, SAFETEA-LU. In addition to the gubernatorial victory, more than 40 union members were elected to state and local offices, including ATU member, Brian Beals, 880-Camden, NJ, who was elected to the Egg Harbor City Council.
- 🗳️ **In California**, voters spoke loud and clear when they rejected Proposition 75 and two other anti-worker ballot initiatives being pushed

[See ELECTIONS, page 15](#)

TAX EXEMPT, *from previous page*

by their employers, and transit users, who get no comparable benefit. The Canadian Director also urged the federal government to make the current level of public transit infrastructure investments permanent in order to allow transit systems across the country to carry out the necessary long-term planning for renewal and expansion.

Part III of the Canada Labour Code (Labour Standards)

Foster appeared before the Federal Labour Standards Review Hearing in Toronto on September 20. He summarized the Canadian Council's brief to that committee, which recommended substantial changes and amendments to vacations and leaves, workplace training opportunities, minimum wage, accommodation for persons with disabilities, workplace harassment and the enforcement of federal labour standards.

Avian Flu and Other Infectious Diseases

The Canadian Council and Local 615-Saskatoon, SK, have submitted recommendations to the Canadian Labour Congress regarding their *Strategy Paper on the Prevention and Control of Infectious Diseases in the Workplace*. The inclusion of public transit and inter-city bus workers in section 6 (*Infectious Diseases and the Workplace*) was requested. A genetically modified seed strain for H5N1 (Avian Flu) vaccine development is available in Canada and if a vaccine is developed for this strain, it is crucial for public transportation workers to receive it as they are a critical part of the transportation infrastructure.

The ATU urged the CLC to encourage federal Health Minister Ujjal Dosanjh to follow through on his suggestion that the government break the patent on Tamiflu (an anti-viral drug) and allow generic drug com-

panies to make less expensive copies. This will ensure that the health of a nation and its workers is not left to market forces.

The ATU also stated that it is imperative for the CLC to lobby the federal and provincial governments to produce a planning guide that sets out a range of information, aimed primarily at infrastructure services such as public transit, to reduce the impact of a possible influenza pandemic on their employees. The Union also urged the CLC to support the right of transit and inter-city bus workers to refuse work in the event of pandemic influenza.

The ATU also advocated that a 'Sharps' policy be mandatory for transit and inter-city companies and that it be regulated provincially and/or federally, as discarded needles are often found on platforms, in buildings and in vehicles themselves. The Council also urged the CLC, in conjunction with the ATU, to lobby the federal government and all provincial governments to implement legislation similar to Saskatchewan's *Mandatory Testing and Disclosure (Bodily Substances) Act*. This act makes it possible for anyone who is exposed to bodily fluids while a victim of crime or providing emergency medical assistance to have a court order a blood sample from the source individual.

Our members are very concerned about spitting and coming into contact with blood while dealing with violence or providing emergency first aid – all of which are covered under the Act. While such legislation will not prevent such incidents from occurring, transit and inter-city bus workers have a right to know if they've been contaminated by an infectious disease of some kind. In order to protect its members from infection the ATU stressed that first aid training and protective equipment (such as vents for mouth-to-mouth resuscitation) should be mandatory and regulated provincially or federally for every public transit and inter-city bus system in Canada.



From left, Regie Branch and Shop Steward Lester Bishop, both of Local 819-Newark, NJ, acted quickly, performing CPR and mouth-to-mouth resuscitation on a fellow operator who was having a heart attack. They are credited with helping save her life.

Two Newark Operators Help Save Life of Fellow Driver

Recording Secretary Ray Greaves, 819-Newark, NJ, recently sent us this story of two quick-thinking members who are credited with helping to save the life of another operator. Regie Branch and Shop Steward Lester Bishop, both of Local 819, were eating lunch with fellow employees at New Jersey Transit's Big Tree Garage when they saw a female operator collapse in front of them. She was fortunate that they knew just what to do.

They observed that her breathing was shallow as they laid her down. Bishop immediately began performing CPR on the driver, as Branch assisted with mouth-to-mouth resuscitation. The operators kept this up until emergency medical technicians arrived on the scene. It was later discovered that the woman had suffered a heart attack and that the two operators likely saved her life.

KNOW YOUR RIGHTS:

Sexual Harassment

Sexual harassment is a legal term used to characterize unwelcome sexual attention or unequal treatment on the job because of your sex. It is a form of illegal discrimination. In the United States, Title VII of the Civil Rights Act of 1964 prohibits discrimination in the workplace based on race, color, religion, national origin, or sex. Similarly, in Canada, the Canadian Human Rights Act and provincial human rights laws protect workers from employment discrimination based on sex, race, creed, language, handicap, and marital status.

Unwelcome Advances

The U.S. Equal Employment Opportunity Commission (EEOC) and the Canadian Human Rights Commission (as well as Canadian provincial human rights commissions) enforce sexual harassment laws. In general, they define sexual harassment as unwelcome sexual advances, requests for sexual favors, or other verbal or physical contact of a sexual nature.

Forms of Sexual Harassment

Sexual harassment can occur in a variety of ways:

- The victim as well as the harasser can be a woman or a man;
- The objectionable conduct can come from someone of the same sex;
- It can occur indirectly (when the conduct is not specifically aimed at the victim, e.g. overheard);
- The victim does not have to suffer any economic injury or job loss.

In our industry, sexual harassment can occur in a variety of situations:

- A supervisor sexually harasses an employee being supervised;
- A fellow worker sexually harasses a co-worker; or
- A passenger or customer sexually harasses a driver or ticket agent.

If you think you are a victim of sexual harassment what should you do?

1. Assess the Situation

Since it is not always clear what sexual harassment is, you should start by examining the following questions:

- Is the verbal or physical behavior of a sexual nature?
- Is the conduct unwanted, offensive, or inappropriate?
- Does the harasser have more power or status than me?
- Do I believe my career is at any risk if I do not submit to the behavior?
- Does the harasser's conduct interfere with my job?
- Is the conduct making my work environment uncomfortable or unpleasant?

2. Document the Conduct

- Try to get witnesses to the conduct.
- Document each incident as soon as it occurs.
- Keep records of your job evaluations, assignments, and promotions to document whether your treatment on the job has suffered.
- Maintain all this information at home.

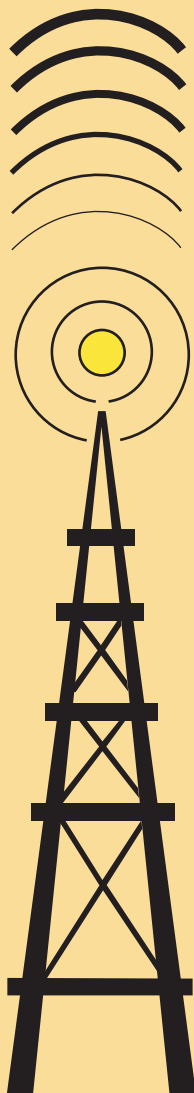
3. Contact Your Local ATU Officer or Steward

If you feel you are being harassed, you should report the facts to your steward or other local union officer. If the conduct was by a supervisor or a passenger, then an ATU representative can contact the employer and work with you to ensure that the situation is resolved. If it is not resolved, many ATU contracts contain anti-discrimination clauses which will allow the union to initiate a grievance on your behalf.

If the conduct is from a co-worker or another union member, the local union may be able to resolve the problem by mediating between members before the situation gets out of hand.

Our goal is to stop sexual harassment before it happens. All of us should work together to eliminate discrimination whenever and wherever it occurs. The best way to do this is to treat each other with dignity and respect.

LOCAL NEWS



Local 192 - Oakland, CA

Executive Board Member Claudia Hudson and International Vice President William McLean report settlement between members of Local 192 and Vallejo Transit.

Term: 7/01/05 - 6/30/08
Operator Wages Over Term: \$16.97 - \$18.53
H & W: 'er to pay 100% single, 75% plus one, 75% family premium (was 100%, 50%, 50% of premium). Add vision - 'er pays 100%. **Dental:** 'er to pay 100% single, \$80 plus one, \$100 family (was 100%, \$60, \$60). **PT:** 'er to pay 75% of premium by end of the contract.
Vacation: One (1) to four (4) yrs of svc - 12 days. Five (5) to fifteen (15) yrs of svc - 18 days. Fifteen (15) + yrs of svc - 25 days.
Holidays: Add 'ees birthday.
Bereavement: Add step & foster children.
Shoe Allow: \$75.

