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# on the move

JUNE 2010



## TOWN HALL MEETINGS SHOW UNION OPENESS

Though some called it risky and predicted conflict, Local 113's public invitation to discuss transit complaints proved that TTC problems are largely due to management decisions and stingy governments.



## ATU 113 IN THE COMMUNITY

# Courage defines blind son of Local 113 member

On June 27, 2009, 22 year-old Mark DeMontis, founder of Courage Canada: Hockey for the Blind Inc., took to his cause on the road and began *Quest to the West*, a 5000-kilometre journey in which DeMontis inline-skated from Ontario to British Columbia. He arrived in Vancouver on October 16 having raised \$50,000 for the sport of blind hockey. The three-and-a-half month journey garnered the support of many, including ATU Local 113.



Courage Canada's HQ during the *Quest to the West* bore the ATU 113 logo along with those of other sponsors.

"Bob Kinnear and members of the ATU have supported Courage Canada since day one," said DeMontis, son of long-time Local 113 member Massimo DeMontis. "Their continued support through various fundraising and awareness raising efforts has been simply amazing."

\$4500 was raised for *Quest to the West* as a result of a collaborative effort by all of the recreation clubs on the property and a direct donation from the Local. "The union really went to bat for Mark's cause," said Massimo.

Helping vision impaired youth became Mark's mission in the years following the loss of his own sight at the age of 17, ending his lifelong dream of playing professional hockey. Having been diagnosed with a rare condition known as Leber's Optic Neuropathy, an optic disease that left him legally blind, DeMontis thought he would never play hockey again. But the encouragement of his family and friends prompted him to join the Ice Owls, a blind hockey team that travels and

raises money for several causes. In 2008 he founded Courage Canada, a non-profit organization that seeks to give blind youth from across the nation the chance to learn and love the sport of blind hockey.

"We have been extremely lucky in that the support for Courage Canada, especially from Local 113, has been very strong," said DeMontis.



Bob Kinnear was on hand with a \$5000 cheque from the members of Local 113 to help launch Mark DeMontis on his successful 5,000 km *Quest to the West* to raise money for Courage Canada, a non-profit organization devoted to helping blind children learn and play hockey. DeMontis was also a Paralympics Torch bearer on its way through Toronto.

## on the move

### June 2010

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# Town hall meetings a first step in public outreach to highlight the real TTC problems

Bob Kinnear  
President/  
Business Agent



There has never been a time in the 111-year history of Local 113 when we have faced greater challenges. Yet at the same time, these challenges have given us opportunities to connect with the public on transit issues and make our union more influential in the process.

The challenges we all know about. In the media, it was open season on Toronto transit workers for the first few months this year. Things have calmed down considerably since the town hall meetings but for a long time the media bashed and bashed

away at TTC workers as a group, not as a few individuals who may (or may not) have fallen short in some way. Whatever the alleged shortcoming was of an individual worker, he or she was pushed out there by the media as somehow representative of TTC workers in general.

People in the media would hotly dispute this, of course. "We're just reporting the news!" they would protest. "If people think that this person we're reporting on is representative of *all* TTC workers, that's *their* issue, not ours."

Really? Okay, so tell me: What other groups of workers (journalists, for example), get their coffee and washroom breaks reported on the evening news? Clearly, the real story, as far as the media is concerned, is that this person who took a break is a TTC worker. *That's* the story, not the coffee or the call of nature. So don't tell me those stories were not meant to turn the public against all TTC workers.

## Four out of five complaints voiced at the town hall meetings were about problems outside the control of front line workers.

The union responded aggressively to these attacks and will continue to do so. We defend our members with all resources at our disposal. Not just in the media but in the community at large. Our "Let's Talk" town hall meetings proved beyond a doubt that we are not afraid to face criticism and that we are open to ideas on what we, as workers, can do to make the transit experience better.

The town halls also opened up opportunities for us to redirect public attention towards the real problems of Toronto's transit system: management decisions and government underfunding. Four out of five complaints voiced at the town halls were about matters completely outside the control of front line workers. Workers and riders are both victims of the chronic underfunding of the TTC that began under the Harris Conservative government 15 years ago.

*continues on page 4*

## WE TOLD YOU SO! BOARD OF TRADE CALLS FOR MORE INVESTMENT IN TRANSIT.

It's not often that a conservative business organization agrees with a union but the Toronto Board of Trade (TBT) seems to be on the same page as Local 113.

A recent report by the TBT, *Global City: Scorecard on Prosperity 2010*, found that road congestion in the GTA is costing us \$5 billion annually. From the report:

"Roughly 70 per cent of Torontonians drive to work...Toronto is dead last among comparable metros on commuting times (Average: 80 minutes per day). The resulting congestion threatens Toronto's viability over the long-term and serves as an argument for increased investment in public transit and policies that encourage Torontonians to leave their cars behind."

As a union, we couldn't agree more. In 2008, we commissioned a report from former Ontario cabinet minister and environmental expert, Marilyn Churley, on the value of the TTC to Toronto.

Her report, *What if the TTC Disappeared?* found that the total economic benefits of our existing public transit system (including its impact on reducing congestion) was at least \$12 billion a year, likely much more.

Welcome aboard, Board of Trade!



Traffic congestion due to inadequate public transit costs the GTA \$5 billion annually according to the Board of Trade. A Local 113 study said this years ago.

## OFFICER REPORTS

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### Town Halls a success

There will be more union outreach initiatives in the months to come, as a follow up to what we learned in the town halls. We must engage the public in our common cause: getting governments to invest more in transit. Stay tuned and come out to General Membership meetings to learn what we're planning.

### We're not alone in being underfunded

My role as head of the largest ATU local on the continent means I often talk with leaders from other locals in both Canada and the United States. It turns out that public transit downsizing is not confined to Toronto. It's happening throughout North America.

Already this year, San Francisco has cut its service by 10 percent. Chicago services are down by 18 percent. Atlanta reduced its buses and trains by 30 percent, Detroit by an equal amount. New York says it will cut two entire subway lines and dozens of bus routes. Of course the workforce is being cut back proportionately. In New York, about 1,300 are due to be laid off. In Chicago, it's nearly 1,000. Same story in many other cities.

In Canada, Calgary Transit is eliminating several routes and 135 jobs, which is proportionately more jobs lost than in New York. Montreal is looking at transit cuts and fare increases even though similar measures in the 1990s were disastrous for the system there. All over our continent, transit is being trimmed. But when the North American car industry almost went bankrupt over a year ago, governments, including here in Canada, handed over billions of taxpayer dollars to prop it up while continuing to financially starve public transit.

While in Washington, D.C. at a meeting with American ATU local union leaders, Bob Kinnear was introduced to Secretary of State Hillary Clinton. Previously a U.S. Senator from New York and presidential candidate, Clinton has been a lifelong champion of public transit.



## To pee or not to pee: The million dollar question

In August 2010, the Toronto Transit Commission is planning on implementing a program of drug and alcohol testing of employees in broadly-defined "safety sensitive" positions. This could theoretically comprise more than 80% of the TTC workforce. Pre-employment testing is already in place.

More than a year ago, Local 113 president Bob Kinnear declared the union's very strong opposition to any substance testing not administered by the police in accordance with existing law. He said subjecting workers to extreme privacy invasions was a violation of the Human Rights Code.

There are many reasons why a worker might be impaired, such as illness, prescription drugs, stress and tiredness. The TTC's testing program would not detect any of these. There are ways of testing for

impairment that do not require bodily invasion and that are, in fact, better at detecting impairment, says the Canadian Civil Liberties Association.

Money is the hidden factor in this issue. The cost of implementing a testing program has never been publicly revealed by the



Once they have your bodily fluid, they also have your DNA. Highly private personal medical information, such as genetic predispositions to disease, can be determined through DNA. Whether or not such information would ever be asked for or used by TTC management is irrelevant. The possibility should not even exist.

TTC. But whatever it is, that is only the beginning. Since the union intends to contest implementation of the program, the legal and related costs of enforcement will be very high for the TTC, a public agency. Riders and taxpayers will end up paying millions of dollars to maintain a program of dubious benefit.

"If a member of our union is disciplined for refusing to submit to management-ordered invasive testing, Local 113 will defend that member with all the resources at our disposal," said Kinnear. "Upon legal advice, we will go to the Supreme Court of Canada if necessary.

"The public's money would be better spent on non-invasive methods of testing for impairment from any cause. And there would be no violation of anyone's dignity or privacy."

# Our generosity as a union goes unreported but we will continue to help others

Rocco Signorile  
Secretary-Treasurer



Thank you! I am grateful and humbled by all the support I received in the last election. I will do my best to live up to your expectations and continue to work hard and diligently for all the Brothers and Sisters of Local 113.

I would also like to personally thank Frank Hood and Grant McLennan for working with me as my Stewards at Russell and Wheel-Trans divisions.

To all the elected Stewards: let's work together to continue to make us a strong Local. To Paul Haynes who has followed in my footsteps, he has been a great friend for me and a strong advocate for the Local. He will be a strong Board member.

I can tell from the results of the election, that the membership wants a strong and unified force to combat what looks like a tough road ahead of us. We will do "whatever it takes" to defend our

members, especially in light of the attacks we have been facing in the media, with the photos being posted. Remember: be vigilant and be smart, these are the constant attempts of right wing anti-union media and public who want to tear us down.

This brings me to my next point and that is charity. In typical fashion, our critics pull out one minute of time in the day-to-day life of our members and forget all the good will and work our members do for the community in which we work.

Year after year we donate millions of dollars to The United Way, MS Research, Dream Makers, the Toronto Argo Stop the Violence Campaign, the Children's Breakfast Club, etc, etc, and just recently to the earthquake funds in Haiti and Italy. We must continue to support these causes and more, to show everyone that we give back to the community and that we are a valuable and integral part of the community we work in.

So remember: let the wannabe paparazzi have their "15 minutes" of fame, keep your chin up **"WE ARE THE BEST AT WHAT WE DO!"**

## Caution needed to avoid WSIB pitfalls

Manny Sforza  
Executive  
Vice-President



I am honored and privileged to have been elected the next Executive Vice-President of our Local. I would like to begin by thanking everyone who supported me the last election. I had supporters in every work location across the property, help from old friends, and new friends. It was a true team effort, and I am truly grateful to everyone for their support. I look forward to representing and assisting every member of this Local for the next three years.

Just as it took a great team to get elected, I am looking forward to working with my new team, the recently elected Executive board. Our Local has a long historical past, and we should always be proud of it. However, it is time to look forward and work together, as we begin a new chapter in Local 113 history. We must remain united and strong, so that we can meet our upcoming challenges forcefully and fulfill our responsibilities to every one of our members.

### WSIB Problems

During my first month in office I have identified several issues that require immediate attention. Firstly, I have discovered a number of problems with WSIB claims filed by our members. The TTC appears to have a difficult time forwarding the appropriate and necessary information to the WSIB. Information that members have discussed, and possibly agreed upon, during the initial interview with TTC staff, does not always get to WSIB in the manner in which it was intended. This usually results in the claim being denied.

