



on THE move

September 2009

THE GOOD OLD HOCKEY GAME
OLDTIMERS MATCH
WINS \$30,000 FOR MS
PG. 6

METROLINX
NEW AGENCY PLANS
BIG CHANGES
PG. 14

BRIGHT KIDS
ATU CHILDREN EARN
ATU SCHOLARSHIPS
PG. 14

GO ARGOS!
SPECIAL THANKS FROM
PINBALL CLEMONS
FOR LOCAL 113
PG. 27



LABOUR DAY 2009

Keeping up a tradition more than 100 years old, ATU Local 113 members came out in force for the Annual Labour Day Parade

Operators and Collectors Job Evaluation finally ends in multi-million dollar award

It was years in the making but the TTC Operators and Collectors Job Evaluation finally wrapped up with a big win for the union. About 25 million dollars in retroactive pay has already been paid out to Operators and Station Collectors and about 3 million dollars per year will be paid on a going-forward basis to this group, who are all now rated at Wage Group 7. This amounts to a wage increase of 37 cents per hour as of July 1st, 2009, or 1.2 per cent. ATU 113 Maintenance Department members have over the years undergone formal job evaluations with similar impacts on average wages.



Operators and Collectors are now all in Wage Group 7 after a lengthy job evaluation process.

Operators and Collectors who have been on the payroll since October 1, 2002 received a retroactive gross payment of

\$4400; those who came later received prorated amounts. The award was issued in late June by independent arbitrator Howard D. Brown, ending a saga that had begun in 2002, when the union first negotiated the Job Evaluation. A dispute between the union and the TTC around the approach and method to be used for the evaluation delayed the process for several years. The union wanted the existing Local 113 Job Evaluation plan to be used; the company wanted another one that would have been cheaper. The union's plan ultimately won out but that only started the evaluation process. Thirty five days of hearings in front of the arbitrator began in January 2007 and finished in May 2009. Besides the hearing days, many more days were taken up in analysis and preparation. The union's legal bills were substantial and were paid by the Defence Fund.

"This is a great example of the value of having a union that does not give up and has the resources to fight long battles," said Frank Grimaldi, the Executive Board member who quarterbacked the union's efforts. "And it's further proof that it pays to be patient. There were times we could have settled for less, just to get it over, as some were advising. But we hung in there and we're glad we did." *For more on the history of this issue, see Frank Grimaldi's report on page 20.*



Local 113 won \$25 million in retro pay for Operators and Collectors and \$3 million a year on an ongoing basis.

on THE move

March 2004

Editor-in-Chief **Bob Kinnear**

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AMALGAMATED TRANSIT UNION
LOCAL 113

812 Wilson Avenue
Downsview, Ontario
M3K1E5

Phone: 416.398.5113
Toll Free: 1.800.245.9929

Fax: 416.398.4978

www.wemovetoronto.ca

SENIOR OFFICERS

Bob Kinnear
President/Business Agent

Kevin Morton
Executive Vice President

Les Moore
Secretary-Treasurer

Paul Callaghan
Assistant Business Agent
Maintenance

Paul Prosser
Assistant Business Agent
Transportation

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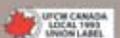
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Wheel-Trans/Veolia
Clarke Smith – Collectors/Clerical/Toronto
Coach Terminal/Patten Building/Checkers

WARDENS

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Alternate – **Keith Hillyard**
Transportation – **Grant McLennan**
Alternate – **John Wales**



Major issues will challenge our union but our solidarity will prevail

Bob Kinnear
President/
Business Agent



There are times when it seems that the work of a union is like the “Whack-a-Mole” game at the CNE: a problem or issue pops up and you try to whack it down with your mallet while at the same time other problems pop up

unexpectedly and in different places. Trying to anticipate and hit all the moles popping up can be hilarious at the Ex but is a sober challenge in real life, when the “moles” are all issues of great importance to our members.

It would take more space than I have here to describe all the issues we are facing as a union. If you want to learn more about the union’s concerns and participate in the decisions on how we handle them, come to the membership meetings. Let me focus on just three very major issues with long term consequences (good or bad) to how we handle them.

Dealing with Metrolinx

Metrolinx looms large in our future. (See pp. 10-11). Metrolinx is the provincial government agency with a sweeping mandate to plan and coordinate interregional public transit in the Greater Toronto and Hamilton area (GTHA). The government would like to eventually see a single transit authority in this entire region. It envisions a transit system without municipal boundaries, where vehicles from, say, Mississauga or York Region, share passenger loads with the TTC, all in the interest of more efficient use of the fleets in order to get more people out of their cars and onto the bus or subway.

Let me be clear: there is no stronger advocate for more—and more attractive—public transit than our union. We too want people out of their cars and on our vehicles. It’s great for our job security and grows our membership. Plus it’s better for the environment and the economy as a whole. But we are not going to allow our collective agreements to be violated

because some bureaucrat thinks it would be more “efficient.” A contract is a contract.

As one example, the union was able to defer the implementation this September of a plan to have York Regional Transit (YRT) buses take passengers from Downsview Station to York University. This plan would not only, in our opinion, violate our contract with the TTC but it would mean having Toronto taxpayers subsidize YRT which, by the way, is operated by a French-owned private corporation, Veolia Transportation. Deferring this plan until we can sort out all the issues does not jeopardize any jobs of our Veolia members. They will still be shuttling York Region commuters to and from Downsview. But it will keep all Toronto passengers on TTC buses.

There will be dozens of similar Metrolinx-related issues popping up in the near future, not just in our jurisdiction but in the surrounding ones. For that reason, Local 113 initiated a meeting of all the ATU Local Presidents in the GTHA to begin strategizing a common approach to these issues. And I will be personally meeting in early October with Metrolinx CEO Rob Prichard to exchange perspectives and concerns and hopefully build an ongoing consultative relationship that will help both Local 113 and Metrolinx.

Drug and alcohol testing not gone

Another looming challenge is the prospect of a revival of TTC management’s plan for drug and alcohol testing of our members. We are unalterably opposed to this. There are better and less invasive ways to test for impairment than taking bodily fluids. We have a duty to perform our jobs without impairment but we cannot allow the TTC to own our lives off the job. My public declarations last year that the union would not accept or submit to such an invasion of privacy seem to have put D&A testing on the back burner. But we can expect it to come up again with more determination on management’s part. The union has been quietly doing a fair bit of legal and political research on this issue in preparation for this inevitable battle. Stay tuned and be ready for a fight. The strength of our solidarity will, as always, be the determining factor on this and other big issues.

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Looking after today's needs while safeguarding our future

Les Moore
Secretary-Treasurer



It is customary for union officers to say upon retirement that it has been an honour and a privilege to serve the members. And that is certainly true for me, as it is for our other brothers on the Board who are also retiring this year: Paul Prosser, Phil Quibell, Jim Boyle. May I add, however, that it has been a unique and deeply personal honour for me to have been entrusted by the membership for so many years with the finances of the Local. I was conscious of that trust every day of my 18 years in office and I have worked hard to discharge my responsibilities to the best of my ability.

We have a healthy General Fund that allows the union to function on a day-to-day basis as a fully professional organization.

The job of Secretary-Treasurer is one of trying to balance the often competing interests of the big picture: our future security, and the smaller picture: the needs of today. I think that we in Local 113 have achieved that balance because the members have not been hesitant to support the union with their dues but have also expected full accountability

for how those dues are spent and saved. As a result, we have a healthy General Fund that allows the union to function on a day to day basis as a fully professional organization. We also have an equally healthy Defence Fund that ensures we can always defend our members' rights down to the letter of the collective agreement. The company cannot break us and they know that. Not all local unions can say that.

Of the many things I have learned as a member of this great union, one thing stands out above all others: Leadership matters. No matter how much money you have, no matter how big or diverse you are, good leadership is the glue that holds the union together and makes it strong. I have known several Presidents of this Local and each of them had their strengths and achievements to be proud of. Our current President, Bob Kinnear, is a young, dynamic and forward-looking President who has already built up a substantial legacy that I am sure will only be added to in the years to come.

As for my successor, my only advice to the members is to select carefully. Trust is the #1 quality you must look for, of course. You want someone who will be straight with you at all times. But also you want a team player to work in a positive way with the Board on the many issues of concern to the members. The Secretary-Treasurer should not dictate how your money is spent but should provide advice to the President and the Executive Board and then carefully administer their policies and decisions. Cooperation has always

been the key to internal union strength and that will never change.

I am honoured to have been a Trustee on the Pension Fund for many years and to have been part of its growth and success in providing our members with the means to retire with dignity and comfort. I also want to thank the many people in management and other TTC staff I have dealt with over the years for their cooperation and the mutual respect we shared. I have also been privileged to work with the leaders of other unions, from whom I learned a lot that benefited our own members.

My heartfelt thanks go out to my countless friends in the union, past and present. I have truly been blessed to have been part of Local 113. That would have been true no matter what role had been given to me. My new role is that of an Active Retiree and I am looking forward to it. Stick together, brothers and sisters, that's what it's all about.

Prior to Les Moore's 18 years in the post, the longest-serving Secretary-Treasurer of Local 113 was Harvey C. Ward, who held the position for 14 years, from 1971-85. Prior to Ward, Frank Dyer had been Secretary-Treasurer from 1960-70 after serving two terms as President between 1956-60.

Looking out for one another is the essence of trade unionism

Paul Callaghan
Assistant Business Agent,
Maintenance



What is a Trade Union? An organized association of workers in trades, group of trades or a profession, formed to protect

and further their rights and interests.