Local 313 - Rock Island, IL

Local President Pennie Mosley and International Vice President Larry Kinnear report settlement between members of Local 313 and Specialized Transportation Services.

Term: 8/01/05 - 7/31/11
Operator Wages Over Term: \$10.33 - \$13.00
Progression: Starting in 4th yr - increase by 20¢ per step.
Holidays: Add Easter as paid holiday (New).
Bereavement: Eight (8) days for spouse (was 5 days).
Unif Allow: \$450/yr by the end of the contract.

Local 615 - Saskatoon, SK

Local President Daniel Bichel and International Vice President Randy Graham report settlement between members of Local 615 and the City of Saskatoon.

Term: 1/01/04 - 12/31/06
Operator Wages Over Term: \$19.11 - \$19.95
Journeyman Wages Over Term: \$22.49 - \$23.48

Local 690 - Fitchburg, MA

Local President Anthony Salerno and International Vice Presidents Larry Hanley and Richard Murphy report first agreement between members of Local 690 and First Student, Inc.

Term: 8/01/03 - 7/31/06
Operator Wages Over Term: \$15.62 - \$16.57
Bonus: Holiday Bonus - \$55 on Christmas and Thanksgiving. Perfect Attendance Bonus - to \$100. Accident Free Bonus - to \$100.

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; *svc*=service; *unif*=uniform; *yr*=year; *wk*=week; *w/=with*; *@*=at; *+*=plus; *x*=times.

Probation: 30-90 days.
Holidays: Three (3).
Guarantee: Four (4) hours.
Bereavement: Up to five (5) days.
Charter: Meal allowance up to \$20.

Local 690 - Fitchburg, MA

Local President Anthony Salerno and International Vice Presidents Larry Hanley and Richard Murphy report settlement between members of Local 690 and Laidlaw Transit, Inc.

Term: 11/01/01-10/31/06
Operator Wages Over Term: \$13.79 - \$16.57
Bonus: Holiday Bonus - \$55 on Christmas and Thanksgiving. Perfect Attendance Bonus - to \$100. Accident Free Bonus - \$100.
Holidays: Add Memorial day (3 total).

Local 690 - Fitchburg, MA

Local President Anthony Salerno and International Vice Presidents Larry Hanley and Richard Murphy report settlement between members of Local 690 and Management of Transportation Services of Gardner.

Term: 7/01/03 - 6/30/06
Operator Wages Over Term: \$12.85 - \$14.00
Mechanic Wages Over Term: \$15.95 - \$17.10
Bonus: Thanksgiving - \$25, Christmas - \$50.
H & W: 25% 'ee/75% 'er (was 40% 'ee/60% 'er); 20% 'ee/80% 'er (for Head Dispatcher & Mechanics).
Life Ins: One (1) yr salary (New).
Pension: 'er contributes 50% of 'ee contribution - max \$1,000 (was 25%).
Vacation: One (1) yr of svc - one (1) wk (was unpaid). Two (2) yrs of svc - two (2) wks. Six (6) yrs of svc - three (3) wks. Fourteen (14) yrs of svc - four (4) wks. Twenty (20) yrs of svc - five (5) wks.
Holidays: Add Patriot's Day (11 total).

Local 690 - Fitchburg, MA

Local President Anthony Salerno and International Vice Presidents Larry Hanley and Richard Murphy report settlement between members of Local 690 and Management of Transportation Services (MTS-2) (was CSI North).

Term: 11/01/03-10/31/06
Operator Wages Over Term: \$14.10 - \$15.35
Pension: 5 1/2% contributed by employer for twelve yrs of svc, 6% contributed by 'er for fourteen (14) + yrs of svc (was max 5%) (New).
Vacation: Vacation bank - up to 22 days (New).

Local 801 - Altoona, PA

Local President David James and International Vice President Larry Hanley report settlement between members of Local 801 and Altoona Metro Transit (AMTRAN).

Term: 6/12/05 - 5/31/08
Operator Wages Over Term: \$16.88 - \$17.88
Mechanic Wages Over Term: \$17.18 - \$18.38
S & A: Increased to \$300/wk for 26 wks (was \$250)
Pension: Benefit to \$35 (was \$31).



ELECTIONS, from page 12

Local 996- South Bend, IN

Local President Freda Braylock and International Vice President Bob Baker report settlement between members of Local 996 and South Bend Public Transportation Corporation (Paratransit).

Term: 11/01/02 - 10/31/05
Operator Wages Over Term: \$10.00 - \$10.61
H & W: 'ee with three (3) yrs of svc - 'er pays 100% minus \$1/mo for ins premium (was 10 yrs of svc). 'ee with zero (0) to two (2) yrs of svc - 'er pays 80% (was 5-10 yrs of svc).
Vacation: 'ees with two (2)+ yrs of svc may use one (1) wk of vacation as individual days.

Local 1548 - Plymouth, MA

Local President Charles Ryan and International Vice Presidents Larry Hanley and Richard Murphy report settlement between members of Local 1548 and Brush Hill Transportation Company.

Term: 1/01/05 - 12/31/08
Operator Wages Over Term: \$14.40 - \$16.15
H & W: Dental Plan (50% 'ee/50% er) (New).
Life Ins: \$17,000 (was \$15,000).
Meal Allow: Breakfast \$5.50 (was \$5.00). Total \$26.00 (was \$25.50).

Local 1700 - New York, NY

Local President Bruce Hamilton and International Vice President Janis Borchardt report first agreement between members of Local 1700 and Aramark Facility Services (Greyhound).

Term: 7/01/04 - 6/30/07
Lead Cleaner Wages Over Term: \$9.50-*StartingRate
 *'ee receives a 3% increase on the anniversary date of the contract.
Vacation: One (1) yr of svc - five (5) days. Five (5) yrs of svc - ten (10) days.
Bereavement: Three (3) days.
Unif Allow: Provided.
Breaks: 15 min/4 hrs worked (paid). 30 min lunch break (unpaid).

Local 1743 - Pittsburgh, PA

Local President Diane Stambaugh and Special Representative William Foley report first settlement between members of Local 1743 and the Beaver County Transit Authority.

Term: 4/20/05 - 12/31/07
Operator Wages Over Term: \$11.42 - \$11.88
Probation: 120 calendar days.
H & W: 'er pays \$234.11/mo for single; \$547.89/mo for single with one child; \$613.25/mo for 'ee and spouse; \$703.88/mo for family.
Life Ins: \$20,000.
Vacation: One (1) yr of svc - ten (10) days per yr. Six (6) to ten (10) yrs of svc - one additional day per yr.
Holidays: Six (6) total.
Sick Leave: One (1) yr of svc - five (5) days/yr.
Bereavement: Three (3) days.
Unif Allow: Provided.
Shoe Allow: \$80/yr.

by Governor Arnold Schwarzenegger, R. Prop. 75 would have silenced the voice of public workers and their unions in California, opening the door wide for Schwarzenegger to cut funds for schools, hospitals, health care, infrastructure and public safety. This "Paycheck Deception" initiative would have restricted union political contributions while leaving corporate contributions untouched.

- ❑ Other defeated California initiatives, Propositions 74 and 76, would have reduced job security and contract protections for teachers and would have gutted a voter-approved law that guarantees minimum funding for schools. The ATU and other unions carried out a huge union member-to-union member mobilization to defeat these initiatives. "Governor Schwarzenegger was acting like a bully, but we showed him that our unions will not be pushed around," said ATU California Conference Board Chair Tony Withington.
- ❑ In **Ohio**, working families scored a huge victory when voters approved Issue 1, which will bring many new construction and high-tech jobs to Ohio. The \$2 billion "Jobs for Ohio" bond measure will finance infrastructure improvements and encourage high-tech employment, a big win for working families in the state.
- ❑ In **Colorado**, unions played a leading role in the campaign to pass Referendum C, which rolled back the fiscal disaster created by a state constitutional amendment misleadingly called the "Taxpayers' Bill of Rights" (TABOR). By suspending TABOR, the state will be able to keep an extra \$3.7 billion over the next five years and reinvest in critical services like health care and transportation.