Members are usually offered some form of "alternate duties" at the time of the injury. It is usually described only in general terms on the form. This is complicated by the fact that the member has not yet been seen by a doctor, and their functional abilities have not yet been accurately identified. In some cases, poorly trained staff are conducting the interviews. In other cases, the employee's pain simply worsens the next day, and the member is unable to perform the alternate work as planned. What was previously agreed upon may no longer apply. WSIB is looking to see if suitable duties have been offered, and accepted. If duties are offered and declined, WSIB requires separate and more specific information related to the duties offered forwarded to them, and then makes a determination based on the medical information provided by the doctor. This does not always happen!

*continues on page 6*

## OFFICER REPORTS

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### Be careful signing forms

Filling out WSIB forms at the work location is extremely important. I advise every member to fill out the form immediately, and ensure that all of the information is complete and accurate. Include accident information, area of injury, and witnesses. Advise the staff member conducting the interview that you would like to be assessed by an emergency room or family doctor in order to accurately assess your functional abilities, *prior* to agreeing to any type of alternate duties. I also suggest writing that directly on the form. Be cautious when signing the bottom of the form acknowledging alternate work has been offered. Before accepting the described duties, be confident you will be able to perform them. Lastly, get a photocopy of the original completed form; it will assist me down the road if required. When you visit your physician, remember to advise them that your injury is work related and ensure your injury is accurately noted and clearly diagnosed.

### TTC staff intimidation

Let's talk a little about intimidation by TTC staff when members are first interviewed. I have had a number of complaints from members advising me that staff members have been harassing them during WSIB related interviews. TTC staff say things like; *"You don't want to go down that road,"* and, *"If you don't accept the modified duties, I will contact WSIB and have your claim denied."* I have also been advised that staff from occupational health often contact members at the workplace soon after an injury, and threaten them prior to them seeing their family doctor. No Local 113 member will be threatened or intimidated by TTC management when discussing a WSIB incident. If this occurs, contact your Union shop steward, Board member, or myself at the Union office and the appropriate action will be taken.

### Accommodation must be objectively based

My second serious concern is something I like to call *"Selective Accommodation."* This occurs when some TTC staffers decide whether or not they can accommodate an injured worker at their work location. This is sometimes based on personal feelings towards the employee; someone they feel is a so-called problematic employee, or troublemaker. WRONG!! Accommodation is determined based on the member's ability to perform the *essential duties of their job* and their medical restrictions. Not job performance, popularity, or some staffer's personal feeling towards an employee this is covered by the *Human Rights Code*, under *Duty to Accommodate*. Apparently some staffers are unaware of their legal obligations. Promotion by lottery perhaps.

This is occurring at several work locations. I have identified, however, one particular troublesome location, with several serious outstanding issues. TTC Management at this particular location have been advised that this practice will no longer be tolerated. I have also recently returned an "exiled" employee to this work location. I am also pleased to report that TTC management has also recognized that this particular location is a concern. Positive news at last, possible acceptance by TTC!

What have we learned from all of this? Well, my opinion is that the TTC has been working diligently with BST to change the safety culture at the TTC, and reduce lost time injuries. To date they have reported a reduction of 25% in *recorded* lost time injuries. Sound great. Let's dig a little deeper shall we? What does recorded lost time really mean? Have we really reduced the lost time injuries by 25%, or just altered the way they are *recorded*? Do we just have more people on modified duties? We now know what could happen to you if you refuse the modified work offered by the TTC. Does BST have a bonus built into their contract? YES. If they assist in reducing lost time injuries by an agreed target, they will be paid a large sum of money! Isn't that interesting?

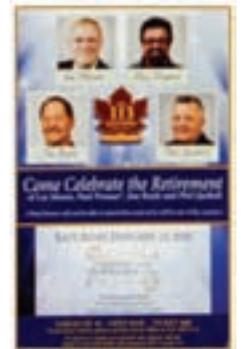


### Women's Auxiliary part of 113's history

This picture of the ATU 113 Women's Auxiliary in 1938 was sent to us by Bea Brown of Oshawa, whose mother is third from the left in the front row. Bea was 13 years old when the picture was taken and still remembers the names of several of the women. Her father, Richard Jones, was an ATU member who worked out of Lansdowne Barns, which were torn down in 2003. Many ATU Locals had Women's Auxiliaries that conducted social occasions and arranged for aid and comfort to members and their families in times of distress. They even sent delegates to International Conventions and conferences. The Women's Auxiliary gradually faded away as women joined the ranks of active members who worked for the TTC directly. In October, 1943, five years after this picture was taken, Mary Muir and June Lambert became the first women streetcar operators.

# Long service to Local 113 celebrated at international gathering

On January 23, 2010, ATU Locals from Canada and the United States joined Local 113 members in a tribute to four long-service Officers and Executive Board members upon their retirement from active duty: Les Moore, Paul Prosser, Jim Boyle and Phil Quibell.



Hundreds of ATU members came out to the party and many locals brought parting gifts for the retirees. L-R: Jim Boyle, Phil Quibell, Paul Doucette (Secretary-Treasurer of ATU 107 in Hamilton), Budh Dhillon (ATU 107 President), Bob Kinnear, Les Moore, Rocco Signorile. Paul Prosser was travelling out of the country but was also honoured at the gala.



L-R: Andy Cleary, Vice-President, ATU Local 1189 in Guelph; Bob Kinnear; Steve MacDougall, President of ATU Local 589, Boston; Steve McNeil, former president of Local 1189.



Four members of the delegation from ATU Local 589, the Boston Carmen's Union, which has long had a close friendship with Local 113.



Malvern folks having their customary good time: L-R: Doug Chassels, Debbie White, Frank Salonia, Brian Williams, with Bob Kinnear.



Washington, D.C.'s Local 689 sent a large delegation to honour our retirees. Les Moore (centre) is particularly well-known to our American friends from his decades of work with the Can-Am Conferences.



Many diverse groups of members Local 113 members like these came out to the event and were delighted to meet fellow transit workers from across North America. All in all, it was an unprecedented night.



## ABA REPORTS

# System expansion and Metrolinx present both threats and opportunities for Maintenance

Scott Gordon  
ABA Maintenance



I would like to start by welcoming and congratulating all the newly elected representatives of Local 113. The recent elections have resulted in several changes at all levels and are a direct reflection of the increasing interest within the membership to commit to helping others within OUR Local. I personally am proud to bring the experience that I have gained as a representative of this Local (21 of

my 27 years service) and am looking forward to utilizing every bit of that in order to maintain and improve on the working conditions (with respect, great appreciation and thanks to our previous Representatives and Members that have worked so hard to obtain and maintain) that we all enjoy today.

Your Maintenance Board has been extremely busy in the recent months trying to reduce the number of outstanding grievances that have been piling up as a result of busy/conflicting schedules that arose over the holiday season and election process. I am proud to report that with great team efforts, starting with our Members, through our Shop Stewards and up to the Executive level, we have managed to reduce that number significantly by resolving many of those issues with beneficial results. As a direct result of this, we can now focus our attention more towards the upcoming contract negotiations as well as the extremely important matters that will directly affect us with the implementation of Transit City and Metrolinx.

For those of you unfamiliar with Metrolinx: The Government of Ontario passed legislation that created the agency with a mandate to improve the coordination and integration of all modes of transportation in the Greater Toronto and Hamilton Area [GTHA].

It was created to provide an integrated multi-modal transportation network that will improve travel experience across the metropolitan region that stretches from York and Durham, through Toronto, Peel, Halton and onward to Hamilton.

I give you this brief quote off of the Metrolinx website:

*TORONTO (December 21, 2009)* – Construction on the Sheppard East Light Rail Transit (LRT) is underway. This new transit line will create jobs, help increase ridership, improve air quality, reduce travel time and increase access to other transit systems in the Greater Toronto and Hamilton Area. Metrolinx will oversee the implementation of the project by the TTC and own the new light rail line, which will be fully integrated into the current Toronto transit system. The 14-kilometre light rail line will be built on Sheppard Avenue East in a dedicated right of way running from the Don Mills Subway Station to Meadowvale Road.

It is imperative that we are proactive when it comes to our involvement with the future expansion of Transit Systems and we have already had positive meetings with the individuals and groups that are going to be associated with these expansions. With a lot of hard work and team effort, I'm confident that we will be able to maintain and improve our existing levels of maintenance as well as obtain the work that we so deserve, within those newly created projects that will arise as a result of future expansion within our current transit system, along with the integration of others.

In closing I would like to thank all of you for your support and help in making the transition into my new position a very smooth process. I'm looking forward to being part of a great team of representatives that will take pride in continuing to move this Union in a positive direction regardless of the current economic situation or any other hurdles we may face over the next three years.

## McGuinty government seeking more control over TTC

In 1996, the Ontario Conservative government of Mike Harris abruptly stopped all operating funding to the TTC, plunging the system into a downward spiral it has only begun to recover from. Before that, the arrangement had long been that the city and the province split the cost of the operating deficit. When the Liberals gained power in 2003, they refused to guarantee operating funds to the TTC. Instead, they made Toronto go begging to Queen's Park every year to avoid service cutbacks and wildly escalating fares. Lately, however, the

McGuinty Liberals are signalling that they might provide long-term operating funding to the TTC through Metrolinx in a "strings-attached" deal that would see the provincial government exert greater control over Toronto's transit priorities.

Mayor David Miller says the TTC needs the money to maintain and improve service but that it would be a mistake to put control over transit planning "in the hands of people who aren't trained." Stay tuned for updates on this very important political issue.



Queen's Park would like to get control over the TTC through a deal that would see operating funding that used to come with no strings attached flowing through Metrolinx, the province's regional transit authority.

# Leadership and teamwork are both essential

Frank Grimaldi  
ABA Transportation



Thank You! I would like to take this opportunity to thank all the members that participated in the last election. Democracy speaks volumes. For those of you that weren't able to participate, I encourage you to do so next time. It's your choice and no-one else's.

I'd like to thank Paul Prosser for his great contributions to this Local. He will be missed. In his speech to our

membership at his last meeting, he stressed that he was blessed with the best Transportation Board ever. I can't disagree. However, I love the opportunity to work with Ian McKay, our only returning Board member, and Mark Bertoia, Paul Haynes, Carmen Lint (our first-ever female Board member), Cliff Piggott, and John Wales. Given time, this group will measure up and even surpass the last Transportation Board's performance.

I look forward to working with the new Executive Board. We as a TEAM can achieve things even in these unpredictable times. As V.P. Manny Sforza said throughout our recent campaign "If we work together as a TEAM, management cannot beat us".

With the leadership and experience of our President Bob Kinnear, I believe we can do well. Our full support for him is a must.

I also look forward to working with the new Maintenance Board. It is vital that we work together as a "TEAM" to achieve all of our goals and I believe that Scott Gordon will lead the Maintenance Department to better working conditions, control over contracting out and eliminating some of the Warranty Problems. My help and experience will be available if needed.

For our Transportation members, the threat of contracting out is now on the horizon. At least three Toronto mayoralty candidates are talking about some degree of TTC "privatization" of "public-private

partnerships." They are trying to appeal to TTC-haters and right-wingers who have this notion stuck in their head that the private sector is somehow always more efficient.

This is certainly not true in the case of the United Kingdom, which decades ago privatized most public transit, including British Rail, the inter-city network, like our GO system. It was a disaster. Maintenance was horrible. The system began falling apart. Accidents increased greatly. Lives were lost. Taxpayers were left holding a big bag of you know what.