It's time our local's members started to think about their ways and their buddies who work right beside them. The Union seems to be coming under attack more and more each day from the Commission. The disciplines are happening every day in the Maintenance Department, the penalties seem to be getting harsher, more severe for the members who get involved with the system.

If we work together on the shop floors, carhouses, garages and transportation divisions, we can try to help one another. Maybe one of our brothers or sisters may seem a bit off and maybe in need of a sympathetic ear or some friendly advice. Sometimes the problem may be directed to the Executive Board for their guidance and assistance.

Hopefully, if there is a member out there who needs assistance he or she can call the Executive Board officers to help get them in the stream or field of whatever is needed. The Board would react to any call of a brother/sister or a friend of a friend to help one of our own.

The Executive Board must remain strong and work together to help build this local even stronger in these challenging times. The early talks of Metrolinx is just the tip of the iceberg. By showing good leadership of the Executives of this Board it can only

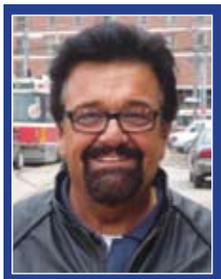
filter down to make this a stronger Union. We must work together – Maintenance, Transportation, to keep the best product of public transportation out there for our customers.

There is an old saying that “There is no ‘I’ in team.” But there is a ‘U’ and ‘I’ in Union. There certainly should be no ‘us’ and ‘them’ in Union. This Union consists of all members, we all work hard, provide for our families and try to go home safely at the end of our shift. We can help make this a better place to work by getting along with our co-workers and helping out if possible. This Executive Board will continue to work hard in all aspects of our members’ needs to protect them and their rights!

It's been often said but can't be said too often: United we stand, divided we fall. Stick together, brothers and sisters!

A fond farewell

Paul T. Posser
Assistant Business Agent,
Transportation



Frank Sinatra sang it best “and now the time is near I think I have reached my final curtain”.

Brothers and Sisters my final curtain

is approaching fast. I will retire on January 4th 2010, with sadness but at the same time with gladness.

My words could never describe the honour and privilege I have been afforded serving the Members of Local 113. I started my career as Lansdowne Operator in 1980 was a part time gofer for the recreation committee.

I went to Roncesvalles in 1983 and it was my love of the Streetcars and the insane people operating them that has made Streetcar Divisions so unique and much loved by this writer.

I soon got involved in the Roncesvalles/Queensway recreation under the dictatorship of my dear friend Les

Moore. I went on to serve on the Executive of the newly formed Roncesvalles Recreation Association and we had many memorable dances, picnics and pub nights.

I then was honoured to be elected to the Health and Safety Committee and from there I went on to two elections for Roncesvalles Shop Steward.

In 1991, I won my first election to the Executive Board and served with pride for four terms. Representing Roncesvalles/Russell and Wheel-Trans was both an honour and a privilege.

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TTC vs NHL Oldtimers nets \$30,000 for MS Research

It started out in 1986 as a one-off game between selected members of the TTC Hockey League and the NHL Oldtimers in support of the United Way. That first game was played in Varsity Arena and was a popular success. So much so that the Local decided to make it an annual event, renaming the team as the ATU Local 113 All Stars. Prior to 1988, the local membership had voted to contribute one dollar per member per year from the General Fund to Multiple Sclerosis Research. But in that year, the players took it upon themselves to raise the money for the Local's charity of choice instead of having the money come out of the General Fund. That proved to be a good move as the amount of money raised went up considerably as the annual games played to large crowds at Ted Reeve Arena. This year's match, back in March, added another \$30,000, making the total amount of money raised through this annual event in excess of three-quarters of a million dollars.



Left: The ceremonial big cheque before the game is presented by L-R: **Gary Webster**, TTC Chief General Manager; **Bill Derlago**, who played for the Toronto Maple Leafs from 1979-86, as well as for the Canucks, the Bruins and other teams; **Bechara Saad**, a graduate student who works for top MS researcher **Dr. John Roder** in the Samuel Lunenfeld Research Institute at Mount Sinai Hospital; **Mike Pelyk**, who played for the Leafs between 1967-74 and 1976-78; **Les Moore**, Local 113 Secretary-Treasurer; **Lou Franceschetti**, whose long career included stints in Washington, Buffalo and Toronto; **Bob Kinnear**, Local 113 President/Business Agent.

Right: Named after a former ATU 113 President in the late 1960s to mid-1970s, the **Leonard E. Moynihan Trophy for Most Valuable Player** in the previous year is awarded to **Steve MacDonnell**, an Operator who works out of Malvern.

Far right: Goalie **Lawrence Dunphy**, Track & Structure, gets a faceful of shaving cream after the game as his reward for fending off more shots from the former NHLers than any of the rest of us could have.



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“Thanks for allowing me to serve you for 27 years”

However it should be known the secret to my success as a Board member was the relationship I developed with my Shop Stewards: Rocco Signorile, Frank Hood and Grant MacLennan. These brothers were simply the best and we had a team that was the envy of all the Executive Board.

I went on from there to realize my dream of becoming Assistant Business Agent for Transportation. I was blessed with the Best Transportation Board in 113's history, bar none!

Believe me Brothers and Sisters, the next Transportation Board have giant-sized shoes to fill, my guys are the

best!!! Many people are aware I was critically ill for the first 15 months of my term. I worked from home most of the time and every day I was contacted by fellow Board members, my team. Without these guys, I would have failed. My heartfelt thanks To Phil Quibell, Jim Boyle, Rocco Signorile, Ian MacKay, Clarke Smith and Frank Grimaldi.

The current Transportation Shop Stewards and Warden again are simply terrific and I thank each and every one of them for their diligence and efforts.

I have worked under three Presidents in my five terms and I state without

hesitation: “Bob Kinnear you're the best of the best!” I have never met or worked with a President who is so dedicated and cares more for the membership than Bob!

In closing thank you to all the 113 members for allowing me to serve you in one capacity or another for 27 years. It is with sadness I leave but I am looking forward to the beginning of my new career: “traveler extraordinaire.”

Thank you, with love and you will always be in my thoughts. “AND YES I DID IT MY WAY.”

Tony Almeida Memorial marks location of 2007 tragedy

On April 23, 2009, in a subdued ceremony in midtown Toronto attended by family, co-workers, friends, ATU executive members and TTC officials, a memorial plaque was dedicated to the memory of Antonio Almeida, the ATU Local 113 member killed in a tragic accident in the Yonge subway tunnel near Eglinton two years earlier. Two other ATU 113 members, Demetre Xynis and Leon Ryan, were severely injured. An internal report blamed the tragedy on “lax workplace safety procedures, supervision and communications inside the Toronto Transit Commission.” The TTC was fined \$200,000 for “failing to take every reasonable precaution” to protect the workers. The Commission was also ordered to pay \$50,000 to a fund for victims of crime.

We hope there will never be another ceremony like this. Work safely, brothers and sisters, and look out for one another.



ATU Local 113 Executive Board members with Tony’s widow, Sonja, and the plaque that is now in Lytton Park on the west side of Yonge St, halfway between Lawrence and Eglinton.



The TTC Honour Guard salutes as Tony’s coffin is carried from the overflowing church after his funeral. RIGHT: At the scene of the accident, many firefighters and EMS workers worked to free the victims from the grim wreckage.

Fatal TTC accident: What happened

1. A subway train with an 11-member maintenance crew travels south on the Yonge line south of Lawrence station at 4:30 a.m. on April 23, 2007.
2. The lead car is a flat trailer carrying modules that contain work platforms designed to manually extend left and right for asbestos removal.
3. A piece of equipment on the car gets snagged on a cable hanging from the tunnel wall.
4. The equipment, the size of a small car, topples back onto a subway car, which normally contain a driver and extra equipment. The driver, 38-year-old Antonio Almeida, is killed.
5. Two other workers are injured. Eight workers aboard a third car are uninjured.

Safety lapses caused TTC death

Lax workplace standards blamed for 2007 death of subway driver, internal TTC report reveals

work cars have no indicators to tell the driver whether the scaffolding has been retracted.

you wished you'd acted so much more quickly. We're a very good company in reacting to problems. What we

and all still struggle with the aftermath of the end-of-shift incident. Webster said there was "no evi-



Toronto Star story the day after the April 23, 2007 accident.

Remarks by Bob Kinnear at the unveiling of the Memorial to Tony Almeida

It has now been two years since Tony Almeida died in the tunnel just below us. A lot has happened in Toronto – and in the world – during these last two years. Time has marched on, as it always does.

But for Tony’s family, — his wife, Sonya, and his two young children, Haley and Ryan — they will carry the sorrow of his death and the loss of what might have been for the rest of their lives.

In our union as well, Tony will be remembered for a long time, just as we still remember Jimmy Trajeski, the Collector who was stabbed to death on the job 14 years ago. There is a plaque dedicated to Jimmy in the Chester subway station.

It is with great sadness that we are here today to dedicate another plaque to the memory of another member who died on the job. We all hope and pray it is the last.

Today we remember Tony Almeida and feel once again his family’s great burden of sorrow. But I know that Tony would not want us to forget about his co-workers, who escaped death but who were seriously injured in that tragic accident and have suffered terribly since then.

Sonya, I speak for 9,000 of Tony’s brothers and sisters, the men and women of ATU Local 113. We want you to know that he will always be remembered and honoured, and that you and your children, Haley and Ryan, will always be part of the ATU 113 family.

God bless you and God bless Tony. Rest in peace, brother.