Public Transportation Ballot Measures

The election also brought significant gains for the ATU and transit riders as voters throughout the U.S. continued the general trend of voting for expanded public transit choices. For the year 2005, 22 of 27 measures were won by pro-transit campaigns, an approval rate of 81%. On November 8, three states approved significant transportation-related measures: New York, Washington, and Texas. The only defeats were in Livonia, MI, and Seattle, WA.

- ❑ **New York** State voters approved \$2.9 billion in bonds for transportation projects, 55% to 45%. Revenue generated by the bond act will be split equally between downstate's New York Metropolitan Transportation Authority and the State Department of Transportation, funding both highway and transit projects across the state. The success of the Rebuild and Renew Transportation Bond Act marks a turn-around from five years ago when a similar measure was narrowly rejected.
 - ❑ **Youngstown, OH** voters approved two transportation measures, a 10-year 2-mill tax (62% to 37%) and a 4-year 2-mill tax (64% to 36%). The two levies combined will raise about \$2 million annually for the Western Reserve Transit Authority (Local 272) – a significant portion of the agency's budget.
 - ❑ By a vote of 54% to 46%, **Texas** residents approved the creation of a rail relocation and improvement fund that could be used to expand commuter rail service.
 - ❑ In **Washington**, the ATU and others in the union movement were instrumental in convincing voters to retain a gas tax increase that will provide \$8.5 billion for much-needed improvements to the state's transportation infrastructure. Also in Washington, **Seattle** voters abandoned plans to build the nation's longest monorail line. Proposition 1, which would have authorized the city to move forward with the monorail expansion was soundly defeated.
 - ❑ **Livonia, MI**, voted to drop out of the Suburban Mobility Authority for Regional Transportation (SMART), making it the first municipality in a decade to do so. Supporters of SMART fear that people in the community who do not own automobiles will lose their jobs.
- Overall, however, transit was a big winner in these elections. "I am so proud of the ATU members who worked so hard over the past few months to help secure these tremendous victories for labor and transit," said ATU International President Warren S. George. "We showed anti-union groups that we are ready to fight to take back this country for working people."

SEMINARS AND CONFERENCES



Regional Conference, August 4-7, Ottawa, ON:

Local 107-Hamilton, ON

Budh S. Dhillon
Brian Laity
Charlie S. Mangat
Rob McLean

Local 113-Toronto, ON

Paul W. Callaghan
Scott D. Gordon

Local 279-Ottawa, ON

Rick J. Maheral
Garry Queale
Renford Thomas

Local 508-Halifax, NS

Rick L. Dexter
Jeannie M. Garbett
Robert J. Keeping
Robin G. West

Local 591-Hull PQ

Lynn Demers

Local 946-Cornwall, ON

Kevin J. Lafave

Local 1182-Saint John, NB

Anthony F. Freake

Local 1189-Guelph, ON

Andrew Cleary
Gary E. Daters
Stephen R. MacNeil

Local 1290-Moncton, NB

Chris C. Dunn
Ray L. Melanson
George Turple

Local 1320-Peterborough, ON

Julie M. Craib
Gary Sager
Marty L. Sanderson
Barry A. Wakeford

Local 1374-Calgary, AB

Roger J. Lavergne
Jeff A. Melnick

Local 1415-Toronto, ON

Dave Harper
Ian Laird
Bil Shoultz
Marietta Quinney

Local 1462-St. John's, NF

Paul T. Churchill
George W. Crocker

Local 1572-Mississauga, ON

Nicholas Bye

Local 1573-Brampton, ON

Gayle L. Capp
Stan Dera
Witautas "Al" Mackevicius

Local 1587-Toronto, ON

Ronald Atkinson
Raymond Doyle
Denis J. Tanham

Local 1633-Welland, ON

Patty Furry
Henry Vanderkant

Local 1760-Ottawa, ON

Sanjeev R. Chauhan
Helene Lamarre



Financial Secretary Seminar, August 13-18, St. Louis, MO:

Attending the **Financial Secretary Seminar**, August 13-18, St. Louis, MO, seated in **front row**, from left: Gwendolyn M. Harris, 788 - St. Louis, MO; Oscar Owens, International Secretary-Treasurer; Jayne A. Millner, 1749 - Orlando, FL; Marla A. Henington, 859 - Decatur, IL; Gloria M. Dobbs, 998 - Milwaukee, WI; Bonnie L. Hendricks, 1374 - Calgary, AB; Carrie J. Sanders, 836-Grand Rapids, MI; Sylvia A. Veazia, 1031 - Beaumont, TX; Linda Bomberger, 1555 - Oakland, CA; Nancy McAvoyn, 1145 - Binghamton, NY; Gary Wellwood, 1724 - Vancouver, BC. Standing in the **second row**, from left: Andrea R. Thomas, 1070-Indianapolis, IN; Bianca D. Fountain, 1546 - Baton Rouge, LA; Michael Pendergraft, 1605 - Concord, CA; Valorie M. English, 1251-Battle Creek, MI; Terri L. Dunkelberger, 1356 - Sioux Falls, SD; Connie "Toni" Buck, 398 - Boise, ID; James L. Jones, 732 - Atlanta, GA; Jackie L. Jeter, 689 - Washington, DC; Diane M. James, 1575 - San Rafael, CA; Philip Madonna, 281 - New Haven, CT; James B. Lindsay, III, 1277 - Los Angeles, CA; Patricia J. Ayoub, 1760 - Ottawa, ON; Kevin L. Myers, 1241 - Lancaster, PA; John K. Bayer, 241 - Chicago, IL; Frederick H. Edwards, 1279-Johnstown, PA; Joseph H. Gotcher, 1309 - San Diego, CA; Blair Snelgrove, 134 - Vancouver, BC; William LaCroix, 583 - Calgary, AB; Robert R. Geer, 1755 - Denver, CO; Camilla L. Hunter, 892 - Tulsa, OK.

FOCUS ON WELLNESS

The Dangers of Exhaust

Many ATU members in the transit, intercity bus and school bus industries, including bus drivers, fuelers, and cleaners are exposed to diesel exhaust as part of their work. When inhaled, the toxic mixture of gases in diesel exhaust can cause short-term, health problems with immediate impact or long-term health problems that will develop over time.

What are the Effects of Diesel Exhaust?

The small particles in diesel exhaust are readily inhaled and deposited deep into the lung tissue. These particles may cause damage to lung tissue. Pre-existing diseases, such as emphysema, asthma, or heart disease, can be aggravated by diesel exhaust.

Some short-term (or acute) health effects are:

- irritation of the eyes, nose, & throat;
- light-headedness;
- heartburn;
- tightness in the chest;
- wheezing;
- vomiting;
- headache;
- numbness; and
- tingling in the extremities.

In addition to these immediate problems, diesel exhaust can cause chronic health problems. The National Institute for Occupational Safety and Health (NIOSH) considers diesel exhaust a potential human carcinogen (cancer-causing substance). It may take many years after the first exposure for diesel-related cancer and other health impacts to develop.

What Can Be Done To Reduce Diesel Exhaust?

ATU members who are regularly exposed to diesel exhaust should consult with their local union officers about the following options for reducing their exposure to this dangerous substance.

Substitution

The best protection against the hazards of diesel exhaust is to eliminate diesel exhaust itself. Many transit systems, intercity bus operators and school districts are replacing diesel engines with engines using cleaner energy sources, including propane, compressed natural gas, and electricity. However, each substitute comes with its own hazard.

Ventilation

If an alternative energy source is not feasible, there are still ways to reduce worker exposure. Diesel exhaust in enclosed areas (such as idling, fueling, maintenance and cleaning areas) can be controlled using both local exhaust ventilation and general ventilation. Local exhaust ventilation is the most effective ventilation system. It removes diesel exhaust before it gets into the air workers breathe. Tailpipe or stack exhaust hoses should be attached to a vehicle running indoors and exhausted to a place, such as the roof, where it will not re-enter the facility. General ventilation involves using roof vents, opening doors and windows, roof fans, floor fans, or other mechanical systems to move air through the work area. General ventilation is not as effective as local exhaust ventilation.

Isolate the Worker from the Exhaust

As many workers as possible should be relocated away from areas containing diesel exhaust. This will prevent needless exposure for workers not directly involved in operating or maintaining diesel-powered vehicles. Operator exposure to diesel exhaust should be controlled by

closing the cab windows when vehicles are running. Air conditioned cabs are critical to providing this safeguard year round. While diesel gases can seep into vehicle cabs when the windows are closed, this will limit contact with the particulate matter found in diesel exhaust.