On another front, the London underground — "the Tube" — was turned over to the private sector. Another experiment gone wrong. The decline of the London underground due to privatization is well-known and cannot be hidden. As for the London buses, they are still mainly privately run. But they are highly regulated by the government as to service standards and fares. And they are publicly subsidized, something the proponents of bus privatization here never mention. The fact that private London bus lines are "profitable" is due to taxpayer funding of private profits. How exactly is this an improvement? As a union, we will be defending public transit vigorously during this election. Please stay alert to this issue.

In closing, I would like to thank all of the Transportation Department for showing your confidence in me and for the great support. I will not let you down. As always, I will be there for you.

**IMPORTANT:** It happens very rarely to our members but if you are ever charged by the Toronto Police with a Highway Traffic Act violation, the union advises you to say nothing, even if you are completely innocent. Be cooperative with the police; they're doing their jobs. But they will understand if you wish to remain silent. It's your right. Let your representative speak for you. Contact the union right away. Local 113 has a good working relationship with the Toronto Police based on decades of mutual respect and cooperation.

## Children's Breakfast Club gets increased support from Local 113



The Children's Breakfast Clubs is a non-profit charitable organization that believes every child is entitled to a nutritious breakfast. About 4,000 meals are served each week in the more than 20 clubs across the Greater Toronto area. The Clubs also has activities such as arts and crafts, homework clubs, reading circles, art and photographic exhibitions, theatre and visits from special guests.

Local 113 has been a Breakfast Club sponsor for several years. This year we made a commitment to fund a kitchen in the Jane-Finch area for three years. Meals prepared in the ATU kitchen will provide thousands of hot morning meals to children in the area. We're making a difference in our community and we should be proud of that!

CITY-TV's Breakfast Television show recently broadcast a hot morning pastry cooking contest among Children's Breakfast Club sponsors. Carmen Lint, Rocco Signorile, Lilly Mieres (Roncesvalles) and Bob Kinnear were on hand for Local 113 to cook up a large batch of Rocco's secret recipe banana fritters. The dozens of Breakfast Club kids attending the event gobbled them up in short order and were demonstrably disappointed when they were all gone.

## TOWN HALL MEETINGS

# Town hall meetings connect with public and set stage for new initiatives by Local 113

Lack of public funding for TTC emerges as the dominant complaint by riders attending the unprecedented union-sponsored meetings. TTC staff did not get off lightly, however. We've got work to do in winning back public trust. Our volunteer panelists helped get that started.

Local 113's Let's Talk town hall meetings strategy for connecting directly with the public "at first appeared to be completely nuts," said the Toronto weekly NOW. "In the end, however, it probably paid off," said the magazine.

That appeared to be the consensus of those who actually attended the three precedent-setting civic get-togethers to air complaints, frustrations and suggestions about the TTC and its workforce.

The mainstream media, particularly the television news, tended to focus on the occasional negative outburst, including a bizarre, rambling rant from a man who boasted about throwing his garbage on

the bus floor. But those watching the full two hour meetings on Rogers TV, or on the webcasts from the union's website, saw something different from what was shown on the evening news.

They saw rank and file TTC workers – four at each meeting, along with Bob Kinnear – patiently and thoroughly explain the inner workings of a complex transit system that has been underfunded for years. They heard why buses and streetcars often come in maddening clusters, with the first vehicle packed and the rest nearly empty. They learned about short turns, split shifts, difficult-to-meet schedules, subway cleaning cutbacks, crowded vehicles, fare evaders, unpredictable motorists and pedestrians, passengers who act as if the driver should be personally responsible for traffic and weather conditions, poor management decisions that are blamed on frontline workers, and much, much more. They also saw the audience applaud Kinnear and the union panelists dozens of times, something never shown on the TV news shows or reported in print. Four out of five complaints from the floor were about issues over which frontline workers have no control.

The decision to stage the town hall meetings was made by Kinnear and the rest of the union executive following a tsunami of stories critical of TTC workers and the subsequent harassment of frontline workers,



Dozens of Local 113 members volunteered to help with the many details needed to make the meetings run on time and smoothly.

often by teenagers waving cell phone cameras in their faces. The frenzy was triggered by an online photo of a collector who had dozed off late on a bitterly cold Saturday night in January in his booth at the little-used McCowan Station. 29-year veteran George Robitaille, on medication for a heart condition, had to keep the heater in his booth running full blast against the

"All told, these Let's Talk sessions fared in a way better than anyone would have guessed. They've put a public face on the workers, spread the word of failed funding from the province and allowed regular riders to voice concerns. Kinnear must be getting a few pats on the back today, because he sure walked out of Ryerson with a big smile on his face yesterday." *NOW Magazine, May 3, 2010*

## OUR PANELISTS: DOWNSVIEW – APRIL 11



**John Bethune**

Subway Operator

8.5 years with TTC

Community volunteer for  
Boy Scouts and other organizations



**Tracey Brown**

Bus Operator

9 years with TTC

Has received several  
TTC commendations



**Brian Nash**

Collector

23 years with TTC

Co-chair of Joint Health  
& Safety Committee



**Anthony Wallace**

Bus Operator

12.5 years with TTC

Competed in 1992 Olympics,  
15th fastest in world in 400m.

cold. The combination of heat, medication and inactivity (because of lack of customers) made him drowsy and he nodded off in his chair. A passenger eventually came into the station and snapped the now-famous picture and watched as other passengers went past George without paying a fare. Some were laughing at him. No one checked to see if there was anything wrong.



The meetings were heavily covered by print, TV and radio.

Despite George's several public apologies and the revelation that he had once saved a TTC passenger's life, the media continued to pour gas on the fire. A TTC bus driver taking a washroom break became front page news. A video of an Operator getting a coffee during a middle-of-the-night bus run was played over and over on TV news as if it was a crime caught in progress. Whether or not the human beings driving public transit vehicles were entitled to washroom breaks and an occasional cup of coffee became, incredibly, a subject of heated public debate.

The union publicly leapt to George's defence right off the mark but decided to keep its powder dry in the days following, to see if the media's obsession with washroom breaks and coffee would subside. When it didn't, Kinnear called a February 9 press conference

that brought out every media outlet in the GTA. They were hoping for an announcement of a union job action in response to the harassment of its members. In that, they were disappointed.

Kinnear did begin on the offensive, calling on the media and riders alike to "stop harassing" TTC workers and aggressively asserting that "we're entitled to washroom breaks." He blasted the "distinct minority" of riders who were insulting and assaulting 113 members and relentlessly taking pictures. He asked the media to stop encouraging the "photo-stalking" of people who are simply doing their jobs. (This seemed to have some effect, as there were few new pictures of TTC workers published after that.)

After his criticism of the media and the stalkers, Kinnear took on a conciliatory tone.

"As a union, we acknowledge that there are things we can do as workers to improve the customer experience. We are prepared to listen to constructive criticism and take it to heart."

He pointed out, however, that most TTC service issues are problems over which the workers have no control, such as fares, routes, schedules, number of available vehicles, traffic, weather, and so on.

"We want the public to understand the difference between those service issues front line employees cannot change and those we can. We will work on what we can change." With that he announced the Town Hall initiative.

*continues on page 12*

**THE MODERATORS**

It was vital to the credibility of the Town Hall meetings to have Moderators who were both respected and neutral.

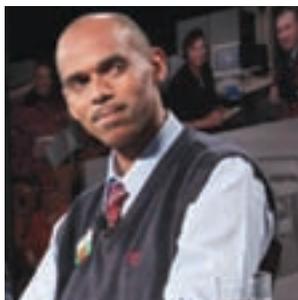


**John Tory.** Newstalk 1010 Moderator and Chair, Toronto City Summit Alliance.

**Diane O'Reggio.** President and CEO, Nelson Mandela Children's Fund (Canada).

**Barbara Budd.** Former Co-host of CBC Radio's current affairs show *As It Happens*.

**SCARBOROUGH – APRIL 18**



**Paul Campbell**  
Bus Operator  
13 years with TTC  
Health & Safety Committee  
& Recreation Committee



**Denise Bowes**  
Wheel-Trans Operator  
16 years with TTC  
United Way Volunteer



**Lavern Snagg**  
Bus Operator  
9 years with TTC  
Volunteer: United Way  
Juvenile Diabetes Foundation



**Jeff Gill**  
Bus Operator  
23 years with TTC  
Citizen activist &  
dog rescuer

# TOWN HALL MEETINGS

*continued from page 11*

In the weeks following, a professional team of event organizers and television production experts worked feverishly to organize the town hall meetings. Public facilities were chosen as the venues to underline the union's commitment to public services: Downsview Secondary School (close to the Local 113 office), Stephen Leacock Collegiate in Scarborough (Leacock's most famous alumnus: comedic actor Mike Myers), and Ryerson University. Outfitting the venues for broadcast television was complex but necessary, as Rogers TV agreed to air the meetings as a public service. The union also webcast the meetings and owns all the rights to the footage.



Bob Kinnear was on the stage at all meetings and fielded many of the questions that had to do with politics and policies. He stressed often that TTC workers and riders "share many concerns and issues."

Choosing moderators was an important decision. They had to be clearly unbiased, otherwise the credibility of the events would be questioned. Newstalk 1010 moderator and former Ontario Conservative Leader and Toronto mayoral candidate John Tory offered to conduct the critical first meeting on April 11. No one ever accused Tory of being pro-union, which suited the union's objective. But Tory, as Chair of the Toronto City Summit Alliance, was very concerned about the tone of public discussion about the TTC and had, on air, publicly admired Kinnear's



The union provided an audience response system so that participants could register their opinions anonymously. It proved to be a popular part of the program.

commitment to public outreach. The Scarborough moderator was Diane O'Reggio, the respected CEO of the Nelson Mandela Children's Fund (Canada). The Downtown moderator was Barbara Budd, who had just finished a 17-year stint as co-host of CBC's award-winning public affairs program, *As It Happens*.

Most key to the success of the events were the panelists themselves, volunteers who would be put on the spot, on live TV, fielding questions and comments they could not predict were coming. All acquitted themselves well and deserve the thanks of the union. Also essential were the many Local 113 volunteers who assisted with registration, directing the public at the venues, driving the free shuttle buses, handing off the microphones to participants and many other jobs.

"It was a risky high wire act, no doubt about that," Kinnear says of the decision to hold the meetings. "We literally did not know

what to expect. Some were predicting angry shouting sessions that would make the union look even worse than the media was portraying us.

"But we had faith in our members' ability to explain the facts and in the goodwill of the vast majority of our riders who would understand that the major issue with the system is underfunding.

"As it turns out, we made the right decision to open ourselves up to the public like no union has ever done before. I'm very proud of our panelists, thankful for all the members who volunteered to make the meetings a success, and grateful to the public who came out to voice their concerns."

Kinnear pledged at every town hall that the union would be bringing forward initiatives that "will reflect what we have learned at these meetings."



Outside the town hall meetings a Local 113 video crew gathered participant comments that were compiled into a nine-minute YouTube video: *Toronto transit workers meet with their riders.*

## DOWNTOWN – MAY 2



**Janet Weller**

Subway Operator  
12 years with TTC  
United Way Volunteer  
Health & Safety Committee



**Ron Ishmael**

Bus Operator  
13 years with TTC  
ALS Society Volunteer  
Health & Safety Committee



**Eddie Braga**

Streetcar Operator  
20 years with TTC  
Health & Safety Rep  
Divisional Trainer



**Brian Howard**

Bus Operator  
11 years with TTC  
United Way Volunteer  
& "Stuff the Bus" Toy Drive

The 2010-2012 Executive Board of Amalgamated Transit Union Local 113 is a healthy mix of experience and “new blood.” The Board meets regularly at the union’s offices on Wilson Avenue to conduct the business of the Local. Most Local 113 members typically only meet the union’s top officers and their own divisional board member. *On the Move* offers these profiles so that every union members can have some acquaintance with every Board member, not just their own representative.