Local 113 Member Ready for Tour of Duty in Afghanistan

Phil Horgan has always believed in giving back, in serving his community. Since joining the TTC in 1984 as an automotive technician, Phil has been active in his union. And since January, Phil has been on leave from work, training with the Canadian Army Reserve and getting ready to go to Afghanistan.

“I ran for the board in the last three elections, I was a shop steward, and I’ve been on a several committees, including the political action committee and the strike committee for at least one strike. Working with the union showed me how important it is to serve my community. And going overseas with the army is something I’m very proud to do.”

Phil joined the Reserves in April 2007, becoming part of a force of nearly 25,000 Canadian men and women who

voluntarily contribute to the Canadian Forces. He started his major training right away, working with the Reserves every weekend. In the summer of 2008, Phil took a month of vacation time and went to Meaford, Ontario, where he received his soldier’s qualifications at the Reserver’s Land Force Central Area Training Centre. He continued to do trades training at Meaford until October.

In January of this year, once he was on leave, Phil was stationed at Petawawa, where he’s still training. And after Christmas, he’ll move to California for mission-specific training, before being deployed to Afghanistan next April for a six-month tour.

In Afghanistan, Phil will work as a combat vehicle technician, repairing and recovering damaged or disabled vehicles. “It’s a perfect use of my skills,



in a place that needs Canadians like me,” he says.

Phil thinks he’ll be back on the job by November 2010, “doing work I’ve always really enjoyed.” For now, though, he’s looking forward to joining other Canadians and NATO members as they help the Afghan people rebuild their country.



She’s saving lives and risking her own life in the service of Canada. The least we could do is give her a free bus ride if she needs it.

War Vets Deserve Free Public Transit

Right up to the present, Local 113 has long supported the idea that Canadian veterans who served in combat, thereby risking their lives for others, should at least be entitled to free public transit. Recently, the membership passed a motion calling on the Local to lobby for free lifetime TTC passes for all Canadian veterans. We have already begun doing this. The cost would be negligible and it would be a public gesture of respect for their service.

The TTC provides free transit to veterans during the Canadian National Exhibition on “Warriors’ Day.” Some cities (not Toronto) offer free transit to vets on Remembrance Day. Okay, it’s a start but we can do a lot better than that. London, England, has recently established free public transit for wounded war vets. In France, it has long been the custom that wounded war vets get free public transit.

In Canada, only the City of Guelph offers free lifetime transit passes for veterans of World War II and the Korean War. Good for them, and we hope they extend that to Afghanistan war vets. Whatever we may think of that war, Canadian forces are bravely obeying their orders. Many are being wounded, far too many have died.

World class in every way

What a phenomenal year it has been for ATU Maintenance member Rick Ball. In April he set a new world record for single leg amputee marathoners in the granddaddy of them all, the Boston Marathon. Rick ran the 42-kilometre killer course in 3 hours, one minute and 50 seconds. The previous world record for a marathoner in his class was 3 hours and four minutes. Was it a coincidence that it was the 113th annual Boston Marathon?



A determined Rick Ball in May, nearing the finish line in Ottawa on his way to his second world record for single leg amputees, this one for the 10K. A month earlier he had set a new world record at the Boston Marathon, breaking the previous record by more than two minutes. Rick always wears the Local 113 logo on his shirt and shorts.

One month later, Rick ran in the Nordion Ottawa 10K Marathon and once again set a new world record in his class at 37:55. A little more than a month after that, Rick ran the 10,000 meter event at the Canadian Track and Field Championships in Toronto and finished an amazing 14th overall, winning the Gold Medal in the single leg amputee category. Then, in late August, Rick broke his Ottawa record at the Slainte 10K Irish Pub run in Hamilton, running the

Subway Mechanic Rick Ball's remarkable story just keeps getting better

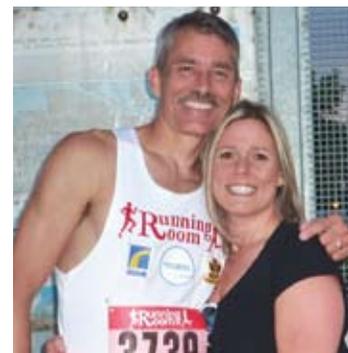
course in a blazing 36:49 seconds, shaving more than a minute off his record and coming in 5th overall.

Rick was invited to join the Canadian Paralympics Team and is heading towards his dream of competing for Canada in the 2012 London Paralympics. He has become a running world sensation and has been written up in several magazines devoted to the sport. He has also been the subject of too many newspaper articles to count and has been interviewed on CBC TV and CBC Radio and on FAN590. Earlier this year he was named the 2008 Orillia Athlete of the Year out of an impressive field of candidates.

As *On the Move* goes to press, Rick will be attempting to set yet another world record for the half marathon in Canada's ArmyRun on September 20 in Ottawa.

Besides being a multiply-certified world class runner, Rick Ball is also a world class human being. We have already reported in the last issue how he devotes a great deal of his spare time (what spare time?!) to talking to schoolchildren about pursuing their dreams no matter what the obstacles. He was also a featured runner in the "Erica's Wish 10K charity event" this summer. Erica Scarff, a girl from Mississauga who recently lost her leg to cancer (the same cancer that Terry Fox had) wished to have this race on her 13th birthday. The event raised \$17,000 for Erica and her family and the Cancer Society. Rick is now a much sought-after inspirational speaker.

Not bad for a 43-Subway Mechanic from Orillia who lost a leg, eh? Stay tuned for more and visit the *Rick Ball, Athlete* page on Facebook.com. Become a fan. He's our guy.



Rick and wife Stacey after the recent Hamilton 10K where he beat his own world record by more than a minute.

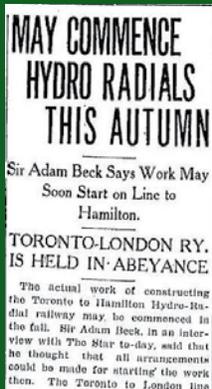
Metrolinx: Threat or Opportunity?

All authority for interregional public transit in the Greater Toronto and Hamilton area has been given to a new and powerful provincial government agency. Is this the beginning of the end of separate municipal public transit systems like the TTC? If so, what does it mean for the ATU and its members?

Sir Adam Beck, the visionary founder and head of Ontario Hydro until his death in 1925, would have loved the concept of Metrolinx. In fact, he invented essentially the same idea 90 years ago.



Above: The Adam Beck Statue at Queen and University. The founder of Ontario Hydro first envisioned an inter-regional public transit system call the “Radials” more than 90 years ago (below) but his plan was ahead of his time. The Metrolinx mandate is very similar to what Beck had in mind.



Beck’s memory as the man who electrified Ontario is preserved in the larger-than-life statue of him on University Avenue at Queen Street. But it is now all but forgotten that Beck’s plans also included an extensive inter-regional network of public transit rail lines that would link Toronto with

the growing industrial heartland of southwestern Ontario. The “radials” as they were called back then in the early 1920s, (because they radiated outward from the Toronto hub) were to be an electrified interurban trolley system that would efficiently move people to and from Toronto from as far away as London, Niagara, Belleville and Barrie. It was a brilliantly ambitious idea but ahead of its time. With the coming of mass-produced automobiles and the demand for the roads and highways to accommodate them, public investment in mass transit fell victim to the powerful lure of the private car.

The creation of the Ontario government-owned GO Transit in 1967 brought back the idea of an interurban transit system that radiated out from Toronto. No credit was given to Beck at the time. GO has grown slowly but steadily over the last four decades and now carries 55 million passengers a year. That’s a fraction of the TTC’s 470 million annual passengers but still significant. Earlier this year, GO Transit was merged with Metrolinx. Was this just the first of many transit system mergers in the coming years?

What is Metrolinx and why should the union be concerned about it?

Metrolinx is the provincial public agency created by the McGuinty government in 2006. Its mandate is to manage transportation planning in the Greater Toronto and Hamilton Area (GTHA). This area includes Hamilton, Burlington, Oakville, Mississauga, Brampton, Milton, York Region, Toronto, and Durham Region. The

Metrolinx plan is that over the next 20 or so years, there will be steady progress towards an integrated public transit system serving the expected 8.6 million people in the region.

Metrolinx will transform the transportation system in the GTHA. Many of its projects will be major changes to the transit system. (See map on page 11)

Metrolinx also wants to change how the TTC and other transit systems interact. They want the power to decide where passengers from other municipalities will be picked up and dropped off, and which fares and transfers riders will use to travel between systems. Riders would need to buy a new fare card—Presto—that gives them access to transit systems throughout the GTHA.

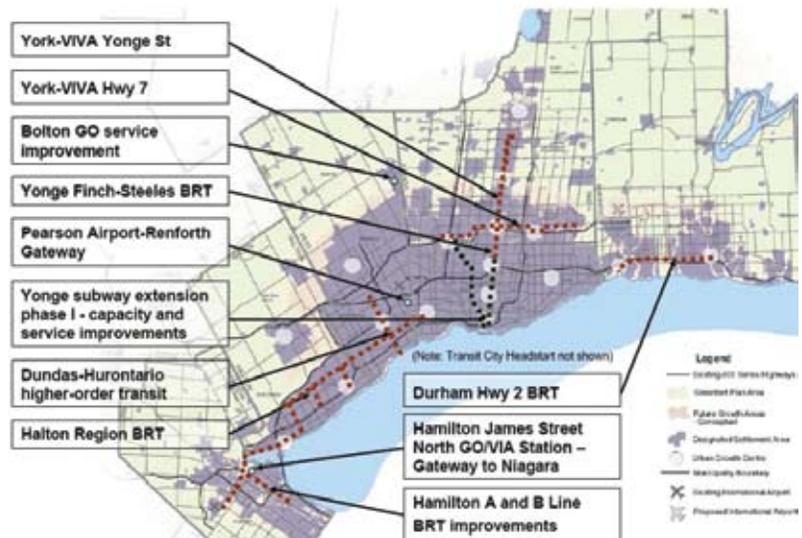


Under the Metrolinx Act, 2006, the agency has the following sweeping mandates:

1. Create a transportation plan for the regional transportation area.
2. Fund integrated transportation across the regional transportation area.
3. Promote and facilitate co-ordinated decision-making and investment among the municipalities in the regional transportation area.
4. Take into consideration all modes of transportation, including highways, railways, local transit systems, the GO Transit system, cycling and walking.
5. Promote the integration of local transit systems in the regional transportation area with each other and with the GO Transit system.