Preventive Maintenance

Following the preventive maintenance practices below can also reduce exposure to diesel exhaust:

- Maintain and tune-up diesel equipment regularly. Check the exhaust system for leaks.
- Fit vehicles with emission control devices (air cleaners), such as collectors, scrubbers, and ceramic particle traps. Regularly check air cleaners and replace them when they get dirty.
- Fix cracks in vehicles with weather stripping and repair holes in the floor to prevent exhaust from seeping into a vehicle.

Personal Protective Equipment

Respirators are the least effective method of controlling exposure to diesel exhaust and should only be used as a last resort. NIOSH has not approved respirators that use air cartridges for protection against diesel exhaust. Only a full face-piece, positive pressure, supplied air respirator can provide adequate protection at high concentrations of diesel exhaust. Respirators must be fitted, cleaned, stored, inspected, and maintained in accordance with Occupational Safety and Health Administration's (OSHA) respirator regulation. In addition, workers must be trained on how to use a respirator properly and receive a medical evaluation to ensure they are physically fit to wear a respirator.

What are the Legal Requirements and Professional Guidelines for Diesel Exhaust Exposure?

In the U.S., Federal OSHA has jurisdiction over private sector workers. Many public sector workers are covered by state OSHA plans. Both federal and state OSHA plans require the inclusion of information on the potential cancer hazards associated with diesel fuel and diesel exhaust on Material Safety Data Sheets (MSDS). Both federal and state OSHA plans also require training in diesel hazards for workers who handle diesel fuel or who may be exposed to diesel exhaust.

Federal and state OSHA plans have permissible exposure limits (PELs) for some components of diesel exhaust, including carbon monoxide, sulfur dioxide, benzene, carbon dioxide, nitrogen dioxide, acrolein, and formaldehyde. OSHA also has a standard on "nuisance" dust that is applicable to the soot in diesel exhaust. As a potential human carcinogen, NIOSH recommends that diesel exhaust exposures be reduced to the lowest feasible limits.

In Canada, employers are also required to provide employees with MSDS, as well as provide education and training to employees on how to safely deal with hazardous substances, such as diesel exhaust. While standards vary from jurisdiction to jurisdiction in Canada, exposure limits are generally comparable to the limits recommended by OSHA and NIOSH.

LEGAL NOTICE

TO: Employees Represented by ATU Locals in U.S. Bargaining Units Who Are Subject to Union Security Arrangements

Employees working under collective bargaining agreements which contain a union security clause are required, as a condition of their employment, to pay monthly dues or fees to the union. Regardless of the specific wording used in such a clause, however, formal union membership cannot be, and is not, actually mandated. Those who are members of the ATU pay monthly union dues. Nonmembers, or "agency fee-payers," meet their obligation through the payment of an equivalent "agency fee."

Nonmembers subject to a union security clause also have the additional legal right to file objections to their funding of certain expenditures with which they may disagree. More specifically, in a series of judicial and agency decisions it has been determined that objecting nonmembers may not properly be charged for union activities and expenditures which are "unrelated to collective bargaining, contract administration, or grievance adjustment" and/or are otherwise "nongermane to the collective bargaining process."

When considering these matters, individuals should remember that the union security clause included in their labor contract was negotiated and ratified by their fellow employees based upon the principle that everyone who benefits from the collective bargaining process should share in its costs. Simply stated, the well-being of all bargaining unit employees is improved immeasurably when the union obtains higher wages, better health care and retirement benefits, fairness in the discipline system, and the many other improvements realized in contract negotiations. But it would be difficult to provide such effective representation at the bargaining table without the influence earned through the "nongermane" political and ideological activities of the trade union movement. If the ATU and other labor organizations did not express the workers' views on the important issues facing our nation and communities, one can only imagine how much more damage might be done to the rights and interests of American working men and women by anti-Labor forces in Washington, DC, and in statehouses across the country.

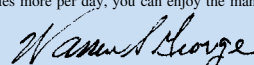
Any individual thinking of electing objector status also needs to keep in mind the considerable benefits of union membership that must first be surrendered. As a nonmember, a fee objector relinquishes many valuable privileges, including the right to attend and participate in union meetings; the right to run in local union elections and to otherwise nominate and vote for any candidates for union office; the right to participate in the formation

of ATU bargaining demands; the right to vote on contract ratification questions; and the right to enjoy the many benefits of the Union Privilege Benefits Program, which offers low-interest credit cards, legal and travel services, prescription drug cards, and life insurance.

The Notice of Statement of Law and Procedures which appears below sets forth the specific means by which an individual who decides to become a nonmember agency fee-payer notwithstanding the above considerations may lodge and perfect a request for a reduction in the amount of his or her monthly International per capita fee obligation. (This notice applies only to the International Union expenditures and to the per capita tax portion of local union dues except where – as is typically the case – the local union has, by voluntary and affirmative action, adopted this Notice and Statement for application to the local union's total fees in order to comply with the dictates of the applicable law in this area.) First implemented nearly two decades ago, this detailed process has been carefully tailored to satisfy the objectors' rights to not financially support "nongermane" activities while still requiring them to share in the full costs of union representation.

As noted, these procedures have been effectively imposed upon us. It remains our opinion that all of our organizing and all the legislative, litigation, and similar activities undertaken by the ATU – some of which tribunals have indicated may in part be ideological and, therefore, nonchargeable – are essential to improving the working conditions of all the employees we represent. Still, as a democratic and law-abiding union, we acknowledge and stand fully prepared to honor an individual's freedom to choose not to participate as a full member of the ATU and to not support these essential union endeavors.

The rights are, of course, yours. But for only pennies more per day, you can enjoy the many advantages of union membership in the ATU.


Warren S. George
International President

The following ATU Statement of Law and Procedures concerning union security objections applies only to the International per capita tax charged to objectors as part of local union fees (unless this Notice and Statement has been adopted by the local union for application to the local union's total fees).

1. Any ATU-represented nonmember employee, whether publicly or privately employed, who is subject to a union security clause conditioning continued employment on the payment of dues or fees has the right to become an objector to expenditures not related to collective bargaining, contract administration, grievance adjustment, or other chargeable expenditures. A current ATU member who chooses not to tender the full periodic (monthly) dues and assessments uniformly required for the acquisition or retention of full membership in the union, but who instead opts to become an objector, must assume nonmember status prior to filing an objection through these procedures. An objector shall pay reduced fees calculated in accordance with Section 5.

2. To become an objector,¹ an ATU-represented nonmember employee shall notify the International Secretary-Treasurer in writing of the objection transmitted during the month of January each year or within thirty (30) days after assuming nonmember status. Employees who were not subject to an ATU union security clause as of January in any given year must forward an objection within thirty (30) days after becoming subject to union security obligations and receiving notice of these procedures or within thirty (30) days after assuming nonmember status. The objection shall be signed and shall specify the objector's current home mailing address, name the objector's employer with which the applicable union security arrangements have been entered into, and identify the ATU local union number, if known. All objections should be mailed to the International Secretary-Treasurer, 5025 Wisconsin Avenue, NW, Washington, DC 20016-4139 or transmitted by facsimile to 202-244-7824 with a separate cover page directing such to the attention of the International Secretary-Treasurer and specifying the subject thereof to be the "Election of Fee Objector Status." A person who wishes to continue an objection in a subsequent twelve (12) month period shall so provide notice of objection each January.

3. The following categories of expenditure are chargeable to the extent permitted by law:

a. All expenses concerning the negotiation of agreements, practices and working conditions;

b. All expenses concerning the administration of agreements, practices and working conditions, including grievance handling, all activities related to arbitration, and discussion with employees in the bargaining unit or employer representatives regarding working conditions, benefits and contract rights;

c. Convention expenses and other normal union internal governance and management expenses;

d. Social activities and union business meeting expenses;

e. Publication expenses to the extent coverage is related to otherwise chargeable activities;

f. Expenses of litigation before the courts and administrative agencies related to contract administration, collective bargaining rights and internal governance;

g. Expenses for legislative, executive branch and administrative agency representation on legislative and regulatory matters closely related to contract ratification or the implementation of contracts;

h. All expenses for the education and training of members, officers, and staff intended to prepare the participants to better perform chargeable activities;

i. All strike fund expenditures and costs of group cohesion

and economic action, e.g., general strike activity, informational picketing, etc.;

j. All funeral or dismemberment benefits; and

k. A proportional share of all overhead and administrative expenses.