## Bob Kinnear

President/Business Agent

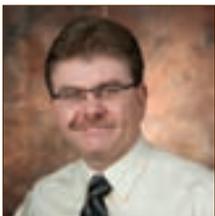


Bob was first elected President/Business Agent in 2003 and has been re-elected twice by wide margins. His aggressive but fair-minded political style and his readiness to confront the media in crisis situations has transformed Local 113 into the leading union in Toronto.

No Local 113 President before him has had wider experience at the TTC than Bob. He began working for the Commission in 1988 when he was 18 years old, beginning in the Plant Department and then in Buildings and Maintenance at the Hillcrest complex. Later he moved to Collectors Division where he worked for a number of years before moving to Lansdowne Division, which closed in 1996. After that he worked, at different times, at Danforth Bus Division, Danforth Subway Division, Birchmount Division and Wilson Subway Division.

Born and raised in Toronto’s Cabbagetown district, Bob got involved with Local 113 soon after he joined the TTC and was continuously active in lower level roles such as an elected Convention Delegate and a member of the Bylaws Committee. He decided to contest the top position because “A lot of members told me the incumbent leadership was not aggressive enough in defending them against TTC management.”

Since taking office, Bob has undertaken a complete overhaul of the union’s communications with both its members and the public. In his first term he launched the membership magazine, *On the Move*, and the *We Move Toronto* website. He was the first union leader in Canada to use broadcast phone messaging to keep members posted on contract negotiations developments and other important issues. He also directed one of the first-ever television advertising campaigns by a union designed solely to promote the value of the members’ work to the community.



## Manny Sforza

Executive Vice-President

Manny is a first time Board member with a strong union consciousness. The Toronto native began his career with the TTC in 1987 as a Divisional Clerk and spent five years as a Slip Clerk. Before

coming to the TTC, Manny worked as a site co-coordinator for a construction company.

“I have always been a defender of workers’ rights,” explained Manny. “I wanted to be on the Board so that I could effectively advocate for our members.” One of the Executive Vice President’s principal duties is to assist members with benefits and WSIB issues. This is often a complex task involving reams of paperwork and endless dealing with bureaucracies. “I want to ensure that members are treated fairly by the TTC and WSIB staff,” Manny says. “They should get everything they’re entitled to and that will always be my goal.”



## Rocco Signorile

Secretary-Treasurer

Rocco was first elected to the Board in 2006 as the representative for Roncesvalles/Russell/Wheel-Trans, having served as a Shop Steward for two terms. When Veolia Transportation workers in York Region joined

Local 113 in 2008, Rocco was appointed their representative as well. It was a baptism by fire as the Veolia workers staged a 15-day strike, which was ultimately settled without any concessions and several contract improvements, including wages and benefits.

Rocco began his TTC career at the age of 22 as a streetcar operator. Before that he managed a supermarket. “I joined the Board because I wanted to help people,” explained Rocco. “In a global economy that treats unions like dinosaurs, my goal is to increase and maintain the level of strength within the union to ensure that workers don’t fall by the wayside.”

## THE ATU 113 EXECUTIVE BOARD



**Frank Grimaldi**  
Assistant Business Agent -  
Transportation

Frank was re-elected to the Board and had two prior terms under his belt as the transportation representative for Arrow Road, Queensway and Mount Dennis. Prior

to his employment with TTC as a bus operator, Frank was a truck driver for Oshawa Foods and a member of the Teamsters. Not just a member, but an activist and leader. He served as a Shop Steward of Teamsters Local 419 for 8 years. He was later the Local's Business Agent for one year and was elected President for three years. Frank was born in Calabria, Italy and came to Canada when he was twelve years old.

"I joined the Board to try and make a difference," said Frank.

"I once heard a quote that has propelled me to want to help: 'If unions get weaker, the middle class disappears.' In a deteriorating economy that certainly rings true. Concessions are being given all around and that creates pressure for more employers to demand them. It is a challenge to resist concession demands but the union must do so. We cannot walk backwards into the future."



**Mark Bertoia**  
Bloor-Danforth Subway/SRT/Eglinton/  
Wheel-Trans

Mark is a first-time Board member who had previously been active in the union as Shop Steward from 2006-2009 and as a member of the Local 113 By-law Committee. The

Hamilton native also has a certificate in Labor Studies which he feels will prove useful in his current position. Mark began his career with the TTC as a bus operator in 1981. Previously he had worked as an equipment operator for CN Rail.

"I ran for the Executive Board with passion because I hoped I might be able to serve our members better in this capacity," he says. "I feel that one of the biggest new challenges that we face is Metrolinx and the new direction that it will take public transit. The 2011 contract is also an issue as well as stronger contract language with regard to religious accommodation."



**Scott Gordon**  
Assistant Business Agent - Maintenance

Scott was re-elected to the Board in 2009 having previously served three terms as a representative for Equipment 'E' Rail Cars and Shops. Prior to the Board, he spent 12 years as a Shop Steward. The

Brampton native began his career with the TTC in 1982 as a Plant Maintenance Employee in Surface Track. Prior to working for the TTC he spent two years at Flexonics where he served as a Shop Steward and was an active participant in contract negotiations.

"After acquiring and honing my skills as a Shop Steward for 12 years, I felt that I could accomplish more for the members of Local 113 in a wider capacity," Scott says. "I was confident that I would be able to effectively contribute to a team of representatives and improve the working conditions of all Local 113 members."

"I think the biggest issues that concern the Maintenance Department are contracting out, job security, skilled trade wages, pension updates and warranty work. The challenge is to continuously improve contract language in these areas through collective bargaining."



**Bill Chrisp**  
Member-at-Large - Maintenance

Bill was re-elected to the Board having previously served as Plant Department representative for two terms. Prior to this he represented the members as a Shop Steward for six years. Bill began his career

with the TTC in 1983 as a Track Worker. Prior to the TTC, Bill was employed with Canada Packers (now Maple Leaf Foods) where he was a UFCW Shop Steward for several years.

"I've always seen myself as a problem solver. I wanted to be on the Board to use those skills to serve and help our members and police the collective agreement," says the Toronto native. "I think that two of the biggest issues facing the members in our department right now are contracting out and health and safety. Ensuring that our members are treated fairly is an ongoing concern as well."

### Local 113 Historical Highlights

#### 1893

171 employees of the Toronto Street Railway System meet at 27 Richmond St. W. to establish Division 30 of the Amalgamated Association of Street Railway Employees of America. The workers were then paid 15 cents an hour for 14-hour days, six days a week, with no vacations or other benefits.



#### 1894

The TSR refuses to bargain with the union and pressures the men to join a company union. Three years later, another attempt to establish the Amalgamated also fails because of company intimidation.

*Because they were fed well and given breaks, horses were treated better than the workers in the early days of Toronto's public transit.*

#### 1899

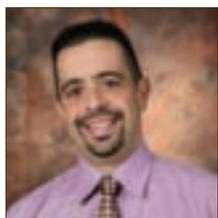
Persistent efforts by 13 men led to the re-establishment of the Amalgamated, this time for good. Division 113 was born and successfully negotiated a three cents per hour wage increase. By 1902, the union had over 1,000 members and a two-day strike brought another two cent wage increase.

#### 1919

After three strikes in four years, the union had won the eight hour day and an hourly rate of 60 cents. That same year, the union launched a successful campaign to place all transit under public control. The resulting Toronto Transit Commission was born in 1921.



*Until the union forced the glass enclosure of trolley "vestibules," operators were exposed to the elements year-round. Many went to early graves as a result.*



**Pino D'Armiento**  
Plant Department

Pino was re-elected to the Board having previously served one term. Prior to the Board he was a Plant Department Shop Steward for two terms and a Warden for Local 113. Pino began his career with

the TTC in 1987 as a custodian. Before that, he managed a supermarket.

"I have always enjoyed butting heads with management," says the Toronto native. "I wanted to be on the Board to help and protect the members. Contracting out is a big issue. Also, management continues to misinterpret the collective agreement as well as maintenance seniority regulations, mainly in their own favor. We have to constantly be on guard to protect our rights."

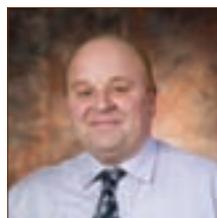


**William Fowlie**  
Equipment "A"

Bill was first elected to the Board in 2006 and was re-elected in 2009. Prior to that he had served as a Shop Steward since 2003. He began his career with the TTC in 1983 as a labourer in the Plant Department and

shortly after ended up in the operating garages. Prior to that he worked at Premium Doors, "a true sweat shop," and due to that experience, understands why a union is needed in order to ensure fair wages and premium benefits for all members.

A native of Scotland, Bill arrived in Canada at the age of five and has lived in an around the Toronto area for several years. "I joined the Board because I felt driven to make a difference," says Bill. "I want to maintain and improve on the high standards that the union has set." He sees Metrolinx as one of the biggest threats facing the union. "There is the distinct possibility that Metrolinx could be empowered to circumvent the collective agreement. We can't let that happen so we have to be on guard to protect our hard-won rights."



**John Di Nino**  
Equipment "E"

John is a first time Board member. Prior to his election he served as a Shop Steward for 15 years. He began his career with the TTC as a summer student and was hired on a full-time basis in the equipment department in 1986.

"Having served as a Shop Steward for numerous years I felt that it was important to take the knowledge and experience that I acquired and use that to better serve the Equipment Department and the local as a whole," he says. "Keeping the membership united is an important focus right now. Respecting the brothers and sisters and working towards a common goal and being positive about the Union's efforts will only build our strength and credibility as a local as we move forward in tough economic times and with some huge challenges ahead."



**Cliff Piggott**  
Arrow Road/Caldari/Mount Dennis/  
Newmarket

Cliff is a first-time Board member who has always taken an active interest in the union. He was a Shop Steward from 2004-09 and a member of the Health and Safety

Committee from 2001-04. He began his career with the TTC as an Operator in 1980.

Born in London, England and raised in Canada, Cliff says he wanted to be on the Board because "I believed that I could make an impact and be part of a better future for the union and its members.

"Being a driver for so many years, I've seen some inadequacies in the system." He feels, for example, that more has to be done in training the new operators. "Getting them acclimatized to the nature and duties of the job is a big challenge. The company can and should do better and the union can help."



**1930s**

During the Depression, Local 113 members voluntarily reduced their working days to save many jobs of fellow members. The union also established a "Relief Fund" to help the families of those who were laid off. Every member contributed 1% of their wages into the fund, over and above their dues.

**1952**

A union meeting at Massey Hall began at midnight on January 4 and a 19-day strike began at 5 a.m. It would be the longest strike in the union's history until the 22-day strike in 1974.



The TTC owned and operated the inter-city Gray Coach Lines from 1927-1990.