The GO Transit system forms the backbone of the provincial governments plans for an integrated network of all existing transit systems in the GTHA. Earlier this year, the government transferred ownership of GO to Metrolinx, which is now studying the electrification of GO trains. Commuter rail systems in major American cities, such as New York and Chicago, have long been electrified.



Under the Metrolinx plan, billions of dollars are to be poured into major transit upgrades in the Greater Toronto and Hamilton region over the next few years.

Local 113 is concerned about maintaining control of what is one of the most efficient and well-run transit systems in the world. These kinds of concerns, and the concerns of other municipal systems in the GTHA, still need to be addressed.

Collective agreements

The big concern for the ATU is how all this “coordination” is going to affect our collective agreements. If municipal boundaries become irrelevant to a regional transit system, will bus drivers from Mississauga, Toronto, York Region, Durham and Brampton be waving at one another as they cross paths in each others’ jurisdiction? Will jobs and seniority be affected? If so, we’re going to have some issues with Metrolinx.

There is a longer-term potential threat to our Maintenance members if Metrolinx makes good on its mandate to “procure and maintain” all transit vehicles used in the GTHA region. We can imagine a time in the future when all new vehicles are purchased from one or more manufacturers that establish their own maintenance facility in, say, Pickering or Vaughan, possibly further afield. This could gradually shrink our membership base in TTC Maintenance. This potential threat is years in the future, if at all, but we must be aware of the potential and head it off at the pass, so to speak, in collective bargaining.



Will buses from Hamilton, Mississauga and Brampton become a common sight on Toronto roads? Metrolinx could make it happen.

ATU Presidents’ Committee formed

This past summer, Local 113 President Bob Kinnear invited his fellow ATU local presidents in the GTHA to meet to begin to develop a common strategy for dealing with Metrolinx. An initial meeting was held and more will occur in the months to come. All 13,000 ATU members in the region will be affected so the locals should all have the same goals of protecting their members’ jobs and contract rights should a Metrolinx project threaten them.

The ATU does not want to prevent the expansion of transit in the GTHA or make progressive change more difficult. We just want our collective agreements to be fully respected. We will defend our members’ legal and contractual rights, the employers can count on that.

Local 113 members will be reading more about Metrolinx in future issues of *On the Move*.

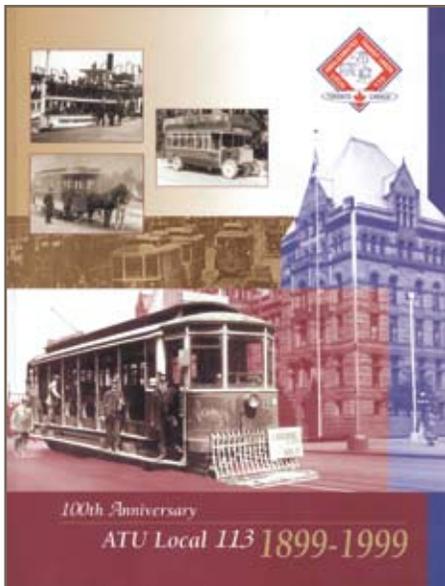


Former University of Toronto President and later head of Torstar Corporation, Rob Prichard, is CEO of Metrolinx. ATU 113 President Bob Kinnear will be meeting with Prichard in early October.

Local 113's longest-serving Secretary-Treasurer has earned his retirement

Nearly 35 years after Les Moore arrived in Toronto from his native Australia, he will be retiring from a union career that is remarkable both for its longevity and achievements.

Shortly after arriving in early 1975, Les went to work as a bus and streetcar operator in the Queensway and Roncesvalles divisions. He became active in the union from the start and quickly became the "go-to" guy for arranging social events as he didn't mind putting in a great amount of personal time to help make them a success. He had a natural ability to charm others into helping out as well and, as a result, he was elected to the position of Social Director in both divisions in 1977. In 1982, he was elected President of the Toronto Transit Commission Recreation Council, which has flourished considerably since that time.



In 1999, Les wrote and coordinated the production of the history of ATU 113, to mark the 100th Anniversary of the Local.

Les was interested in more than recreation, however. He sat on or chaired several health and safety committees and the TTC Streetcar Task Force. He also organized retirees' functions and numerous fund-raising events. Everyone knows that Les has been the driving force behind the Local's efforts to raise money for Multiple Sclerosis Research, more than \$750,000 to date.

Les was first elected as Secretary-Treasurer of ATU Local 113 in January 1989 and has since served six 3-year terms in that position, a record that will be difficult to beat. No one else has even come close. One of his enduring achievements was his work in 1990 with former ATU 113 president Ray Hutchinson in purchasing the current headquarters building in the North York area of Toronto, with no financial impact on the membership.

It goes on: In 1997, Les was elected to a three-year term on the executive board of the Labour Council of Metropolitan Toronto and York Region, and in 1999 he literally "wrote the book" on our union's history to mark Local 113's 100th Anniversary. In 2003 he was elected to the National Board of the United Way of Canada for a six-year term and has served as the Labour Co-chair of the TTC-United Way campaign since 2004, raising more than \$1.2 million dollars in 2008 alone! He has also been a trustee on the TTC pension fund for the past 15 years.

Les is well known to our brothers and sisters across North America. He organized the first ATU Can-Am Conference in Boston in 1995, and for the past 15 years has been secretary-treasurer of the Can-Am Conference



Les Moore has been a major force in the history of our union. He retires on December 31, 2009.

Board. When he retires on December 31, 2009, he will leave big shoes to fill.

When asked what advice he would give younger members, Les said: "You're either a trade unionist or you're not. You either care about your fellow workers or you don't. The proof is in your deeds, not your words. Do something to make the union stronger and you'll be a better person for it."

What does he think is his biggest accomplishment? "Leaving something better than you found it is the best goal you can have. I hope I have done that with the union."

Yes you have, Les. May your life's work be an inspiration to others for many years to come. Thank you, brother.

1919 a year of turmoil and strikes, including Toronto transit workers

Ninety years ago, in the aftermath of World War I, Europe was in ruins, tens of millions worldwide had died from the Spanish Flu and general strikes broke out all over the world, including Canada, most famously in the Winnipeg General Strike. Toronto was also a hotbed of labour unrest with tens of thousands of workers on strike including the transit workers of Local 113.

When the “War to End All Wars” ended in November, 1918, Canadians believed that the future would be better. The reality was a crushing disappointment. The cost of living was rising much faster than wages. Corporate hostility to unions was as intense as ever. Soldiers who had watched their friends die face down in the muddy battlefields of Europe

returned home to jobs where they were still treated as servants or worse. Things were not getting better for workers. They were getting worse.

Across Canada, labour unrest began to simmer in early 1919. In Winnipeg, the famous General Strike began on May 15 and lasted until June 26. In Toronto, the floodgates opened on May 5, 1919. At precisely 10 a.m., over 3,000 packinghouse workers in the west end, near Keele and St. Clair, walked out in orderly fashion, triggering a rash of other strikes among the building trades, manufacturing workers, City workers and the Street Railwaymen’s Union of Local 113.

The Toronto Railway Company was a privately-owned public transit system whose 30-year monopoly in Toronto would end in 1921. There was little doubt that the system would be taken over by the city and operated as a publicly-owned transit system. The owners of the company had no incentive to invest in the system, let alone keep the 2,100-strong workforce happy. Wages had been frozen for years. The starting rate was 32.5 cents per hour (equivalent to \$4/hour today) for 10-hour days, going up to a princely 39

cents after three years. Sunday work paid an additional four cents per hour. There was no overtime and no paid vacations.

In negotiations with the TSR, the union demanded a single rate of 55 cents per hour for all workers, an eight hour day, and time and a half for overtime and Sunday work. The company offer didn’t even come close and the strike began on Sunday, June 22. Almost immediately a conciliation board was set up but did not end the strike until July 4th, when the union agreed to return to work pending a final settlement. While the eventual deal did not quite reach the union’s goals it was a great improvement over what they had and strengthened the union for battles to come in the 1920s and 30s.

On January 1, 1920, Toronto voters approved the takeover of the TSR and in 1921, the Toronto Transit Commission was born.



The strike by the Street Railwaymen’s Union against the privately-owned Toronto Railway Company dominated the headlines in mid-1919. The strike began on June 22 and ended on July 4, though a settlement by a conciliation board was weeks away.

Strike In Nutshell, New Developments

Conference at City Hall between parties interested in the strike was fruitless. Another conference will be held this afternoon.

Strike leaders have no hopes that conferences will result in settlement.

Controller McBride urges partial increase of fares.

All barns are being closely watched by pickets for the first attempt by the company to run the cars.

Police are ready for any emergency that may result from attempt to run cars.

Assistant Manager Hubbard says he was ready to operate car service last night.