4. Each December, the International Union shall publish these policies and procedures in the *In Transit* to provide to ATU-represented employees notice of their right to object and of the procedures for objecting. The International shall also send a copy of these policies and procedures to each person who objected the previous year to inform the person of his or her right to renew the objection for the current year.

5. The International retains an independent auditor who submits an annual report for the purpose of verifying the percentage of expenditures that fall within the categories specified in Section 3. Similarly, if the local union has adopted these procedures for application to its total fees, the local union arranges for the audit of the records, enabling the local union to verify annually the percentage of its total expenditures other than the International per capita tax that is chargeable to objectors. The amount of the International and local union expenditures falling within Section 3 made during that fiscal year which ended in the previous calendar year shall be the basis for calculating the reduced fees that must be paid by the objector for the current calendar year.² For each objector, an amount equal to the reduced fees paid by the objector shall be placed in an interest-bearing escrow account.

6. The report(s) of the independent auditor(s) shall be completed prior to the publication of these policies and procedures in December. The report(s) shall include verification of the major categories of union expenses attributable to chargeable and nonchargeable activities. Local unions which adopt these procedures shall provide a copy of their independent auditor's report to each nonmember employee represented by the local union.

7. In the absence of an exclusive statutory review procedure,³ each objector may challenge the legal and arithmetical bases of the calculations contained in the independent auditor report(s) by filing an appeal with the International Secretary-Treasurer. Nonmember objectors in bargaining units covered by the National Labor Relations Act shall also have the right to seek a determination of any issues relating to these procedures by invoking the jurisdiction of the National Labor Relations Board. If such an objector chooses not to invoke the Board's jurisdiction, or if the Board defers to these appeal procedures, the nonmember objector's appeal shall be filed exclusively with the International Secretary-Treasurer. Any such appeal must be made by sending a signed letter to the International Secretary-Treasurer postmarked or transmitted via facsimile no later than thirty (30) days after the International Secretary-Treasurer has forwarded a letter to the objector acknowledging receipt of the objection or the date the National Labor Relations Board affirmatively declines to assert its reviewing jurisdiction, whichever is later.

8. Except where state law provides an exclusive statutory review procedure as discussed in Note 2 below or when an objector proceeds before the National Labor Relations Board as set forth in Section 7, all such appeals received by the union within the time limits specified above shall be determined by expeditious referral to an impartial arbitrator appointed by the American Arbitration Association (AAA) under its rules for impartial determination of union fees and these procedures. The International Union will notify the AAA that challenges of its fees, which have been received from one or more individual employees, are to be determined by an impartial arbitrator and will include the names and addresses of the individuals who have filed the appeals challenging the union's fees and

who should be notified of the proceedings.

a. All appeals filed within any given forty-five (45) day period shall be consolidated. Appeals shall be heard as soon as the AAA can schedule the arbitration and shall be at a location selected by the AAA to be the most convenient for those involved in the proceeding.

b. Each party to the arbitration shall bear its own costs. The challengers shall have the option of paying a pro-rata portion of the arbitrator's fees and expenses. The union shall pay the balance of such fees and expenses.

c. Challengers may, at their expense, be represented by counsel or other representative of choice. Challengers need not appear at the hearing and shall be permitted to instead file written statements with the arbitrator no later than the beginning of the arbitration hearing. Post-hearing statements may be filed in accordance with the provisions of Section 8(g).

d. Fourteen (14) days prior to the start of the arbitration, challengers shall be provided with copies of all exhibits or a list of all such exhibits intended to be introduced at the arbitration by the union and a list of all witnesses the union intends to call, except for exhibits and witnesses the union may introduce for rebuttal. Where a list of exhibits has been provided, challengers shall have a right to receive copies of such exhibits by making a written request for them to the International Secretary-Treasurer. Additionally, copies of all exhibits shall be available for inspection and copying at the hearing.

e. A court reporter shall make a transcript of all proceedings before the arbitrator. This transcript shall be the only official record of the proceedings and may be purchased by the challengers. If challengers do not purchase a copy of the transcript, a copy shall be available for inspection by challengers at the International headquarters during normal business hours.

f. The arbitrator shall have control over all procedural matters affecting the arbitration in order to fulfill the dual needs of an informed and an expeditious arbitration. The arbitrator shall set forth in the decision the legal and arithmetic bases for the decision, giving full consideration to the legal requirements limiting the amount objectors may be charged.

g. The parties to the arbitration shall have the right to file a post-hearing statement within fifteen (15) days after both parties have completed submission of their cases at the hearing. Such statements may not introduce new evidence nor discuss evidence not introduced in the arbitration. The arbitrator shall issue a decision within forty-five (45) days after the final date for submission of post-hearing statements or within such other reasonable period as is consistent with the applicable AAA rules and the requirements of law.

h. The decision of the arbitrator shall be final and binding on all findings of fact supported by substantial evidence on the record considered as a whole and on other findings legally permitted to be binding on all parties.

i. Upon receipt of the arbitrator's award, any adjustment in favor of the challenger will be made from the escrow account.

9. Under Section 18.1 of the ATU Constitution and General Laws, each local union will be responsible for collecting and transmitting to the International Union each month from those who have made an objection the amount of the per capita tax certified as due under these procedures. In addition, each local will be responsible for developing a system covering local union fees that will meet the legal requirements related to the objectors in the local. If the local union affirmatively opts to adopt the International procedures concerning fee

objections on an integrated basis, no multiple notice (other than providing its independent auditor's report to nonmember employees represented by the local union), objection, challenge or appeal procedures will be necessary. If, however, the local union adopts an independent system covering local union expenditures other than per capita tax, such arrangements must, by law, be included in the local's procedures. The local's procedures must, further, at a minimum: (1) establish record-keeping methods sufficient to permit an accurate calculation of the percentage of the local's total expenditures that are chargeable to objectors; (2) provide for an independent audit which will enable the local union to verify annually the chargeable portion of the local's total expenditures, the amount of the reduced fees payable by objectors, and the appropriate escrow amount; and (3) provide objectors a single, expeditious review of the calculation of the chargeable expenditures before a neutral person not selected by the local. Under either an integrated or independent local system governing local union fees, each local union is responsible for collecting only those fees as may be certified as properly due to the local union.

10. The provisions of this procedure shall be considered legally separable. Should any provision or portion hereof be held contrary to law by a court, administrative agency or arbitrator, the remaining provisions or portions thereof shall continue to be legally effective and binding. If, after consultation with each other, the International President or the local union business agent determines that modifications in this procedure are necessary to maintain compliance with applicable law, such modifications may be made in accordance with the Constitution and General Laws of the International Union or the bylaws of the local union, as applicable.

NOTES

1. ATU-represented public employees in Illinois, Minnesota, Montana, or Oregon who are not members of the union are automatically considered objectors and are not required to make a filing under the provisions of Sections 2 and 4 of this Statement of Law and Procedures. The collective bargaining statute applicable to New Jersey public employers (with the significant exceptions of New Jersey Transit and NJT-Mercer) has the same impact. Similarly, except where a more stringent union security arrangement was in place on January 1, 1970, and has been continued in accordance with the "grand fathering" provisions of state law, the Pennsylvania public employee bargaining statute only permits a fair share union security clause under which every nonmember is obligated to pay only a reduced fee based upon prior chargeable expenditures. Local unions representing such members shall forward the names of all such nonmember objectors to the International Secretary-Treasurer, including the objector's current home address and employer.

2. In accordance with applicable state laws, the reduced per capita tax owed by nonmember public employee objectors in Minnesota and New Jersey (except those working for New Jersey Transit or NJT-Mercer) shall be computed utilizing either the percentage of chargeable expenditures as verified by the report of the independent auditor retained by the International or eighty-five (85%) percent, whichever is lesser.