**1989**

Local 113 succeeds in foiling a TTC plan to hire part-time drivers and emerges from a job action as the highest-paid public transit workers in North America. Supervisors who scabbed during the job action were expelled from the union.

**1996**

An attempt by right-wing City Councillors to privatize Wheel-Trans is thwarted by a Local 113 public campaign that enlisted Wheel-Trans users as lobbyists to keep the service in public hands.



The 2-day 1999 strike was aimed at cutbacks by the Conservative Harris government.

# THE ATU 113 EXECUTIVE BOARD



**Paul Haynes**  
Queensway/Roncesvalles/Russell

Paul is a first time Board member, having previously served the union as a Shop Steward for three years. Paul began his career with the TTC as a bus, subway and SRT Operator. Prior to coming to work

for the TTC, Paul was an auditor for a computer company.

“I wanted to be on the Board to address the needs of the members and I believe that my work experience would be an asset in this capacity. My main concern is ensuring fairness and that workers are treated by management with the dignity and respect that they deserve, that every worker deserves. Paul hails from Aruba and has lived and worked in Canada for over thirty years.



**Carmen Lint**  
Birchmount/Malvern

Carmen is a first-time Board member and the first female ever to serve in that capacity in the 110-year history of the union. She had been a Shop Steward at Birchmount for four years and studied Labour Relations on

her own initiative, something she says helped her become a more effective Steward and will give her a wider perspective as a Board member.

The Toronto native began her career with the TTC in 1986 as an operating garage person. Prior to joining the TTC she was a student and briefly, a waitress. “I want to represent the local in a professional and honest way. I feel our major challenges will be the 2011 contract and an increasingly demanding public. I would also like to address the amount of stress that our members suffer on the job.”



**Ian Mackay**  
Wilson Bus/Wilson Subway

Ian was re-elected to the Board having previously served from 2006-2009. He was a member of the Health and Safety Committee and a Shop Steward for three years. Ian began his career with the TTC as

a bus and trolley operator. Prior to the TTC, the Scotsman worked as a foreman in an assembly plant.

“Having been raised in a strong pro-union environment, I am a strong believer in the power of the union and its assistance to the working man,” he says. “My main goals as a Board member this term are to ensure that both management and workers adhere to the collective agreement. We are moving forward, and in the face of challenges such as Metrolinx and Transit City, we need to ensure that our members are being treated respectfully so that we can maintain a strong presence in the eyes of management.”



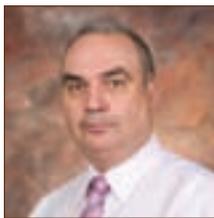
**Bill Merlin**  
Hillcrest Complex

Bill was re-elected to the Board in 2009 after his first term. Prior to that he served as a Shop Steward in Duncan Shop. The Nova Scotia native began his career with the TTC in 1982 as a truck coach technician. Prior

to the TTC, Bill worked in the transportation industry as a truck coach mechanic.

“I joined the Board in order to make a difference and support our membership,” he says. “There are many, many issues in the Maintenance Department and what may seem like a small issue to some is a very large issue to the members it affects. Everyone is entitled to the union’s representation and best efforts.

Although he aggressively addresses every issue raised by his members, Bill feels the overall biggest issue facing Maintenance is contracting out. Pensions are also a huge issue for everyone in the union, he believes.



**John Wales**  
Collectors/Clerical/TCT/Patten/Traffic Checkers/Wheel-Trans Administration

John is a first-time Board member, having served as a Shop Steward from 2003-09. The native Londoner began his career with the TTC in 1986 as an Operator. Prior to

the TTC he worked as a print supervisor and ink technician.

Like his fellow Board members, John ran for the Board “because I want to improve the system. I feel that communication is the biggest challenge our members face. There is so much our members need to know to do their jobs well, protect their health and safety and preserve their job security.

“Providing the right information to our members will greatly improve our strength as a union.”

## 111 Years of Leadership

Since its founding in 1899, Local 113 has had 14 Presidents/Business Agents.

<b>James McDonald</b> 1899-1907	<b>Frank G. Dyer</b> 1954-1960	<b>Charles B. Johnson</b> 1983-1988
<b>Joseph Gibbons</b> 1907-1926	<b>Edward McDermott</b> 1960-1966	<b>Raymond L. Hutchinson</b> 1989-1991
<b>Joseph Tompkins</b> 1926-1948	<b>Leonard E. Moynehan</b> 1967-1976	<b>Arthur W. Patrick</b> 1992-1997
<b>John Lorimer</b> 1948-1950	<b>Charles B. Johnson</b> 1977-1979	<b>Vince Casuti</b> 1998-2003
<b>George Wilson</b> 1950-1954	<b>Dominic Bonazzo</b> 1980-1982	<b>Bob Kinnear</b> 2004-Present

# ATU Local 113 member carried two Olympic torches

Three-time world record holder and ATU Local 113 member Rick Ball continues his journey towards becoming Canada's most successful - and best-known - parathlete. Rick currently holds the world records in his amputee class for the full Marathon, the half-Marathon and the 10K race. That's undoubtedly why he was chosen to be on Team Canada for the 2012 Paralympics in London, England. That's also why he carried the Olympic Torch on its way to Vancouver on December 29 at CFB Borden, near his hometown of Orillia, where he was named 2008 Athlete of the Year.



"I was so proud to have had the chance to represent my country. Carrying the Olympic Torch was everything I thought it would be and more! What an amazing way to end my year and a wonderful experience!" said the 44 year-old Subway Mechanic.

More was in store for Rick, however, as he was chosen to light the Paralympic cauldron in Ottawa as the torch began its journey from Canada's capital to the

Rick Ball, *right*, wasn't the only Local 113 member to carry the Olympic Torch as it passed through Ontario. Danny Cross, *left*, of Malvern is a seasoned marathoner who also helped the torch on its way to Vancouver. They are seen here with Bob Kinnear at the February 17 meeting of the Toronto Transit Commission where they were recognized for their achievements.



On Parliament Hill, Rick Ball lights the Paralympic Cauldron as Prime Minister Stephen Harper applauds. The torch then began its journey to Vancouver for the opening of the 2010 Paralympic Games.

Vancouver Paralympics in March. After the torch was lit with the Centennial Flame on Parliament Hill, 15 people carried the torch around in loops before Ball was handed the flame by Rick Mercer, who hosts The Rick Mercer Report on CBC.

"I hear, 'Hey Rick, can I get your autograph?' I'm looking around and they are looking for Rick Mercer not me," Ball laughed. "That was neat."



## Late-breaking news: New world record for Rick

On Sunday, May 30, 2010, Rick broke his own world record at the Ottawa Marathon, becoming the first single leg amputee to finish the marathon in under three hours. His time of 2:57:49 bodes well for his appearance at the 2010 London Paralympics, where he will be one of Canada's star athletes. Rick wore the Local 113 crest on his shorts and finished 88th in a field of more than 15,000 runners.

Photo: John W. MacDonald.

## ATU All-Stars take on the NHL Old-Timers

Every year, ATU's Hockey All-Stars play an exhibition game against the NHL Old-Timers. And every year they lose but, Hey! who can say they played hockey with the pros? The big winner of the March 13 game at Ted Reeve Arena was the Multiple Sclerosis Research unit at Mount Sinai Hospital, which received a cheque for \$51,000 this year, the largest ever. Every cent came from Local 113 members.



## TRANSIT PRIVATIZATION

# Public transit privatization woes and costs in the United Kingdom a caution for Toronto

When the Conservatives came to power in the United Kingdom (UK) in 1979, they set out to “roll back the state” through the sale of state industries. A major area of privatization was public transit. What happened? Is there any lesson for Toronto from across the pond?



Bus service in London, England has been privatized but is still regulated and heavily subsidized by taxpayers. A Central London Congestion Charge of \$12.50 per car on weekdays has helped make London bus service more popular because there are fewer cars on the streets. The London Underground's public-private partnership, however, has been a financial failure and the inter-city British Rail network privatization has been a financial and safety disaster.

Mayorality candidate George Smitherman cites the London bus system as a possible model for Toronto. He needs to do his homework. Bus services in London were, in fact, privatized years ago but they are still highly regulated. The local government bus authority sets fares, routes and service standards. Oh, and the British government also subsidizes the London private operators to the tune of about \$850 million per year (all figures \$Cdn). So we have the taxpayers subsidizing the profits of private carriers. Some progress, eh?

There's no doubt that London bus services are pretty good and ridership has been growing. Especially since the introduction of the Central London Congestion Charge. You can drive your car into Central London during on weekdays but you will pay a charge of about \$12.50 for the privilege. Naturally, this has relieved a lot of road congestion so the buses can go faster from point A to B, making them a more popular, as well as cheaper, form of inner city travel. The Congestion Charge is used to buy more buses and establish more routes. Does Smitherman see a Toronto Congestion Charge as part of his vision for privatizing TTC routes? Somehow we doubt it.

Outside of London, bus services have been completely deregulated and largely privatized. The result has been a steep decline in service throughout most of Great Britain and huge fare increases. Indeed, bus fares in Britain are the highest in Europe, with passengers paying 85% of the cost of service, as opposed to an average of 47% in the rest of Europe. (In Toronto TTC passengers pay about 75% of the service cost.)

The approach to London Underground (their subway system, often called the “Tube”) has been different from that towards London Buses. The British Conservatives did not privatize the Underground. It was actually the Labour government under Tony Blair that developed a public private partnership (PPP) to deal with maintenance of the Underground's infrastructure. It hasn't worked out all that well. Poor performance by the private contractors has cost taxpayers billions of dollars in unexpected subsidies. Much of the maintenance work is years behind schedule.

The true disaster has been the privatization of British Rail. Between 1994 and 1997, the national intercity rail system was split up and turned over to the private sector. Result? Total state aid doubled from \$1.5 billion in the last year of public ownership to \$3 billion in the first year of private ownership. In 2000, the government had to offer to bail out Railtrack to the tune of more than \$22 billion over 5 years. For all of the additional taxpayer subsidies, service worsened and poor maintenance led to safety problems that resulted in many deaths and injuries.



Coincidence? In the years following privatization of British Rail, a rash of accidents was blamed on shoddy maintenance and poor staff training by the private operators trying to maximize profits. This one, the 1999 Paddington train crash in England, killed 31 people and injured 520.

### Vancouver transit PPP still needs tax subsidies

Vancouver's new Canada Line, a 12-mile automated light rail service was built as a public-private partnership (PPP) at a cost of \$2 billion and is now operated by a private company. The deal was supposed to lower costs for taxpayers but it isn't working out that well. The government will still have to subsidize the project with up to \$250 million tax dollars. Moreover, because of soaring construction costs during the project, three planned stations were abandoned and the entire system was underbuilt, with little or no room for expansion. Some transit experts say the system will be obsolete long before it is paid off and will require increasing subsidies during economic downturns, precisely when there is less public money available.

# What have Toronto's Mayoralty Candidates been saying about the TTC?

The future of the TTC is shaping up as a major issue in Toronto's 2010 mayoralty race. Here's what the candidates (so far) have been saying. All quotes are taken from major Toronto daily newspapers during the early part of the year. But wait for positions to change as the race heats up.

## George Smitherman

Former Liberal MPP, Deputy Premier, Minister of Health and Minister of Energy and Infrastructure



"[The TTC has] lost its mojo."

"This organization...we used to call it a better way..."