Company is ready to send cars out if negotiations fail.

Windows broken in Lansdowne barns last night and crowd was in angry mood.

Rumor spreads that the company has a large number of French-Canadians here to run the cars.

On June 24 there were reports of possible strikebreakers, vigilant union pickets, police on alert and windows broken in Lansdowne barns by a crowd in an “angry mood.”

The 2009 John Lorimer Memorial Scholarship Winners

The John Lorimer Memorial Scholarship was established in 1964 for the children of active or retired ATU 113 members who are entering or attending university. In that first year, three students received the scholarship in the amount of \$400 each. To date, more than 950 scholarships have been awarded for a total value in excess of \$650,000. Each of this year's 35 winners have received \$1000 to assist them in their university course of studies. We congratulate them and their justifiably proud parents.



Desmond M. D'Souza
University of Guelph
Media Studies
Parent: **Carlos D'Souza**
Collectors



Peter Kowalewski
York University
Kinesiology
Parent: **Andrew Kowalewski**
Harvey Shop



Jose R. Hernandez
Ryerson University
Business Management
Parent: **Jose-Raul Hernandez**
Wilson Garage



Paul C. Gallucci
Wilfred Laurier Brantford
Law
Parent: **Vince Gallucci**
Roncesvalles



Alexandre Suzin
University of Toronto
Arts & Science
Parent: **Sergiusz Suzin**
Queensway



Warren A. Rajroop
Ryerson University
Information Technology Management
Parent: **Denis Rajroop**
Malvern Garage



Michael Lombardi
Queen's University
Commerce
Parent: **Tony Lombardi**
Wilson Subway



Ricky Hok-Him Young
University of Toronto
Rotman Commerce
Parent: **Henry Young**
Greenwood Shop



Karan Karwal
McMaster University
Business
Parent: **Rajesh Karwal**
Wilson



Cory Hafezi
University of Toronto
Commerce & Management
Parent: **Reza Hafezi**
Eglinton



Steven Legault
University of Lethbridge
Management
Parent: **Richard Legault**
Eglinton



Manvir Tatla
McMaster University
Engineering, Civil
Parent: **Harjinder Tatla**
Queensway

2009 SCHOLARSHIP WINNERS



Victor Borkovskiy
University of Toronto
Commerce
Parent: **Viatcheslav Borkovskiy**
Night Shift Trades



Andrew Puchalski
University of Toronto
Bachelor Degree
Parent: **Zbigniew Puchalski**
Plant Maintenance



Qasim Amin Mohammad
York University
Business Administration
Parent: **Muhammad Safir**
Arrow Road



Dominik Nowak
University of Toronto
Life Sciences
Parent: **Waldemar Nowak**
Wilson



Melissa Richardson
Queen's University
Honours Science
Parent: **Dennis Richardson**
Arrow Road



Mary Yang
University of Toronto
Bachelor of Science Co-op Course
(Neuroscience)
Parent: **Xiuke Wu**
Greenwood Shop



Bianca Ponziani
McGill University
Bachelor of Arts
Parent: **Davide Ponziani**
Retired member – Transportation



Trisha Medford
University of Toronto
Physical Health & Education
Parent: **Terrence Medford**
Malvern Division



Sarah Lobo
University of Toronto
Chemical Engineering
(Applied Science)
Parent: **Jorge Lobo**
Roncesvalles Division



Nicole Kovac
University of Guelph Humber
Applied Science in Early Childhood
Parent: **Frank Kovac**
Arrow Road



Naseem Raisa Khan
University of Toronto
Political Science
Parent: **Shameer Khan**
Wilson Carhouse



Julia Marcello
York University
Honours BA – Geography
Parent: **Joe Marcello**
Retired member Duncan Shops



Erin A. McDonald
University of Toronto
Mathematical & Physical Sciences
Parent: **Hugh J. McDonald**
Arrow Road

John H. Lorimer was initiated into the Union, September 1, 1929, just before the start of the Great Depression. He became active in the union and held several positions: Board Member at Roncesvalles, 1942-1943; Vice-President 1944-1945; Secretary Treasurer, 1946-1947 and President from 1948-1949. John retired on February 18, 1959 and passed away December 3, 1963. The Lorimer Scholarship program was established a year later.

2009 SCHOLARSHIP WINNERS



Liana A. Moscone
University of Toronto
Bachelor of Commerce
Parent: **Attilio Moscone**
Wilson Garage



Samantha Ferreira
Ryerson University
Bachelor of Commerce
(Business Management)
Parent: **Alcindo Ferreira**
Greenwood Carhouse



Melina Trimarchi
University of Toronto
Arts and Science
Parent: **Angelo Trimarchi**
Mount Dennis



Afshan J. Ali
York University
Honours BA
Parent: **Mustafa Ali**
Veolia



Bianca Sforza
York University
Undeclared Major
Parent: **Manuele Sforza**
Wilson Subway



Deborrah D'Souza
York University
Bachelor of Arts
Parent: **Carlos D'Souza**
Collectors



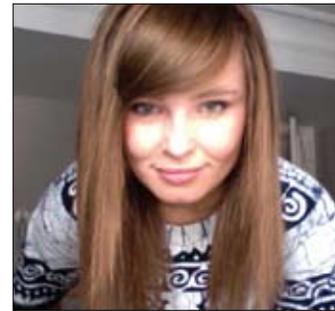
Daneal A. Rambharose
University of Waterloo
Honours – Sexuality, Marriage, Family
Therapy; Minor – Psychology
Parent: **Danny Rambharose**
Hillcrest



Giovanna Lancione
York University
Honours French & History
Parent: **Quintilio Lancione**
Arrow Division



Anica Curcic
University of Western Ontario
Actuarial Science
Parent: **Dushah Curcic**
T & S Rehab



Zuzanna Gorski
University of British Columbia
Human Kinetics
Parent: **Richard Gorski**
Queensway Garage

Oliver W. Green Scholarship Winner



Carolyn Baker
Sir Sanford Fleming College
Police Foundations
Parent: **William Baker**
Retired

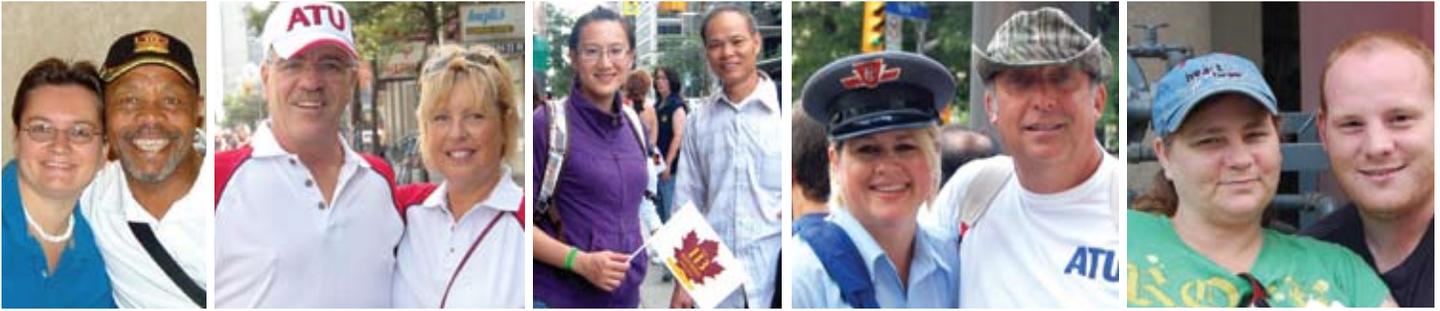
This scholarship was established by the ATU International Union in remembrance of former International Secretary-Treasurer Oliver W. Green, who retired in 2000 and passed away in May of this year. There are five scholarships of \$5000 each available to ATU members or their children who are high school seniors planning to enter university, college, or technical or vocational post-secondary school for the first time.

Peter Bodnick Scholarship Winner



Daniel Proctor-Jackson
Sir Sanford Fleming College
Electrical Engineering Technician
Parent: **Reginald Jackson**
WheelTrans

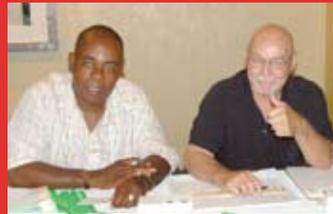
Scholarship is available to children of active or retired Local 113 members who are entering a Technical Post Secondary Registered Trades Course leading to a Skilled Trades License. The scholarship was established in 2004, following a bequest by Local 113 member, Peter Bodnick, a Subway Emergency Repairman who worked out of Greenwood Carhouse. He was initiated into the Union on October 1, 1945, retired on January 4, 1975 and passed away on April 16, 2004 at the age of 91.



With more than 9000 members and growing, ATU Local 113 is one of Toronto's largest local unions and also one of the most influential in the political life of our City. Our presence at this Annual Labour Day Parade the year was large and enthusiastic. Thanks to all who came out. See you again next year!



OUR VOLUNTEERS MADE IT ALL HAPPEN



Special thanks to these and the many other member volunteers who made the day a success by assisting this year's Labour Day Committee: Les Moore, Frank Grimaldi, Rocco Signorile, Bill Fowlie and Bill Chrisp.

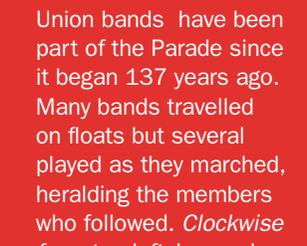
Mom, I can't talk. I'm in a *parade!*

Would you look at these tats!