3. State statutes covering public employees in Minnesota and New Jersey (again, other than those workers employed by New Jersey Transit or NJT-Mercer) require that any person wishing to challenge the fees file an action with the state public employment board (Minnesota) or with a three-member board appointed by the governor specifically to hear fair share challenges (New Jersey). Where these statutes are applicable, any local union procedure must provide that the binding expeditious review be through the applicable state process.

AMALGAMATED TRANSIT UNION ANALYSIS OF OBJECTORS' EXPENSES YEAR ENDED JUNE 30, 2005				
EXPENSES	Net (U.S.)			Allocation Method
	Includable Expenses	Chargeable	Non-Chargeable	
General Fund				
Salaries and expenses	\$ 8,053,540	\$ 6,870,903	\$1,182,637	Time Records
Seminars	538,381	352,855	185,526	Content
Donations, charitable, political and scholarship expenses	469,774	-	469,774	Non-Chargeable
Per capita taxes	1,103,079	-	1,103,079	Non-Chargeable
Insurance	124,146	102,507	21,639	Time Records
IN TRANSIT expenses	420,232	226,253	193,979	Space and Content
Net building operating expenses	110,703	86,603	24,100	Time Records
Office and administrative	409,338	337,992	71,346	Time Records
Other	663,723	371,202	292,521	Various
Funeral and Dismemberment Benefits Fund				
Benefits paid	2,001,400	2,001,400	-	100% Chargeable
Net building operating expenses	44,281	44,281	-	100% Chargeable
Defense Fund				
Strike benefits	188,850	188,850	-	100% Chargeable
Arbitration Expenses	78,433	78,433	-	100% Chargeable
Outside legal fees	562,096	539,383	22,713	Identified by case
Legal Department salaries and expenses	1,109,235	715,929	393,306	Time Records
Net building operating expenses	66,422	43,022	23,400	Time Records
Other	120,173	46,553	73,620	Specific Identification
Building Fund				
Depreciation	248,656	205,315	43,341	Time Records
Convention Fund				
Convention expenses	1,215,630	1,215,630	-	100% Chargeable
Health Fund				
Health care premium expenses	1,873,249	1,546,742	326,507	Time Records
Totals	\$19,401,341	\$14,973,853	\$4,427,488	
Percentage	100.00%	77.18%	22.82%	

Amalgamated Transit Union - Analysis of Objectors' Expense for the Fiscal Year Ended June 30, 2005

To the Chair and Members of the General Executive Board of the Amalgamated Transit Union:

We have audited the accompanying Analysis of Objectors' Expenses of the Amalgamated Transit Union (the Analysis) for the year ended June 30, 2005. The Analysis is the responsibility of the Union's management. Our responsibility is to express an opinion on the Analysis based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the Analysis is free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the Analysis. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall presentation of the Analysis. We believe that our audit provides a reasonable basis for our opinion.

As described in Note 1, the Analysis was prepared on a modified cash basis of accounting, which is a comprehensive basis of accounting other than generally accepted accounting principles.

The total net (U.S.) includable expenses presented in the Analysis agree to the expenses in the audited financial statements of the Amalgamated Transit Union for the year ended June 30, 2005, as modified as discussed in Note 3. The allocations of expenses between chargeable and non-chargeable are based on the descriptions and the significant factors and assumptions described in Note 2. The accompanying Analysis was prepared for the purpose of determining the amount of the Union's expenses that are chargeable or non-chargeable to fee objectors. The accompanying Analysis is not intended to be a complete presentation of the Union's financial statements.

In our opinion, the Analysis referred to above presents fairly, in all material respects, the includable expenses of the Amalgamated Transit Union for the year ended June 30, 2004, and the allocation between chargeable and non-chargeable expenses, on the basis of accounting described in Note 1 and significant factors and assumptions described in Note 2.

This report is intended solely for the information and use of the Amalgamated Transit Union and its fee objectors and is not intended to be and should not be used by anyone other than these specified parties.

Calibre CPA Group, PLLC

Washington, DC

Dated: July 29, 2005, except for the allocation of expenditures described in Note 2 as to which the date is October 14, 2005.

NOTES TO ANALYSIS OF OBJECTORS' EXPENSES YEAR ENDED JUNE 30, 2005

NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Method of Accounting - The Analysis is presented using a modified cash basis of accounting. Generally, expenses are recognized when paid rather than when the obligation is incurred. However, accruals of expenses are recorded for certain transactions with local unions, funeral benefits, accrued compensated absences and other items.

Depreciation - Depreciation of property and equipment is charged to operations over the estimated useful lives of the assets using the straight-line method.

Benefit Payments - The Union's Constitution and General Laws provide for the payment of an \$1,000 funeral or dismemberment benefit on behalf of members and fee payers in good standing with one or more years of continuous membership or fee payment at the time of their death or dismemberment. An expense is recognized for the benefit for life members at the time they become life members. The costs associated with this benefit for other members and fee payers are accounted for upon disbursement of the benefit.

Estimates - The preparation of this Analysis requires management to make estimates and assumptions that affect the reported amounts of expenses during the reporting period. Actual results may differ from those estimates.

NOTE 2. PURPOSE OF ANALYSIS OF OBJECTORS' EXPENSES AND SIGNIFICANT FACTORS AND ASSUMPTIONS USED IN DETERMINING CHARGEABLE AND NON-CHARGEABLE EXPENSES

The purpose of this Analysis is for the determination of the percentage of fee objector dues (or their equivalent) expended by the Union for chargeable activities. Expenses for chargeable activities are those deemed "necessarily or reasonably incurred" to execute the representational duties of the Union. The percentage of Union expenses deemed not chargeable is used for determining advance dues (or their equivalent) reduction for fee objectors for the subsequent calendar year.

The procedures followed in the preparation of this Analysis include categorization of each classification of expenses by chargeable and non-chargeable activities. This is accomplished by analyzing each classification of expenses and identifying amounts which are either chargeable or non-chargeable.

The Union engaged professional assistance to determine criteria for identifying chargeable and non-chargeable expenses. The procedures and significant factors and assumptions used in this Analysis in determining these expenses are as follows:

- A. All expenses are identified by fund and reconciled to the Union's annual financial statements.
- B. Canadian expenses within each fund are eliminated.
- C. Certain interfund transfers are recorded to more accurately reflect

the Union activity for which certain expenditures were made.

D. Expenses are analyzed to identify chargeable and non-chargeable amounts using the following criteria:

1. Chargeable expenses include:
 - All expenses concerning the negotiation of agreements, practices and working conditions;
 - All expenses concerning the administration of agreements, practices and working conditions, including grievance handling, all activities related to arbitration and discussion with employees in the bargaining unit or employer representatives regarding working conditions, benefits and contract rights;
 - Convention expenses and other normal Union internal governance and management expenses;
 - Social activities and Union business meeting expenses;
 - Publication expenses to the extent coverage is related to chargeable activities;
 - Expenses of litigation before the courts and administrative agencies related to contract administration, collective bargaining rights and internal governance;
 - Expenses for legislative, executive branch and administrative agency representation on legislative and regulatory matters closely related to contract ratification or the implementation of contracts;
 - All strike fund expenditures and other costs of group cohesion and economic action, e.g., demonstrations, general strike activity, informational picketing, etc.;
 - All expenses for the education and training of members, officers and staff intended to prepare the participants to better perform chargeable activities;
 - All funeral and dismemberment benefits; and
 - An allocable amount of all net building expenses.
2. Non-chargeable expenses include all other expenses.

E. For those expenses which have both chargeable or non-chargeable aspects, allocations are made using certain ratios. Significant ratios used for these allocated expenses include ratios based on salary costs supported by time records and other ratios such as student days ratios for allocation of seminar costs and printed line ratios for allocation of certain publication costs.

Note 3. RECONCILIATION OF ANALYSIS TO AUDITED FINANCIAL STATEMENTS

The expenses included in this analysis are based upon the total expenses of \$21,678,023 reported in the audited financial statements of the Amalgamated Transit Union modified for the following:

- \$2,015,966 in Canadian expenses have been excluded from this analysis.
- \$260,716 relating to various expenses which have been offset by corresponding revenue items have been excluded from this analysis.