I don't think they can use that one with a straight

face these days."

"The number of politicians on the TTC Commission should be reduced a minority, with private sector experts and riders representing the majority."

"You can see in the faces of people on transit in this city an extraordinary amount of frustration."

## Rocco Rossi

Former CEO of Heart and Stroke Foundation and Director of the Federal Liberal Party



"I'm not against to mass transit, I am against mass-incompetency."

"I think we're the world's best 1970 transit system, but it's 2010."

"Make no mistake, last summer's city workers strike showed just how weak the city has become in the face of its major unions and how utterly without a plan we are to correct this imbalance"

"As mayor I will bring us back into balance by pursuing outsourcing and managed competition for certain city services."

## Joe Pantalone

Toronto Councillor, Deputy Mayor



"The TTC has become "mesmerized" by big projects like Transit City, which are important but do not justify ignoring the rest of the system."

"I think the TTC needs to go back to basics. I think customer service is dismal. I think the cleanliness of the system needs a great deal of improvement. And I think that the esprit de corps, the pride, which workers and managers should have in the TTC, needs to be re-established. And also the system has to be avoiding these breakdowns which seem to be occurring very often."

## Georgio Mammoliti

Toronto Councillor, former NDP MPP.



"I am not convinced that LRTs are the complete answer to the city's transit needs, subways need to be brought into the mix."

"The taxpayer doesn't have to pay for it or foot the bill. We can work in public-private partnerships that can pay for [the TTC]."

"We can't have these union guys thinking they can get away with this," (in response to the pictures of TTC workers).

If things don't improve, the province should take over the complete operation and cost of the public transit system.

"Most of the TTC workers are good, conscientious people. Lazy and rude ones are ruining it for everybody else. Reprimand them instead of (creating) another layer of bureaucracy." Problem staff know

their union "will always defend them, but there are ways to get rid of bad apples," he said. "It's called progressive discipline. It's not hard to do but the problem is middle managers are too lazy."

## Sarah Thomson

Publisher of Toronto's Women's Post



"I propose we bring in the private sector to work along side our elected officials to bring in efficiency, better service, and some competition

within the TTC. Public-private-partnerships (P3s) or 'managed competition' are used in many forward-thinking cities."

"Toronto needs an extensive and expansive subway system. The people of Toronto do not want Light Rail Systems, they want a subway. By bringing in public-private-partnerships, we can build a subway system without relying entirely on tax dollars."

"It is time to work on turning the TTC into a revenue-generating asset, instead of the tax sucking leach of an organization it has become since it last turned profits in 1972."

## William D. Robbins

Local 113 Officer was Mayor



In 1936, Local 113 Secretary William D. Robbins was elected Mayor of Toronto by a huge majority. He was

the leading representative of labour in Toronto at the time and had already served 18 years on City Council.

## UNION AID TO HAITI

# Helping Haiti: Local 113 members donate \$40,000 to earthquake relief

### Helping Haiti: Local 113 members donate \$40,000 to earthquake relief

The death toll from the January 12, 2010 earthquake in Haiti has surpassed 250,000 people, making it one of the most lethal natural disasters in modern history. By comparison, an estimated 200,000 perished in the 2004 Indian Ocean tsunami. Hundreds of thousands of Haitians who survived the quake were severely injured and more than 1.5 million are homeless. Reconstruction of the country will take many years and billions of dollars. The immediate need for food, water, medicine, medical care and temporary shelter is being addressed by a large number of relief organizations. At the January General Membership meeting, Local 113 members voted to donate a total of \$40,000 to assist the emergency relief effort. The Executive Board decided to distribute those funds to four organizations with outstanding reputations that were already on the ground in Haiti. \$10,000 was granted to each organization.

### CARE Canada

CARE has been working in Haiti since 1954 so had people and facilities to begin helping as soon as the quake struck. CARE pays



Kathy Wong, Campaigns Manager for CARE Canada, accepts the donation from Local 113. Her description of the tragedy of Haiti's earthquake and the efforts of relief organizations like CARE were both heart-rending and hopeful.

special attention to the needs of girls and women, who are often left behind in the struggle to recover from disasters. They are also very vulnerable to sexual assault when social structures break down. To mitigate this, CARE not only provides food, hygiene kits and blankets and mattresses to girls and women but also sets up separate washroom and cleanup facilities for them and provides escorts to protect them as they go back and forth to those facilities.



Girl Scout Joanie Estin, 22, (centre) helps CARE distribute mattresses and hygiene kits to earthquake-affected populations outside of Leogane. Over 90% of Leogane's buildings were destroyed in Haiti's devastating earthquake. Photo: Evelyn Hockstein/CARE

CARE is also maintaining emergency health care clinics and establishing long-term recovery programs. CARE is concentrating its emergency response on three areas: Pétionville, a neighborhood in Port-au-Prince; and two neighboring towns – Carrefour and Léogâne. Despite great personal loss, CARE's 133 staff in Haiti are working around the clock to contribute their expertise to help their fellow countrymen.



### Habitat for Humanity

Habitat for Humanity has 26 years of experience serving families in Haiti and immediately turned all their staff and resources over to earthquake relief in mid-January. Habitat began with the distribution of 10,000 emergency shelter kits that contained



Neil Hetherington, President of Habitat for Humanity Toronto, asked Bob Kinnear to convey his heartfelt thanks to all Local 113 members for their generosity and compassion.

tarpaulins, rope, duct tape and a hammer—all used for building temporary shelters that help guard families against the elements. A chisel and a hacksaw help with salvaging materials from collapsed houses. Buckets are used for debris removal and for carrying water. Gloves and masks in the kits help provide protection during the cleanup. The emergency shelter kits cost approximately \$250 apiece, including cost of transport to Haiti. The funds donated by Local 113 are equivalent to 40 of these emergency kits that will help provide temporary shelter to

hundreds of people. In the rehabilitation phase, now underway, Habitat will help families remove debris, salvage materials that can be recycled, repair homes that received minimal damage and build transitional shelters that meet basic needs. As conditions improve over time, the material from the transitional shelters can be incorporated into permanent housing. Habitat for Humanity expects to help 50,000 families in Haiti.

Local 113's generosity to charities is second to none. It is a hallmark of our union that gets no attention in the media, which focuses instead on negativity and conflict. But that does not deter us from opening our hearts and our wallets to those in need.

**Doctors Without Borders**

Médecins Sans Frontières/Doctors Without Borders (MSF) is the world's leading independent medical humanitarian organization, delivering emergency aid to people affected by armed conflict, epidemics, natural disasters, or exclusion from health care in close to 65 countries. Founded in 1971 by a group of French doctors and journalists MSF now has 19 sections worldwide, including Canada. MSF was awarded the 1999 Nobel Peace Prize.

In Haiti, MSF was already running three medical facilities when the quake struck. All three were destroyed or damaged to the point of being structurally unsound. Despite this, they found new space and within hours were performing emergency surgeries around the clock in an attempt to stabilize the most critically injured. Three days



Hugh Cartwright (centre) is the Donor Engagement Officer for the Canadian section of Doctors Without Borders. He came to Local 113's offices to accept the \$10,000 donation towards his organization's work in Haiti.

after the earthquake, more than 1000 patients came through the four tented facilities MSF set up near the damaged hospitals. Since then, MSF has already sent more than 350 medical professionals and emergency response experts as well over 1500 tons of desperately needed supplies to Port-au-Prince. More than 20,000 patients have been treated and nearly 3,000 surgeries performed, most of them under very difficult conditions. On top of all this, MSF has distributed thousands of hygiene kits and nearly 30,000 tents to homeless survivors.



For Doctors Without Borders, getting emergency medical supplies into the field as quickly as possible often means the difference between life and death. Photo: Francesco Zizola.

**Canadian Feed the Children**

Canadian Feed The Children is an independent, registered Canadian charity that exists to reduce the impact of poverty on children. They work with local partners in Canada and around the world. CFTC has worked in Haiti for over 12 years, helping thousands of people, focusing on health, nutrition, food security and education. They have staff on the ground in Haiti who work with four local partners, three of whom were impacted by the earthquake: House of Hope Orphanage, Grace Children's Hospital, and OMES Clinic. CFTC was able to send nearly \$150,000 immediately after the quake to purchase water, food and medical supplies. In the months ahead, CFTC and its partners will continue to provide basic needs, such as food, shelter and health care, as well as longer-term rehabilitation, such as reconstruction, income generation and education. Local 113's donation will provide approximately 40,000 meals for hungry Haitian children.



Ray White, Director of Finance for Canadian Feed the Children, presented a plaque thanking the union "on behalf of the children who benefit from your kindness." An inscription on the plaque quotes the famous 20th century anthropologist and humanitarian Margaret Mead: "Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has."



Already the poorest country in the Western Hemisphere, Haiti was hit on January 12, 2010 with the largest human disaster in modern times. More than 250,000 lives were lost due to the earthquake and 1.5 million were rendered homeless.

# ACROSS THE BOARD



## Ian Mackay Wilson Bus/Wilson Subway

The triennial elections are over and we can now focus on the challenges that face us all. I would first like to take this opportunity to thank everyone at Wilson Subway and Bus for the support we received at the

ballot box. It was overwhelming.

We had four officers retire at the end of this year, Phil Quibell, Paul Prosser, Les Moore and Jim Boyle. They will be missed. I'm sure they take with them a wealth of experience. I was appointed as an observer to the Pension Board by Bob Kinnear and I am grateful for the opportunity to learn more about pensions. I know we all have a keen interest in the fund we will all collect from one day. I will be glad to answer any questions you may have. If I do not have the answer right away, I will get it for you.

It is a difficult time to be an Operator at the TTC with fare increases and unemployment. It can be very difficult dealing with people on a daily basis. I know you do your best under trying circumstances and we will continue to defend our hardworking members. Try to remember that the customers' dissatisfaction is most likely with things over which we have no control. That said, you are not obliged to put up with verbal abuse or unreasonable demands.

Family emergency days seem to be becoming an issue with management who are only willing to convert them to demand leave if the incident does not meet the criteria for an emergency leave. We have posted the guidelines on the union board to assist with this matter.

Remember you have the right to Union representation when you are being interviewed. I urge you to consider this before you agree to being interviewed. All too often the meetings take a turn for the worse and if the Shop Steward or Board Member was not present it makes it difficult for us to properly represent you.

There is an alarming trend by random members of the public with camera phones, recorders, etc to take any opportunity that presents itself to try and compromise and humiliate operators. I wonder if they are so perfect at their jobs and how well they would stand up under such scrutiny. Some in the public (incited by the media) also seem to think Operators don't need to use the washroom. Maybe someday there will be robots driving TTC vehicles but in the meantime the public has to accept the fact that we are human beings, just like them.

As a union member, you have the right to representation if you are accused of any action or omission that might lead to discipline or a negative report on your work record. Unions assure the principle of "due process" which is fundamental to our society's system of justice.



## Pino D'Armiento Plant Department

To my brothers and sisters of Local 113: Thank you for your support in the last tri-annual election. I am thankful for the opportunity to represent you for another three years. I will continue, to the best of my ability,

to serve the members and act as your voice to uphold your rights.

To my Shop Stewards: Without your hard work and dedication I would not be able to perform my duties. I highly value your communications and the camaraderie we share. Your job requires you do not only continue to do your regular work responsibilities but also attend to union issues. On top of that, you have your personal lives as well. A lot is asked of you and you all come through each and every time. Thank you!