LABOUR DAY PARADE 2009

Maybe it was the heightened sense of the importance of unions following the Toronto civic strike and the spectre of rising unemployment that made this year's Parade one of the largest in many years. It took more than three hours for the 27,000 union members and their families to march from Queen & University to the Dufferin Gate at the CNE. Here's a look at just a few of the many other unions in the Parade.

BATTLE OF THE BANDS UNION STYLE



Union bands have been part of the Parade since it began 137 years ago. Many bands travelled on floats but several played as they marched, heralding the members who followed. *Clockwise from top left:* Ironworkers; Machinists; Millwrights; Electrical Workers; Sheet Metal Workers; Toronto Musicians Association.

Curiously, the Toronto Musicians' Association (above) fielded the smallest marching band. Maybe they were all secretly working for other unions in paying parade gigs.



Dozens of unions proudly showed their colours. *Clockwise from top right:* International Brotherhood of Electrical Workers (IBEW) Local 353; Canadian Union of Public Employees (CUPE) Local 79; International Association of Fire Fighters (IAFF); Service Employees International Union (SEIU); United Steelworkers (USW); Canadian Auto Workers (CAW); United Food & Commercial Workers (UFCW) Locals 175 & 633; Alliance of Canadian Television & Radio Artists (ACTRA).





KIDS
LOVE PARADES
AND FLAGS AND THE CNE
THEY GOT ALL 3 ON LABOUR DAY



Well over a thousand kids
from dozens of unions marched (or rode)
the 4.5-kilometre parade route into the EX.

Labour Day Parade pictures in this issue by Robert Murdoch, Jim Boyle, Bill Reno



Frank Grimaldi
Arrow Road/Queensway/
Mount Dennis

Brothers and Sisters:

It has been a pleasure to serve over the last six years as Board member. Most of you have been excellent in your dealings with me and I thank you. I especially thank my shop stewards:

Cliff Piggott, Arrow Road; Dave Burt, Queensway; and Paul Flynn, Mt. Dennis. Their contributions to Local 113 in the last few years have been immense.

As you know, we now have a decision on the Operator/Collector Job Evaluation. Referee Brown awarded a 37 cents an hour increase and \$4400 retroactive pay for members who worked from October 1, 2002 to the present. Members who had less time on the job were pro-rated.

You would think that the resolution of our job evaluation and its results was a good thing. The largest majority of you have indicated your approval. Unfortunately, some members who had been saying all along that we would get nothing are now saying that we didn't get enough retro. I want to take this opportunity to explain the history of our job evaluation.

1. April 1, 2002 – Job evaluation for Operators/Collectors negotiated on a one-time basis, to start October 1, 2002.
2. Filing procedures for the evaluation were not followed by old Executive Board.
3. December 2003: I and others were elected to the Executive Board.
4. Grievance filed regarding the job evaluation method to be used. We wanted to use the Local 113 job evaluation method. The company wanted to use the Hay Group method.
5. Three years later, Arbitrator Herman rules that we must use the Local 113 method.
6. June 2009: Referee Brown renders decision as described above.

This is an election year for Local 113 and some of the potential candidates are telling you that our retro should include all hours worked (i.e. overtime). This is completely false. The Local 113 job evaluation plan was instituted in 1978 with no retro. In 1989, the Union negotiated full retro on 40 hours for first year, and 50 percent retro on the balance. It was not until the April 1, 2002 contract that we negotiated 100 percent retro on all regular hours (40 hours).

We have members that will tell you that they can do better. These same people signed the 1996 contract that gave away

semi-private hospital and vacation pay top-up. They also agreed to a three-year wage progression. When I started in 1990, I went to full pay after one year. We have had thousands of members that had to wait three years to get full pay.

Please ensure that you exercise your democratic right to vote in the next election. Don't let someone else make decisions for you. Every vote counts. Get the facts from candidates. If it sounds too good to be true, it probably is.



Ian Mackay
Wilson Bus/Subway

Thank you for the opportunity and support you have given Frank Malta, Dimitri Gazeas and me over the past three years to represent and serve the members at Wilson Bus and Subway Divisions.

The Job Evaluation has finally been resolved in the operators' favor. It has been a long hard struggle to get what you deserve. It has always been my belief that the TTC operators deserve to be the highest paid in the GTA. I should mention that the GTA clause that we negotiated in the last contract will keep it that way.

I would also like to take this opportunity to remind you of the misinformed unauthorized radio interviews given and distribution of false documents by ex-Board members who it seems to me are Union Breakers, not Union Builders. I believe they underestimate the intelligence of the membership.

We had a recent arbitration settlement in the subway. Transit Control is now responsible to notify affected train crews of unscheduled train movements onto or off the main line.

We also have an ongoing arbitration to try to prevent Transit Control asking subway operators to investigate potential smoke in the tunnels.

I should mention the great job that the Recreation members at Wilson do, arrange BBQs, run golf tournaments, and all kinds of events. Thanks guys, I am looking forward to the Christmas party as it's always special.

Oh and just a quick mention that the Wilson basketball team had a great season. They won and the trophy is now at Wilson. Let's keep it here. And Frank Malta won the annual union golf tournament.

Great job guys!



Phil Quibell
Eglinton/Bloor-Danforth
Subway

This is my last report to the members as I am retiring after 15 years as a union representative. During that time our union has made great progress in a number of areas. We have grown in size and in influence. Our recent

history in collective bargaining has been one of forward motion. Unlike many other unions, we have given nothing back to the employer in the last two rounds of bargaining, we have only made gains, and considerable ones at that. Our wages are the highest, our contract rights are the best, by far, and our benefits and pensions would have been unthinkably rich compared to when I first joined the union decades ago.

Major credit for these gains goes to the membership, of course. Your solidarity is the critical ingredient when push comes to shove with the company. But from where I have sat for the last number of years, I can also tell you of the great importance of leadership. A good leader does two things: 1) he fosters solidarity in the membership by making them feel part of something larger than themselves, by making them feel they belong to something they can be proud of, and 2) he uses that solidarity to hammer the employer into respecting the union and its members. Both of these qualities describe our current President, Bob Kinnear. In his six years at the helm, he has brought our union more solidarity, more gains and more respect than any leader in our history. It has sometimes been a bumpy road, as it always is in a very democratic union like ours. But if there is any member out there who would like to go back in time six years in terms of our strength and recognition and potential as a union, I suggest you get help for that bad case of amnesia. We are a more successful and more powerful union because of Bob and I have been privileged to serve my members with him as President.

I say farewell now but I will stay in touch and I feel good knowing that Mark Bertoia will be there to take my place.

P.S. This will be my last ten cents worth. In the upcoming elections, no different than in the last contract, there will be those who lead and those who mislead. I trust your judgement in selecting the right representatives and continue to make our Union strong.



Rocco Signorile
Roncesvalles/Russell/
Wheel Trans

Normally my article would be about Union-related matters or battles with management or politicians. However, this time I would like to write about four dedicated brothers of our Local.

Never in our history which I can remember have we had a group of Union Executives of their caliber retiring gracefully from office all at once. All four of these brothers are leaving a legacy of hard work, diligence and dedication to our members and the Local that will be very difficult to replace. A lot of big shoes are going to be hard to fill.

Jim Boyle, Executive Board Member from Birchmount and Malvern. I've yet to meet any man who is as dedicated to the membership as he is. He literally would cut off his right arm if a member needed it, his compassion and personal touch for the membership is second to none. I've seen many times when he would dig deep into his own wallet for a cause in need.

Phil Quibell, Executive Board Member for Eglinton/BD/SRT, a brother whose advice and direction I have called upon many times in my career. His constant diligence in winning grievances cannot be surpassed, just ask a certain superintendent. Phil never took any BS from management and has defended the Local's honour on many occasions.

Les Moore, Secretary Treasurer, my mentor. You can go across this whole continent and visit all ATU Locals and there isn't one person who doesn't know this brother. Les has single-handedly been responsible for, or connected to, the raising of millions of dollars for many charities across our country and Local. Whether it was MS, The United Way or Dream Makers, Les has worked tirelessly to raise funds to make this a better world for us and our children to live in. He has raised the profile of our Local and our members and we owe him a lot for this. Over the years I have worked with Les I have learned many things and can only hope I can live up to his legacy and we all can continue his fight to find a cure for MS, build a stronger community through the United Way and bring more joy and hope to kids through Dream Makers.

Paul Prosser, Assistant Business Agent. I could fill a magazine about my high regard and respect for Paul. I've known him from my very first day on the job and he became like my big brother. He has been one the strongest forces in our Local and one of its most passionate. Many of his

Local 113 is the largest local in the Amalgamated Transit Union, which has 190,000 members in the United States and Canada.

stunts with management are legendary and will go down in history. He has not just been a Local 113 representative but also its friend. Paul didn't do things because he had to or it was his job, but he did things because he believed in the membership and the cause. I know there are quite a few managers happy to see Paul retire but I know there are many more who respect Paul for the job he did for us.

Well guys, you will all be sorely missed and we're happy you're all leaving on your own terms with your heads held high. I can only say wherever life takes you down the road, whether it be in the Outback with grandchildren or in a motor home out on the open road, we will never forget your accomplishments and the sacrifices you made for the Brothers and Sisters of Local 113.

Good luck guys, and keep paying your per capita.



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

Under the *Hourly Wage Rates* provision of the Collective Agreement (Article 1, Section 10) there is reference to "Job Evaluation." In a previous issue of *On The Move* I tried to explain the mysteries of the TTC's job evaluation system and Local 113's role in its

administration. Every employee at the TTC is assigned to a job classification, and each job classification has a "job description" describing the qualification requirements, the duties and responsibilities, and the working conditions. In our Collective Agreement wage schedules there are over 300 different job classifications, and each one is given a wage group number.