In Memoriam

Death Benefits Awarded from September – October 2005

1- Members at Large

Walter Thomas Collins
George J. Diamond
Basil Starr Doyle
Clifford Foster
Frank E. Klockmann
Lewis Stanley Miller
Arthur Robinson
Edward N. Sparkman
J. D. Thompson
James William Watts

19- Colorado Springs, CO

Robert M. Walton

22- Worcester, MA

Anthony M. Caricchio
Roger F. Rice

26- Detroit, MI

Dumas M. Cobb
James Albert Fike
Robert Donald Gardner
Howard Holt, Jr.
Edward P. Hutchinson
William A. Jackson
Edwin Petroski
Frank C. Santoni
Lawrence Sneed

85- Pittsburgh, PA

Emmett Eugene Carter
Marshall Coles
Stanley K. Dapra
Joseph Frank Gamble
Paul Vincent Grady
John A. Gremba
Robert John Patrick
Fred Piriano
Paul R. Schofield
Joseph S. Sowinski
Stephen Watchek
Joseph Weltner

113- Toronto, ON

Ivan John Andrews
Gerald R. Bullied
Edgar Josepj Chaisson
Ernest Joseph Doyle
Gerard Gallant
Michael Kruger
Juozas Lukosiunas
Alexander C. Lumsden
John C. Mamo
Rudolph F. Neumann
Nicola Panza
George Russo
Donato M Sasso
Karl Heinz Schumacher
Stephen Sudeyko
Dino Trentini
Matthew White

134- Vancouver, BC

William Dragan

192- Oakland, CA

Russell F. Briscoe
Randall M. Corbin
Carl J. Johnson III
George J. Skinner

241- Chicago, IL

George J. Dalmas
Casimir A. Danek
Samuel Edwards
James E. Hall
Roger R. Hudson
Robert C. Jasinski
James N. Jones
William Jones
Charles L. Kyles
Willetta Lee
Gustav W. Lemar
Leslie J. Maringer
Billy Morgan
James Morrow
Gennett Murphy
Orene O. Strong
John Tertz
Bobby J. Townsend
Joe L. Weatherspoon
Rosie L. White

265- San Jose, CA

Lola B. Stein

268- Cleveland, OH

Harold William Arndt
John W. Eshan

272- Youngstown, OH

Lawrence B. Eaton

279- Ottawa, ON

Robert O. Dumais
Hugh B Matthews

281- New Haven, CT

James M. Christian

308- Chicago, IL

Rodrigo Alcantara
Floyd R. Burns
Julio Camacho
John P. Flynn
Eloise O. Glass
Verna J. Hartney
Elizabeth J. Heeran
Gerald R. Kurzydlo
Delbert M. Martz
Michal Nastalek
Richard M. Souchet

398- Boise, ID

Virgil D. Henson

416- Peoria, IL

Gwendolyn R. Brown
Harold Thomas Lulay

425- Hartford, CT

Francis Charles Flint
Edmond D. Foley
Albert L. Vuillermet

441- Des Moines, IA

Paul T. Etter

519- La Crosse, WI

James L. Hall

569- Edmonton, AB

David M. Faulkner
Dennis M. Logue
Dennis O. Rogutski

580- Syracuse, NY

Richard G. Duffy

583- Calgary, AB

Gilbert Diegel
Joanne E. Kea
Wilbert C. Mc Larty
Gregory D. Potter

587- Seattle, WA

Milton L. Logsdon
Edward L. Rondeau
John A. Ross
Lawrence D. Sumner
Kenneth B. Wicker

589- Boston, MA

George F. Bradley
James E. Brown
Thomas J. Buchan
John J. Connolly
John I. Costa
Walter Ludwig Dacko
James M. Delaney
Stephen Di Blasi
Alexander A. Fraser
Angelo N. Grieco
Steven H. Hanson
Ralph M. Henderson
Patrick J. Luciano
Kenneth Lungelow
Robert L. Mac Isaac
Edward M. Mc Gagh
John J. Oakley
Anthony Pasquarilla

615- Saskatoon, SK

Louis Fred Hartz

616- Windsor, ON

Frank Carducci

618- Providence, RI

Raymond M. Hamilton
William B. Sylvia

627- Cincinnati, OH

Howard A. Brinkdoepke

William J. Laycock
Bobby L. Mc Farland

689- Washington, DC

Hollis Worth Fultz
Michael A. Gorham
William B. Herbert, Jr.
Charles Benford Keys
Elton W. Robinson
Darryl K. Smith

714- Portland, ME

Arthur W. Mc Kinney
William J. Miraglia

725- Birmingham, AL

Alpha Swindall Mathis

726- Staten Island, NY

Raffaello Lippa
Aldo P. Morandi

732- Atlanta, GA

Glenn Darrell Allen
Eddie T. Cowan
Bessie F. Gresham
Larry C. Mitchell
Harry R. Tallent

757- Portland, OR

Mozell Adkison

758- Tacoma, WA

George W. Getz
Robert Wilson

784- Meridian, MS

Dorothy P. Bray

788- St. Louis, MO

Harold C. Butler
Milton A. Gist
Mattie Howard
Clarence I. Lowe
Earl S. Miller

819- Newark, NJ

George H. Grant
Louis E. Greenling
Vernice Holmes
Barbaro Palumbo
Joseph Schmuck

821- Jersey City, NJ

Louis D. Chiurco

822- Paterson, NJ

Sammie Jones

824- New Brunswick, NJ

Ralph De Blasio

825- Oradell, NJ

John Muller

846- St. Catharines, ON

Herbert J. Dawson

880- Camden, NJ

Donald W. Miller

998- Milwaukee, WIHenry G. Dechert
Mary A. Lang
Eugene F. Weber**1001- Denver, CO**Diana K. Elliott
Bruce E. Klawans**1005- Minneapolis & St. Paul, MN**Jesse A. Ojeda
Robert L. Sathre
Wayne F. Williams**1015- Spokane, WA**

Dorothy K. Angel

1039- Lansing, MI

William Myers

1056- Flushing, NYJoseph Barsauskas
John S. Denecke
William A. Dungee
Ronald M. Forbush, Sr.
Leo Herrmann
Arthur Mongelli
Jose Ortiz
Kelvin Soodeen
Warren Spence
Arthur R. Wiskemann**1070- Indianapolis, IN**

Stanley J. Mc Clung

1177- Norfolk, VA

James D. Whiteside

1179- New York, NY

Agnello Tuccillo

1181- New York, NYRose Bruno
Larry J. Calcagno
Vincent Cavallaro
John J. Corio
Dominick Croce
Josephine D'anduno
Kenneth Diggs
Joseph Giangrande
Alma Kellison
Antoinette Kirk
Esperance Labidou
Diane E. Liotta
Albert Matthews, Jr.
John H. Morris
Joseph V. Rodolico
Emmit Smith

Phyllis Sweeney

Margaret Tunnell

1267- Ft. Lauderdale, FL

John F. Lavelle

1277- Los Angeles, CAPaul K. Flanagan
Arthur H. Garcia
Richard A. Harris
Phung K. Phung
Dale K. Shultz**1279- Johnstown, PA**

Wade Baumgardner

1287- Kansas City, MO

Richard R. Moran

1300- Baltimore, MDCalperta Cofield
Charles Mc Mann
Brevard Mccollough
Maryland Tackett**1321- Albany & Troy, NY**Richard E. Jordan
Edward F. Radigan**1328- Raleigh, NC**

Andrew Edward Henson

1342- Buffalo, NYSusie M. Clay
John Viverto**1363- Providence, RI**Thomas E. Gorman
William Albert Silva**1374- Calgary, AB**John R. Perry
William David Watt**1385- Dayton, OH**James T. Fails
Rueben J. Mc Duffie**1433- Phoenix, AZ**

Dion R. Rummage

1493- Raleigh, NCWilliam W. Bentley
Robert L. Jones
Milford E. Lackey
James E. Norman
Willard H. Rase
Ivey Glenn Smith
Philip I. Townsend**1505- Winnipeg, MB**

John B. Ellis

1512- Springfield, MA

Charles J. Cosgrove

1587- Toronto, ON

Ravirajah Nithiananthan

1637- Las Vegas, NV

Frankie L. Patterson

1700- Chicago, IL

Epifanio Silva

1753- Venetia, PA

Donald H. Salomon

Late International President Dan Maroney Inducted into West Virginia Labor Hall of Honor

The late, former International President Daniel V. Maroney, was inducted into the Hall of Honor of the West Virginia Labor History Association in a ceremony on October 22, in Charleston, WV.