Your Maintenance Board has succeeded in the contracting out grievance in the Structure Department. This sets a great precedent in this area and we are excited for the future. I look to the members and Shop Stewards to act as our eyes and ears on the front lines.

It is important to remember that the process works. The steps that are necessary to climb may be many but the results in the end are favorable. Is it frustrating at times? Absolutely. Is it repetitive at times? Sure. Is it worth the time and effort? YES!

Being a part of Maintenance has always been a source of pride for me. Our ability to remain united is viewed in awe by other locals.

I ask you at this time to remain vigilant in respect to our public image and the standards we are held to. As we have seen, the media gets a real charge out of putting down our members and turning the public against us. Being front line unfortunately means we take the brunt of the public's anger over issues we have no control over. But do not give them opportunity to criticize us for things we do have control over. We deserve respect for the work we do, not criticism.

Of course management thrives on and uses this criticism about us for their own purposes. I know from long first-hand experience what you deal with every day and I ask you to continue, as always, to show them what fine men and women we have in Maintenance.

### Completing and filling out forms such as Sick Benefits & Job Postings.

Remember that your sick benefit form must be submitted with your Doctor's signature and all sections must be filled in to avoid processing delays.

Please also remember to *keep a copy of every form you submit*. Without a copy of the original form it is very difficult to bring forward any concerns or questions that may arise or need to be reviewed.

Should you have any questions on filling out bid sheets, contact your Steward or board member before you submit them.

Your President and your Board are committed to working together, as always, for the best interests of all our members. We will continue to keep your issues and concerns first and foremost.

Once again thank you for your continued support and as always: United We Stand!



### **Bill Chrisp** Maintenance - At-Large

I would like to express my sincere thanks to all members for the support you gave in the recent election to me and the entire Executive Board.

Already I see the newly elected Executive Board members' spirit and enthusiasm in

safeguarding the interests of the members they serve. I would also like to congratulate all the newly elected Shop Stewards & Joint Health and Safety Committee members.

The Maintenance Board, along with their respected Shop Stewards, have been working hard addressing several grievances, and bringing closure to most of the issues early in the grievance procedure.

This hard work has allowed the Assistant Business Agent of Maintenance, along with myself, to reduce the already staggering amount of Step III, Mediations and Arbitrations on file.

While it is early in this term, a lot has been going on for the Maintenance Board. With the Automotive Bump, followed by the Rail Cars and Shop Bump successfully completed, we managed to have a couple of meetings with management regarding some outstanding jobs under review. And with the future expansion of the Transit System looming we have had some meaningful meetings with those involved with the expansions.

This Maintenance Board brings experience to the table, providing some new ideas on how we can be even more effective when managing our business, i.e. Communication and Preparation. This will most definitely improve the representation we provide to the members. We have established a stronger working relationship resulting in a team that will be effective in improving your working conditions.

In closing I would like to extend my best wishes to Les Moore, Paul Prosser, Phil Quibell and Jim Boyle in their recent retirement. They will be sorely missed by all of us at Local 113.



### **Carmen Lint** Birchmount/Malvern

I would like to thank the members of Birchmount and Malvern for electing me to represent them. It is an honour and privilege to serve you on the Executive Board for the next three years. Also, congratulations to Roy

Fleming of Birchmount and Roland Beaudet of Malvern on their new positions as Shop Stewards. I look forward to working with both of them during the next three years.

You, the members have elected an excellent Executive Board that will work hard to represent this local with honesty and respect during a challenging time.

We are dealing with a more demanding public, now more than ever. With the advancement of technology, people are quick to report us and take photos of us while we are performing our duties. Our jobs

have evolved over the last twenty years, this has added additional stress to our lives and we need to find a way to deal with it.

I'd like to thank Jim Boyle, Les Moore, Paul Prosser and Phil Quibell for their devotion to this local and wish them a long and happy retirement.



### **John Di Nino** Equipment "E"

First and foremost, I would like to extend my sincere gratitude to all our members for their support in the recent elections. Putting their trust and confidence in me to lead this group in the right direction is not only an honour,

but also a privilege.

As I begin a new term in office, I can only hope that as a Union we can continue to support each other and our newly elected Executive Board. Moving forward, our continued unity is going to remain of the greatest importance as we move toward collective bargaining in the year to come. With the challenges ahead of us, I am very encouraged by the unity and solidarity that has been established amongst the Executive Board.

With numerous re-elected and experienced board members, and newly elected board members who are demonstrating a lot of enthusiasm and dedication, I am confident that this TEAM, working together, will carry us throughout the years to come, always working in the best interests of our members, promoting and protecting the integrity of LOCAL 113.



### **Mark Bertoia** Bloor-Danforth Subway/SRT/Eglinton/ Wheel-Trans

I am humbled by the opportunity you have given me to continue serving the membership in this new capacity. Our Shop Stewards Chris Eaton, Otis Leow and Dan Macleod are working

very hard to build this union's strength through their service. A number of major issues will be facing our local in the near future such as: Metrolinx, the upcoming contract during this term, and the attack on our membership from various sources.

Your top officers and Executive Board members may call on you for your support of this local in the future.

Tools to help us: the Collective Agreement, Occupational Health and Safety Act, the Human Rights Code, past Ontario Labor Relations Board decisions.

Feel free and welcome to bring all workplace issues forward relating to safety and to your union co-chair, who will be doing a fine job.

Final thought: During discipline interviews only answer questions that are asked. Do not offer anything else. If it can be used against you, it will be.

## ACROSS THE BOARD



**Paul Haynes**  
Queensway/Roncesvalles/Russell

I am humbled and honoured by the trust that Operators of Roncesvalles, Russell and Queensway have given me. Thank you from the bottom of my heart. I would also like to congratulate all the newly elected Shop

Stewards: Anthony Watson (Roncesvalles), Pat Lavalee (Russell), and Rob Kemper (Queensway). As your duly-elected Board member, I will endeavor to do my utmost to give you the representation you deserve and what you had come to expect from my predecessor. I will have big shoes to fill and I believe I am up to the task.

One thing I would like to ask of all is that you allow us to do our jobs on your behalf. Please do not run to management when there is a discrepancy or dispute between fellow Operators. Talk to your Steward or call me directly. Remember that there is strength in numbers. The slogan 'United We Stand' is oh so true. We will continue to work as a team at the ATU office. The atmosphere is electric. The interaction between ATU Executive Board members is inspiring. The mood is always upbeat.

In closing I would like to wish you all a belated Happy New Year and may all of your wishes come true and your resolutions be met. Thank you all for affording me this wonderful opportunity. Cheer up because the best is yet to come.



**William Fowlie**  
Equipment 'A'

I would like to begin by showing my gratitude for the support in the recent elections. I would also like to congratulate the members who were re-elected to the Board, Shop Steward Body and the Health and Safety Committees

across the property. Well done!

I have recently seen a positive attitude in our members, most notably at January's general meeting. Elections were held for the By-law Committee, Social Committee and the Women's Committee. Congrats again to those elected.

Attending meetings (Transportation, Maintenance or General) is your right. To run for positions within the Local, our By-laws specify that you are to be a "qualified member." To be a qualified member (and therefore eligible as a candidate), you must attend six meetings per year. Only one meeting per calendar month will be allowed for qualification, except when they fall on the day of a regular meeting. Qualifications for candidates shall be for the two years prior to nomination day. Members with less than two years' continuous service are ineligible.

Attend meetings, get qualified, run for positions you desire within the local. In my opinion, acclamation shows weakness. Being challenged as an incumbent or challenging incumbents will ensure the best member for the position.

In closing, I wish all the best to the four Executive Board members who recently retired, Les Moore, Paul Prosser, Phil Quibell and Jim Boyle. Enjoy this new chapter in your lives. You certainly deserve it!



**Bill Merlin**  
Hillcrest

Have we forgotten what unions are all about? Unions were to help people earn a decent wage, safe working conditions and to build a just society. Unemployment Insurance, health & safety laws, pensions and reasonable hours

of work were just some of the goals that the Trade Union Movement came together to achieve.

Unions have learned a great deal from the days of the horse and wagon and know that there is strength in numbers. Besides Local Unions, we now have Regional Labour Councils, Provincial bodies like the Ontario Federation of Labour (OFL) and National bodies like the Canadian Labour Congress (CLC)

I am a delegate to the Toronto York Region Labour Council, representing Local 113. The Council is the umbrella body that combines all the different unions in Toronto and York Region. Local 113 has been part of the council from its start. I have had the privilege to attend many of their functions in the past year and two highlights stand out. In May, the Council called a mass Assembly to bring together Stewards from every union to address the financial crisis and the impact this has had on workers. Many plants were closing and demands for concessions from employers were heard everywhere. 1600 union leaders showed up, including many from Local 113, to develop solidarity for the fight ahead.

In November, the event was the Green Jobs Conference to look at the opportunities for jobs coming out of the environmental crisis. Young people are looking for the apprenticeship opportunities that newly emerging green industries can provide. Many environmental experts attended giving insight into the problems and solutions facing us in the future. A lot of emphasis was put on public transit and making sure the vehicles are built here in Canada to create decent jobs for Canadian workers.

Last Christmas Eve, four workers fell to their deaths from a high-rise scaffold that broke in half. We all heard of the tragic event. Their employer, a non-union contractor, had received a number of visits from the Ministry of Labour regarding safety concerns. The Labour Council immediately called for a public inquiry into the disaster and about the lack of safety for people working in the "underground" economy. The company alleges these men were their own subcontractors. Most were recent immigrants not aware of the right to refuse unsafe work, or unwilling to chance losing a job by seeking enforcement of the law.

Now that the city elections are underway, the Labour Council is coordinating the efforts of the entire Trade Union Movement to oppose politicians who want to privatize and contract out public services. Be watchful for the old story of using budget shortfalls as an excuse to sell off public assets like Toronto Hydro or to bring in more private transit. Remember that Metrolinx is still out there and will be a big challenge in the months and years to come.

To learn more about the work of the Toronto and York Region Labour Council visit [www.labourcouncil.ca](http://www.labourcouncil.ca)



### Cliff Piggot Arrow Road/Mount Dennis/Veolia

I would like to take this opportunity to thank all the members from Arrow Road, Mount Dennis and Veolia for their support in the recent Union elections. Also I would like to congratulate the successful shop stewards at these locations:

Marvin Alfred, Paul Flynn, Ana Hoffman and Kathy Devos and to let them know I look forward to working alongside them over the next three years. At this time, I would like to introduce everyone in Transportation to an information package I have been working on recently. With all the new hires that have been brought on board in the last several years there is a need to have something in place to assist everyone. This package will consist of all the slips and forms that all operators will be using over their careers with the Commission. The package is in its early stages and has been passed on to the Shop Stewards for their input and suggestions. This project has been shared with management and hopefully they will work with us to make it a success and allow our operators to be comfortable with their daily challenges. In closing, I am looking forward to representing you over the next three years, and handling the challenges of my new position.



### John Wales Collectors/Clerical/TCT/Patten/Traffic Checkers/Wheel-Trans Administration

The Executive of Local 113 has an obligation to provide the membership with accurate and up to date information so each member has a better understanding of their rights under

their Collective Agreement, such as working conditions, and seniority rights.