The TTC job evaluation system determines which wage group a new or changed job should go into. The evaluation procedure begins with the preparation of an accurate job description by the Human Resources Department, the job description is then measured (evaluated) relative to 9 different factors defined in a fixed Job Evaluation Manual. The Job Evaluation Manual for the system determines a set number of "points" for the degree levels a job is assessed at for each of the 9 factors. The total points accumulated for the 9 factors determines the wage group of a job. The Union can initiate job evaluation reviews, challenge the accuracy of job descriptions, and dispute to arbitration the evaluation and wage grouping of new or changed jobs.

An important part of my job as the At-Large Maintenance Board Member is to assist the other Maintenance Board

Members with their job evaluation review cases. Over the past three years I have assisted the Assistant Business Agent for Maintenance and the Maintenance Executive Board members for Plant, Equipment "A", Equipment "E" and the Hillcrest Complex in handling the Union's participation in administration and dispute adjudication of many of the Maintenance jobs that have been reviewed during the term of this Maintenance Board. This assistance has been in the form of providing historical information about jobs under review, i.e. assisting members who want their jobs reviewed and instructing them on how to complete a Job Analysis Questionnaire, meeting with and explaining the system and review process to groups of members, gathering information for the Union's expert Job Analyst, and standing in for other Maintenance Board members when they are unable to attend job evaluation dispute mediation and arbitration sessions.

Over the past three years the following job reviews have either been started, completed, referred to mediation or arbitration, the subject of Union investigation, or other discussions with the TTC:

Track Mechanic, Track Welder, Plumber, General Machinist, General Welder, General Millwright, General Maintenance Electrician, Sheet Metal Worker, General Upholsterer, Special Equipment Repairperson and Tester, Electrical Equipment Tester, Electrical Bench Fitter, Lead Hand - Track Maintenance, Carhouse Electrical Analyzer, Vehicle Analyzer, Rail Vehicle Mechanic, Vehicle HVAC Repairperson, Subway Vehicle Technician, Janitor, Security Attendant, Formwork Carpenter, Senior Elevating Devices Mechanic, Escalator Mechanic, Packer Truck Operator, Equipment Operator, Special Vehicle Operator, Workcar Operator, Workcar/ Crane Operator, Coach Technician, HVAC Mechanic, Lead Hand - HVAC Mechanic, Fire Prevention Inspector, Shop Handyperson, Lunchroom Attendant, and Asbestos Removal jobs.

Upgrades have resulted from some of these reviews for HVAC Mechanics, Lead Hand -HVAC Mechanics, Rail Vehicle Analyzers (previously Carhouse Electrical Analyzer, Vehicle Analyzer, Rail Vehicle Mechanic, Vehicle HVAC Repairperson), Sheet Metal Workers, General Millwrights, and Electrical Equipment Testers. Several other jobs are still under review or at the dispute resolution stage.

Steering jobs through this review process can be very frustrating for all concerned because of the length of time it takes for the Commission to handle its part of the process, and if there is a dispute, to get the dispute through mediation and arbitration. The patience of members involved in this process is appreciated by the Maintenance Board Members.



Pino D'Armiento **Plant Department**

The last eight months have continued to be productive in many areas. Favourable changes in the janitors', track and structures area have been achieved.

Although there is still more that we are working on, many changes have been accomplished in the union's favour.

Your shop stewards and I are working on an ongoing and moving forward basis by enforcement of the collective agreement.

On overtime grievances, we have had much success. The company, however, continues to refuse to acknowledge their mistakes and we are forced to proceed to higher levels of the grievance procedures.

Concerning overtime regulations, procedures and implementation of seniority, we are strongly united in the fight to ensure that these measures are followed.

Please bring forward to your union representative any and all concerns/situations that may arise with overtime (and any other issue) so that we can deal with them in a timely and favourable manner.

When booking off sick, members are reminded to call in through work locations as well as transit control. It is important to also have your doctor fill out an SBA form to avoid any and all opportunity for the company to deny sick benefits.

Safety in the workplace is your right. Under the Occupational Health and Safety Act you have the right to refuse to perform any work that you feel is unsafe or hazardous to yourself or a fellow worker. Under the law, you must report your refusal to your supervisor right away. You should also call your safety representative/shop steward immediately to report your work refusal. Also immediately report to your safety representative or steward any conditions that you deem unsafe, even if they don't affect you directly. Your alertness may save an injury. Remember, no job is worth doing if it poses a threat to your safety or that of any crew member.

We are all brothers and sisters of Local 113. However, situations do tend to arise that may cause minor conflicts while working together. Should you have an issue with a fellow member, remember to contact your union representative. It probably is not in your best interest to bring your concerns to management first but circumstances vary and you must use your judgement. In any case, you

can rely on the union to attempt to resolve the issue in the fairest possible way. You always have the option to go to management if you are not satisfied.

Many of you have taken advantage of the GED program. This is a great step in advancing your opportunities. If you have not yet done so, I encourage you to take the GED program.

Thank you for your continued support. I am proud to represent the many hard working brothers and sisters of Local 113, Plant Department. United we stand.



Scott Gordon **Equipment "E"**

Over the past few months we have been dealing with the fall out of the most recent Master Sign-Up. It was a difficult time for many as we managed to work around Master Sign-ups as we had not been affected by them for approximately seven years. As with any

Sign-Up, our members were exposed to the potential loss of shifts, locations, off-day and classification changes as well as wage reductions in several instances. As we had a large portion of new members that had never been exposed to a Sign-Up it was a challenge to address issues as they arose during the process. As a direct result of the Sign-Up several grievances-complaints were filed. After several meetings we managed to get all the issues under control and all of the outstanding issues resolved.

As a result of those concerns we have managed to identify areas that of which we can significantly improve on with some hard work, the co-operation of Management, merging our ideas, and working with the Training Department's heavy work schedule.

At this point in time the areas that need immediate improvement/change are directly related to our job bidding process as well as training and testing procedures. These are extremely important to the internal progression of our current workforce. We have managed to hold meetings with the Training Department as well as the Department 1 leads. We came up with several good suggestions that will significantly reduce the potential issues that may arise as a result of any future Sign-Ups/Bumps. Some of these include a pre-testing program that would eliminate the RISK factor in selecting jobs during a Bump or Sign-Up, as well as creating modules for training purposes that would allow our members to pre-qualify themselves for several classifications and eliminate the potential for loss of shifts, location, off-days and wages.

We, the Maintenance Board will continue to look out for your best interests, especially as they are related to your job security and internal progression! It is important for us all to progress with the future, as we will see significant changes to our vehicles and equipment over the next several years. By being pro-active I know we will be successful in doing so.

Best of luck to all of those who have taken an interest in the Union and are running in the upcoming Elections.



Bill Merlin
Hillcrest

Arbitration as such, it may be perceived. On April 20, 2009, the Ontario government introduced amendments to the *Occupational Health and Safety Act (OHSa)* to address workplace violence and harassment. Bill 168, *An Act to amend the Occupational*

Health and Safety Act with respect to violence and harassment in the workplace, will place a number of new obligations on employers. These will include requirements to assess the risk of workplace violence and to develop policies and programs to address and prevent violence and harassment in the workplace.

Bill 168 provides the following definitions of “workplace violence” and “workplace harassment”:

“Workplace violence” means,

1. the exercise of physical force by a person against a worker in a workplace that causes or could cause physical injury to the worker,
2. An attempt to exercise physical force against a worker in a workplace that could cause physical injury to the worker.

“Workplace harassment” means engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome.

Under the proposed Bill 168 amendments, employers will be required to prepare a workplace violence policy and a workplace harassment policy. Employers will be required to conduct reviews of these policies “as often as is necessary,” but no less than once every year. Employers with six or more employees in a workplace will be required to post the policy in a conspicuous location. The proposed amendments would also require employers to provide workers with information and instruction in respect of the two policies.

EXISTING OHSa DUTIES EXTENDED TO WORKPLACE VIOLENCE

The various health and safety duties of employers, supervisors, and workers — currently contained in sections 25, 27, and 28 of the *OHSa* — will be extended to apply, as appropriate, to workplace violence. Bill 168 will also extend the duty of employers and supervisors to provide information to workers. In certain circumstances, an employer will be required to provide a worker with information, including personal information, about a person with a history of violent behaviour. This duty will be triggered if the worker can be expected to encounter a person with a history of violent behaviour in the course of his or her work, and if the risk of workplace violence is likely to result in physical injury. In fulfilling this duty, the employer will be required to only disclose personal information that is reasonably necessary to protect the worker.

REFUSING WORK

Bill 168 also proposes amendments to section 43 of the *OHSa*, which currently addresses a worker’s right to refuse work in various circumstances. Under Bill 168, where a worker has reason to believe that workplace violence is likely to endanger him or her, he or she will be permitted to refuse to work. The proposed amendments will also remove the requirement for a worker who has refused work to remain near the workstation until the resulting investigation is complete. The proposed amendments state instead that such a worker will be required to remain “in a safe place that is as near as reasonably possible to his or her work station...”

If Bill 168 is passed, Ontario will join several other jurisdictions, including Alberta, British Columbia and the federal sphere, in having specific workplace violence prevention legislation. Organizations should begin familiarizing themselves with the new obligations that the proposed amendments will impose. The TTC has adopted a Workplace Violence Policy as part of its Corporate Policy Manual, pursuant to its general management rights under the collective agreement. The policy defines “violence” as: “Violence may take many forms, but can generally be defined as any behaviour which causes an injury to a person or group of Persons. This includes intimidation, abuse, threats of direct or indirect physical harm, swearing, screaming, harassment, pushing, kicking, hitting, spitting, assault, and other disruptive behaviors. Such behaviours may be in oral or written form, or as a gesture or expression, or an outright physical act.”