Maroney served as International President from 1973 - 1981. He was born in Cabin Creek, Kanawha County, on June 10, 1921. He grew up in the Irish-Catholic coal mining community in the Kanawha Valley. After service in World War II, Maroney joined the transit industry as a bus driver for the Charleston Transit Company. Later, after he began working for Atlantic Greyhound, he began a long yet ultimately successful campaign to organize his Greyhound property as well as Charleston Transit from 1949 - 1954. That campaign was interrupted by service as an infantry lieutenant in the Korean War, where he distinguished himself in battle and was decorated for bravery.

Maroney was elected the first president of his local - **1493**-Charleston, WV - in 1954; International Vice President in 1965; and International President in 1973.

While International President, Maroney successfully fought against attempts to dismantle transit workers' Section 13(c) collective bargaining rights, brought a case to the U.S. Supreme Court to eliminate the provision that exempted mass transit from paying overtime for work performed over 40 hours per week; established the ATU Education Program; and proposed and oversaw the construction of a new building for ATU's International Headquarters in Washington, DC.

Maroney retired in 1981. He passed away on April 29, 1999.



The late Daniel V. Maroney, former International President of the ATU was installed in the West Virginia Labor Hall of Honor on October 22.

AFL-CIO NATIONAL BOYCOTTS



SEPTEMBER/OCTOBER 2005

BUILDING MATERIALS & TOOLS

JET EQUIPMENT & TOOLS, INC.

Auburn, Wash., distributor of "JET" brand metal- and wood-working power and hand tools for home and commercial use

► *International Brotherhood of Teamsters*

ENTERTAINMENT & RECREATION

BIG LEAGUE THEATRICALS ROAD COMPANY

Performing "Miss Saigon"

► *Actors' Equity Assn./American Federation of Musicians*

ECHOSTAR DISH NETWORK

Satellite Television Service

► *Communications Workers of America*

FOOD & BEVERAGES

ALGOOD FOODS

Reeses Peanut Butter

► *International Brotherhood of Teamsters*

HOTELS

Unless otherwise indicated all the following hotels have been placed on the Boycott List at the request of UNITE HERE.

ARIZONA

Phoenix: Arizona Biltmore Resort (KSL);

Scottsdale: The Phoenician

CALIFORNIA

Long Beach: Hyatt Regency; **Los Angeles:** New Otani Hotel & Garden; **Palm Springs:** La Quinta Resort & Club (KSL), PGA West; **San Diego:** Sheraton Hotel & Marina, Westin Horton Plaza;

San Francisco: Ana Hotel (Argent); Fairmont, Four Seasons, Grand Hyatt Union Square, Holiday Inn Civic Center, Holiday Inn Express, Holiday Inn Fisherman's Wharf, Holiday Inn Union Square, Hilton, Hyatt Regency, Omni Hotel, Sheraton Palace, Westin St. Francis Hotel (Saint); **Santa Clara:** Westin

CONNECTICUT

Waterbury: Four Points by Sheraton

FLORIDA

Miami: Hyatt Regency, Hotel InterContinental;

Lake Buena Vista: Best Western-Grosvenor Resort (Located at Disney World, but separately owned and operated)

GEORGIA

Atlanta: Indigo Atlanta, InterContinental Buckhead, Westin Peachtree; **Lake Lanier:** Emerald Pointe (KSL)

HAWAII

Kahuku: Turtle Bay Resort (Owned by Oaktree Capital Management, LLC, Managed by Benchmark Hospitality)

ILLINOIS

Chicago: InterContinental

MASSACHUSETTS

Boston: Hyatt Regency Boston Financial, Hyatt Regency Cambridge

MINNESOTA

Minneapolis: Grand Hotel Minneapolis (Owned and operated by the Wirth Companies)

► *UNITE HERE (all above)*

NEW YORK

Buffalo: Adam's Mark Hotel

► *International Union of Operating Engineers*

WASHINGTON

Seattle: Sheraton Seattle Hotel & Towers

► *UNITE HERE*

OTHERS

R.J. REYNOLDS TOBACCO CO.

Cigarettes: Best Value, Camel, Century, Doral, Eclipse, Magna, Monarch, More, Now, Salem, Sterling, Vantage, and Winston; plus all Moonlight Tobacco products

► *Bakery, Confectionery, Tobacco Workers & Grain Millers International Union*

VANCE SECURITY

Provides security guards in private office buildings, industrial locations and government facilities. Features a division—the Vance Workforce Staffing Team—dedicated to strike breaking

► *Service Employees International Union*

WACKENHUT SECURITY

Security guards for private office buildings, industrial locations and government facilities.

► *Service Employees International Union*



UNION LABEL AND SERVICE TRADES DEPARTMENT, AFL-CIO



**THIS HOLIDAY
SEASON I WANT
MY KIDS TO GET...**



Ne pas enlever avant la livraison au consommateur	Not to be removed until delivered to the customer
Conformément à l'article 1 sur les matériaux de jouillage et les articles rembourrés (L.R.Q., M-5)	In accordance with the act respecting toys and upholstered and stuffed articles (R.S.Q., M-5)
MATÉRIAUX NEUFS SEULEMENT	NEW MATERIALS ONLY
Permis • Permit: Q.C. 1740-999	
Fabriqué en Chine	100% STRAW / PAILLE Made in China

Union-Made

Without child labour

Made in respect of workers' rights

With fair wages paid to workers

In decent and humane working conditions

TOYS MADE IN JUSTICE!

Did you know that 60% of all toys sold in Canada are made in Asian factories, mainly in China?

Facts About a Typical Toy Factory in China:

(peak season)

- **Mandatory daily shift of 15 - 16 hours**
- **Seven-day workweek**
- **30-day work month**
- **Average weekly time in factory: 103 - 112 hours**
- **Hourly wage: 12 - 14 cents (US)**
- **\$8 to \$10 for a 72-hour workweek**
- **Handling toxic chemicals, glues, paints & solvents daily**
- **40-degree centigrade temperature**
- **Sick workers fired**
- **16 workers share one small room**
- **Freedom of association absolutely repressed**
- **Workers have never heard of, let alone seen, Mattel's, Hasbro's, Disney's, McDonald's, Toys 'R Us, or Wal-Mart's so-called Codes of Conduct.**

For More Information on

TOYS MADE IN JUSTICE:

WWW.CLC-CTA.CA (action - campaigns)

SWEATSHOP@CLA-CTC.CA

Tel: 613-526-7415



URGENT

ATU HURRICANE VICTIMS NEED YOUR HELP

The Holiday Season is here. For some of our members whose lives were devastated by Hurricanes Katrina & Rita, it will be a difficult holiday. Their future is uncertain. Their needs are great. Help us help them by filling out the form below and mailing your contribution payable to the "ATU Disaster Relief Fund, Inc." to:

ATU DISASTER RELIEF FUND

AMALGAMATED TRANSIT UNION

5025 WISCONSIN AVE., NW,
WASHINGTON, DC 20016

U.S. Members: Contributions are tax-deductible to the extent allowed by law.

Enclosed, please find my contribution of \$ _____ to the ATU Disaster Relief Fund.

Please Print:

Name _____ Local _____

Address _____

Amalgamated Transit Union
AFL-CIO/CLC
5025 Wisconsin Ave., NW
Washington, D.C. 20016

NON-PROFIT ORG.
U.S. POSTAGE
PAID
WASHINGTON, D.C.
PERMIT NO. 2656

PRINTED IN U.S.A.



URGENT

ATU HURRICANE VICTIMS NEED YOUR HELP

The Holiday Season is here. For some of our members whose lives were devastated by Hurricanes Katrina & Rita, it will be a difficult holiday. Their future is uncertain. Their needs are great. Help us help them by filling out the form below and mailing your contribution payable to the "ATU Disaster Relief Fund, Inc." to:

ATU DISASTER RELIEF FUND
AMALGAMATED TRANSIT UNION
5025 WISCONSIN AVE., NW,
WASHINGTON, DC 20016

Enclosed, please find my contribution of \$ _____ to the ATU Disaster Relief Fund.

Please Print:

Name _____ Local _____

Address _____

Amalgamated Transit Union
AFL-CIO/CLC
c/o 35 Van Kirk Dr., #15 & #16
Brampton, Ontario L7A 1A5

PRINTED IN U.S.A.