Each of the groups I represent has unique, individual regulations that each member should be aware of. If anyone requires a copy of their respective regulations, contact your shop steward or the union office. It's our responsibility to make the TTC honour "OUR" regulations.

Communication between members and their Union Representative is not a one-way street. In my brief time as your board member I have found that some areas have allowed the TTC to ignore rules and regulations, and make up their own rules. If you believe there is an issue, do not wait a couple of days or a week! Please contact your representatives immediately.

I shall endeavor to serve you by responding as quickly as I can to your questions and to grievances within the appropriate time frame. We are presently under the microscope of the public eye (camera), and together we will show everyone that we earn our wages. WE are hardworking and skilled at what we do.

Changes are coming to many of our areas as technology rapidly attacks the workforce needed to provide the present level of productivity. We will address this by expanding the areas where we have members and address this new technology by training our members for these new jobs.



During the 2007 election, on his way to a second term, Dalton McGuinty promised Toronto several billion dollars in funding for a major expansion of the TTC, called Transit City. Surprise, surprise, a little more than two years later, McGuinty takes back billions of those dollars. A **Save Transit City** coalition of groups sprang up to protest and push for McGuinty to keep his promises. Local 113 is a major supporter of this movement.

Here Bob Kinnear hands off \$10,000 on behalf of the members to Franz Hartmann, Executive Director of the Toronto Environmental Alliance, which is leading the movement. For more info go to [www.savetransitcity.ca](http://www.savetransitcity.ca).



When the TTC announced a fare increase on November 17, 2009 there were predictable howls of outrage from all directions. The following day, the entire front cover of the commuter paper Metro News was filled with this cartoon of a TTC Operator reaching into the pocket of the public, effectively blaming workers for the fare increase

instead of the real reason: the Ontario government's failure to provide its traditional operating subsidy to the TTC. The union issued a press release in response. Kinnear also wrote a letter to the editor of Metro that was published in the paper. The letter is online at [www.metronews.ca/toronto/comment/article/374426](http://www.metronews.ca/toronto/comment/article/374426). The subsequent token shortage fiasco stoked public anger that was directed at ATU members even though it had been management's blunder.

### ***On the Move Delayed by Events***

**This new-look issue of *On The Move* was ready to go to press in late January. But because of the historic controversy involving the TTC and ATU members, it was decided to delay publication until after the Town Hall meetings.**

## LOCAL 113 WARDENS

# Wardens ready to step up when needed

Under Local 113's Bylaws, after each triennial election, the President/Business Agent appoints two Wardens, one from Transportation and one from Maintenance. Alternate Wardens are also appointed to fill in for the Wardens in their absence. The Wardens' regular duties are to "restrict admission to meetings of the Local to members in good standing and to such other person(s) as may on the authority of the President/Business Agent, be admitted" and "shall be responsible for directing the member to sign the register of attendance." A major responsibility which very rarely arises is this: "In the absence of the Senior Officers and all Executive Board Members, the Wardens shall assume the duties and responsibilities of the Local Union office."



**Sandro Bonadies**  
Maintenance Warden  
Track and Structure-Wilson

Sandro is a first time Warden who has previously served the union for three terms as a Shop Steward for the Structural Maintenance section of the Track &

Structure Department. Sandro began his career with the TTC in 1993 as a Temporary Track Worker and has since become a Structural Repair Person. "Knowing that I have a strong passion for representing members of my section, the Warden position will expose me to an entirely new level of representation and experience that I will be needing to further my goal in becoming an officer of this local."



**Frank Malta**  
Transportation Warden  
Wilson Bus

Frank is a first time Warden and a second-term Shop Steward at Wilson Bus. He began his work at the TTC as an Operator, and from the beginning, had an interest in this union

and all that the Local strives to accomplish for its membership. "I look forward to utilizing my knowledge gained from past union duties, with the new set of responsibilities that accompany my functions as union Warden," Frank says. "One of the greatest challenges facing the members is the struggling economy, which will impact upcoming negotiations. However, I am optimistic that in these hard economic times, it is our collective efforts that will succeed."



**Antonio Vaccaro**  
Alternate Maintenance Warden  
Duncan Shop S/S-ccH4

Antonio is a first time Alternate Warden who has served as a Shop Steward and Worker Co-Chair of the Joint Health and Safety Board. The Toronto native began his

career with the TTC in 1980 as a student and became a full time employee in the coach department in 1981. "It is important to be a Warden in order to better understand the importance of our executive members, who we, the people, have entrusted democratically to these significant positions and to represent our members to the same high standards as our executives when they are busy in important negotiations with management," he says.



**Clarke Smith,**  
Alternate Transportation Warden  
Subway Collectors

Clarke was re-elected as a Warden, having previously served from 2004-2006. As a member of the Executive Board from 2007-2009, Clarke has been a diligent advocate

for the rights of his fellow workers. The Toronto native began his work with the TTC in 1981 as a Station Collector. "I believe in the Union and enjoy helping my fellow workers as well as working with the current Executive Board," says Clarke. "The biggest challenge facing the members is trying to do their job to the best of their ability while dealing with the public as well and following all the rules of the TTC. "

### Get it first-hand. Attend Local 113 Membership Meetings.

General Membership Meetings are your chance to learn what's happening with the Local, what issues are hot and what are the concerns of your fellow members. You can ask questions, make motions and have your say on the business being discussed at the meeting.

Meetings are always held on Sunday mornings to ensure that the maximum number of members can attend.

Local 113 has a long tradition of membership democracy, which is a major source of our strength. Be part of it!

# Bus driving a very stressful job, say studies

Squeezing a 20-ton machine through city streets rife with traffic jams, road construction, jaywalkers, bike messengers and often heedless motorists can take its toll. Yet bus operators are also expected to be ready at all times with a smile for the customer, ignore insults, enforce fares, be on guard against potential assaults, try to understand passengers who are having trouble explaining their needs and keep to a tight schedule so as to avoid discipline.

The day-to-day pressures of the job often result in tension, mental overload, fatigue and sleeping problems. These ailments are typically attributable to stress-related disorders such as digestive problems and anxiety. Operators list traffic congestion, constant time pressure, disorderly passengers, social isolation on the job and the threat of physical assault as just a few of the daily stressors they face.

In a recent study in the *Journal of Occupational Health*, researchers reported that bus drivers' main troubles come from what they termed an "effort-reward imbalance" in the workplace. Lack of control contributes greatly to that imbalance and to the stress that results from it.

"Drivers have very little decision latitude or discretion in how they carry out their jobs," explained one researcher. "Transit districts have hierarchical, top-down management styles with little or no employee input into the management or organization of work."

A multi-nation study of transit workers by the International Labor Organization (ILO), an agency of the United Nations, confirmed that driving a public transit vehicle in a large city is a highly stressful job. (See box.)

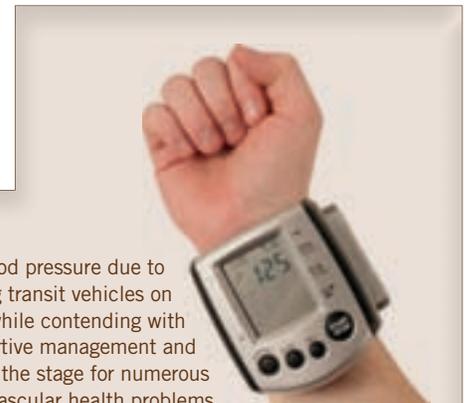
"In terms of the industry, management needs to be more open to the idea that the environment is part of the problem," says Carmen Lint, ATU 113 Executive Board Member representing Birchmount/Malvern.

"Our service has had to evolve to accommodate the changing needs of the passengers and routes are often subject to ever-changing traffic conditions. However, management and the public continue to evaluate service primarily in terms of time, no matter what kind of traffic or conditions the drivers are facing," says Lint. "The main thing I would say to the industry is, don't take the view that the driver is always the problem."

## Sick of your job or sick *because* of your job?

According to a Dutch occupational health study:

- Sickness absenteeism of bus drivers is 2-3 times higher compared to other professional groups. The same holds true for the risk of disability, which is four times higher.
- Bus drivers who have to leave their job for medical reasons do so at a younger age than comparable groups of employees.
- The main conditions leading to disability relate to the back, tendons and joints, mental disorders and cardiovascular diseases.



Chronic elevated blood pressure due to the stress of driving transit vehicles on crowded, busy streets while contending with demanding and unsupportive management and (some) passengers sets the stage for numerous cardiovascular health problems.

### Major Public Transit Work Stressors

Percentage of public transit drivers reporting the following conditions as "major stressors" of their job.

- Possibility of assault **70%**
- Traffic congestion **69%**
- No chance to suggest work changes **59%**
- Rush hours **55%**
- Passenger demands for information **53%**
- No recognition for good work **53%**
- Poor treatment by passengers **36%**
- Problems unwinding at home **36%**
- Irregular company medicals **34%**
- Sleeping problems **29%**
- Adjusting lifestyle to shift work **27%**
- Difficulties with family because of long working hours **25%**
- Worrying about poor health **21%**

Source: *International Labor Organization*

# Veolia members of Local 113 a multinational group



They came from many lands to drive the Belgian-made VIVA buses in York Region, Ontario, Canada. Here are just a few of the members who attended the recent Local 113 Veolia Transportation meeting, along with their country of origin: L-R: Kailayar Mooventhan, *Sri Lanka*; David Clark, *Saint Vincent and the Grenadines*; Mladen Stanisavljev, *Serbia*; Sherfield John, *Saint Vincent and the Grenadines*; Josephine Calleja, *Malta*; Carlos Valeriano, *Bolivia*; Cameil Carty, *United States*; Jorge Perez, *Cuba*; Valerie Jones, *Jamaica*; Olivier Vegagil, *Panama*; Peter Lezama, *Trinidad and Tobago*; Sloutski Mikahail, *Ukraine*; John Millard, *England*; Ana Hoffman, *Uruguay*; Bob Kinnear, Local 113 President and the sole Canadian-born Local 113 member in the picture.

**Veolia Transportation workers in York Region, north of Steeles Avenue, drive the Viva express buses that are integrated with York Region Transit's conventional transit service. Viva began operations in 2005 with a work force of all new hires, most of whom were immigrants to Canada.**

They were originally organized under ATU Local 1587, which also represents about 2,000 GO Transit workers but in 2008 switched to Local 113. A two-week strike in September of that year was a unifying event that gave the members a sense of confidence that they could stand up to Veolia Transport, the largest privately-

owned transportation company in the world. Veolia has 72,000 employees worldwide and operates on every continent except Africa.



Ana Hoffman and Kathy Devos helped negotiate the Veolia Transportation collective agreement.

The Veolia workers are active union members and it is common for up to half of the 150+ workforce to turn out to Saturday morning union meetings to discuss the whole range of major and minor issues. For example, just like their fellow members in Toronto, Veolia workers have constant issues with management over washroom breaks. The current collective agreement expires in September of 2011. Even though talks are more than a year away, the members are anxious to get back to the table to improve their contract.

The most recent Veolia membership meeting was presided over by Local 113 President Bob Kinnear and attended by several other Executive Board members, including Rocco Signorile, Secretary-Treasurer, Manny Sforza, Executive Vice-President, Frank Grimaldi, Assistant Business Agent – Transportation, and Cliff Piggott, Executive Board member responsible for Veolia and other areas.

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