This is a whole new area of health and safety on the job and we will be hearing more about it in the months to come.



Clarke Smith
Collectors/Clerical/Toronto
Coach Terminal/Wheel-Trans
Administration/Revenue
Operations/Service Planning

It has been a privilege and a pleasure serving my fellow workers as an Executive Board member. I am now stepping down from this position

because other obligations will prevent me from continuing to fulfill the huge commitment that is required of a Board member. However, I have learned so much and gained such experience in the past few years that I want to maintain my commitment to the union and the members. Therefore, I will be running for Steward, which is an essential position in the union but requires less of a time commitment than the Board.

In electing my successor, I urge you to talk to all the candidates and make your choice based on how well they listen to and respond to your concerns and how clearly they can explain the issues. Ours is a very complex collective agreement and on many issues there are no easy solutions or quick answers. Often we have to take on fights not knowing how they will turn out but our track record in recent years has been very good. Why? Because the Board has not been hesitant to defend our members' rights but at the same time has chosen its battles carefully. Both wins and losses alike can become precedents and our Local spends over a million dollars a year on grievances and arbitrations so errors in judgement can be expensive.

Another qualification for your Board member is the strength of their commitment to the membership. This cannot just mean the amount of time spent on the property because so much of our work is done in meetings with management and with the Board as a whole, not to mention the often tedious but always necessary paperwork. And since our group is spread out all over the property, your Board member cannot be as present as they would be in one of the shops, for example. But your Representative has to make every effort to make regular contact with as many members as possible, as I have tried to do. Don't expect the impossible but you have the right to expect a sustained effort in that regard.

I believe, as do many others, that Bob Kinnear's leadership has been great for this union in recent years. But I know he feels that it is the strength and solidarity of the membership that matters more than anything else.

I want to thank my brothers and sisters for their solidarity and support and I pledge to work with my successor to continue to build and strengthen this great union.



Jim Boyle
Birchmount/Malvern

It is difficult for me to sit here and write this article knowing it will be my last. I have enjoyed representing my members at Birchmount and Malvern all these years as well as the all the brothers and sisters of Local 113.

Through the years I have always tried to do my best for the membership and hope I have left a lasting impression of solidarity and Unionism.

I would like to take this opportunity to congratulate Bob Kinnear and Frank Grimaldi on their successful efforts in the Job Evaluation. Through their determination, our members received an upgrade in their wages and a large settlement that was long in the waiting.

I would like to thank Judy Blake, Norm Owens, Carmen Lint and Ian Kerr, the Stewards who have worked with me while I was the Executive Board Member, with their help we tried to make our divisions a better place to work in.

A special thanks to Carmen Lint, who I fully support to follow in my footsteps. If elected, I know that she will continue to fight the good fight for Local 113. There are many battles still to be fought and with her knowledge and experience I know I would be leaving the membership in good hands.

So this is it: with a heavy heart I say good-bye to the membership and to my friends on the Executive Board who I have worked with in solidarity all these years. They weren't just my co-workers they were my friends and family, especially the Transportation Board, where we became a team that did everything together.

Many people don't know about the Union office Support Staff and the hard work they do every day. To them a special thanks and I will miss them dearly.

In closing I'd like to say there is an upcoming election and I trust the membership in their judgment but be wary of those who call themselves lawyers, they've got nothing to lose by filling your head with legal mumbo jumbo. Listen to the facts and decide for yourselves.

Wal-Mart, take note:

"Only a fool would try to deprive working men and working women of their right to join the union of their choice."

Dwight D. Eisenhower

Republican U.S. President (1953-60) and Supreme Commander of the Allied Forces in Europe in World War II.



William Fowlie **Equipment "A"/Operating** **Garages**

So another operating garage (Mount Dennis) has opened and in a short period of time has achieved some significant goals.

The first place winners of the 2009 Rodeo Maintenance Competition went

to the Rush Hour Boys of Mount Dennis: Henry Lue, Guido DiDomencio and GionCarlo Mirrola. Congrats and keep up the good work. Second place awarded to Paul Pozzebbon, Bob Keketsidis and Tom Mantas, with third place awarded to Birchmount: Darrin Lehman, Nick Vitale and Tom Galanis. Congrats to all participants.

I would also like to congratulate Mr. Al Macausland as the successful candidate for the Shop Steward position at Mount Dennis. Al has been involved in the following to date: a) the opening of the new garage; b) sharing in the vision of the Union; c) informing new hires of all of the accomplishments of the Union.

He has done a great job!

The Maintenance Executive Board has worked hard to continue to provide the high standard of our predecessors. We have worked together to ensure all our members continue to be placed in good, relevant positions. We have done so by achieving the following:

- The right for every worker to be treated with respect and dignity

- The right for everyone to have a living wage
- The need to have work that is safe and healthy
- The enforcement of labour rights and standards
- The right to have a collective voice
- The recognition of diverse qualifications, skills, learning and creativity
- The provision of benefits for medical, dental, vision and disability needs
- Extended training and investment
- And finally, the ability to retire with dignity.

Attend Your Union Meetings Regularly. Get Involved!

Note: Mount Dennis achieved 100,000 safety hours on June 20, 2009 and was observed on September 15, 2009. Congrats to all brothers and sisters involved.

ATU 113 and the Canadian Labour Movement

Local 113 has always been part of the wider organized labour community in Canada. We are affiliated to the Toronto and York Region Labour Council, the Ontario Federation of Labour and the Canadian Labour Congress. We believe that workers in every industry and sector should cooperate in defending the rights of labour. There are nearly four million union members in Canada. If we got our act together, we could change Canada for the better. In unity there is strength.

continued from page 3

Bob Kinnear's Report

Will CUPE Toronto strike affect us?

This summer's long strike by Toronto city workers was triggered by the City's demand for many concessions. It was settled when the City backed down on taking away the longstanding sick day bank system from existing workers but the wage settlement of 6 percent over three years was significantly lower than our own settlement with the TTC last year. We can expect the TTC to attempt to use the City wage settlement

as a pattern in our next negotiations. Although our contract talks are more than a year away, it is not too soon to start preparing, and we are.

Thanks to our retiring Board members

Finally, let me add my voice to the many others who are extending their thanks and best wishes to my friends and brothers on the Executive Board who are retiring this year: Les Moore, Paul Prosser, Phil Quibell and Jim Boyle. Collectively, their contributions

to the welfare of the members and the strength of the union have been tremendous and their legacy will continue to benefit members for many years to come. All the best in your retirement, guys. You've earned it! And all the best to our other brothers and sisters who will be retiring in the months to come. Take the pensions we have negotiated for you over the years and enjoy them. And come to the Retirees' parties to show the rest of us that there is indeed life after the TTC.

THE ARGOS FOUNDATION

Dear Members of the Amalgamated Transit Union Local 113:

The true essence of community is rooted in the belief that we, as people, are indeed better together. The greatest example of this compassionate cornerstone of community is when its members “team up” to respond to the challenges and needs of others, especially amidst their own struggles.

Consequently, it is my great privilege to thank you - the ATU - for making our community better. Your support of The Argos Foundation directly influenced some of the most under-resourced youth in the GTA. Your support tells a sometimes isolated young person: “You are important,” “There is hope,” and, “Someone does care”.

What may be most significant is that all of you at the ATU have made the commitment to youth in an economy that threatens your own provisions. In closing, please accept my gratitude with a pride that reflects the best of the human condition, to give when it hurts.

Thank You,



Michael “Pinball” Clemons
Board Member, The Argos Foundation
Vice Chair, Toronto Argonauts



SPECIAL ARGOS TICKET OFFER FOR AMALGAMATED TRANSIT UNION LOCAL 113 MEMBERS

To show our sincere gratitude for your support, we are pleased to offer you a discount on the following Argos games:

October 16 vs. Edmonton and October 23 vs. Hamilton

Visit ticketmaster.ca/local113 and enter the code “transit” to purchase your tickets today

Thank you for supporting The Argos Foundation!

Local 113 was there to support City workers striking against concessions



At 39 days, it was the longest strike by civic workers in Toronto history. Over 25,000 members of CUPE Local 79 (Inside) and CUPE Local 416 (Outside) hit the bricks to resist the City's demands for massive concessions in many areas of the contract. Mayor David Miller was widely criticized as an inept negotiator and the final settlement was only barely passed by City Council, even after being ratified by the workers.

Local 113 contributed to the strike and President Bob Kinnear showed the 113 flag at strike rallies and on picket lines, urging CUPE members to "stick together and hang in there."



TTC at the Pride Parade



Joining the Toronto Police, Toronto Firefighters, Ontario Provincial Police and the Canadian Forces, the TTC participated in the City's 2009 version of the Annual Pride Parade. The typically extravagant and colourful event was attended by over one million people, rivalling Caribana and the Santa Claus parade for popularity.



Speaking of pride, what about the lack of it? It is shameful that TTC management would allow the appearance of our most-used subway station to deteriorate to such a state. Tourists used to rave about our clean stations. What must they think now? C'mon Commissioners, take the subway once in a while and see what management's neglect looks like.

**LOCAL 113 IS A
DEMOCRATIC UNION.
REMEMBER TO VOTE
IN THE DECEMBER
ELECTION.**

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