



on THE *move*

March 2007

THE LOCAL 113 EXECUTIVE BOARD

WITH SIX FRESH FACES, THE NEW BOARD BEGINS PREPARING FOR THE 2008 NEGOTIATIONS

PROUD TO REPRESENT THE MEN & WOMEN WHO MOVE TORONTO



OHP APPEALS
A WASTE OF
PUBLIC FUNDS
PG. 3

IN THE HOT SEAT
MEET THE NEW TTC
CHAIR
PG. 4

BREAKFAST CLUB
LOCAL SPONSORS
KIDS' OTTAWA TRIP
PG. 10

Plenty of challenges ahead on the road to the 2008 contract talks

I want to thank the members for the support given in the recent election to me and the rest of the Executive Board. We ran as a team and we will act as a team to protect and enhance your rights and security.

The time to begin preparing for our next round of negotiations is now. It will be no cakewalk. There are many political and economic challenges to squarely face. If we wait another eight or nine months just to get started, we'll already be behind. You can bet that TTC management is already working on their bargaining strategy.

A lot of people talk about collective bargaining as if it were a poker game. "Who holds the best cards?" "Is the other guy bluffing?" "When do you go 'all in'?" (i.e., on strike).

But negotiating a labour contract, especially in the public sector, is not a poker game. It's a political game because any settlement ultimately comes down to politics. The money to fund the system – and pay us – can only come from two sources: taxpayers and passengers. And because politicians make the decisions on taxation levels and TTC fares, making a settlement with us is ultimately a political decision.

So to be effective negotiators, we as a union have to be in the political arena where the real decisions are made.

Bob Kinnear
President/Business Agent



THE VALUE OF OUR WORK

But it doesn't stop there. Because we live in a democracy (it's not perfect but it's pretty good as democracies go), political decisions are influenced by public perception. But only if the public is paying attention and understands the issues to some degree. That's why we also have to be in the public arena, constantly reminding people of the value of our services and why public transit deserves more public support.

We began doing this in our last round of bargaining, to good effect. Our **We Move Toronto** campaign was (many said) the most effective public advocacy campaign *ever* by a union in our city. It helped change an unfair perception of our front-line members and showcased the importance of

maintenance and other behind-the-scenes jobs we perform.

You might think that with environmental concerns now overtaking even health care as a public issue, more public funding for public transit is all but assured. And you would be right. But don't get too excited. The money coming to the TTC from senior levels of government (Ontario and federal) is almost entirely capital funding – money to buy vehicles and expand the infrastructure. This capital money is needed and welcome but it has little or nothing to do with the TTC's Operating Budget, which is where the money for our wages and benefits comes from.

To a certain extent, there is a job creation component to capital funding. A bus is just an expensive hunk of metal if there's no one to drive it. And it becomes expensive junk very quickly without the people to maintain it. So yes, as the system expands, the number of workers needed expands as well. But as that happens, management will attempt to spread more thinly the money budgeted to pay our current members. We can't let that happen.

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Editor-in-Chief **Bob Kinnear**

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Legal costs to defend our rights add up

I have been asked by many members recently why our Defence Fund is being depleted.

The answer is simple. Since 2002 the TTC has been waging an assault against our members' hard earned collective agreement rights. This has resulted in more than triple the number of arbitrations per year in each of the last four years.

Arbitration is not the only vehicle that drives our costs upward. Legal defence issues such as job evaluation and the Ontario Health Premium court appeals are two examples of expensive legal cases that are still ongoing.

Local 113 believes that the increased litigation is a signal that the TTC continues to be more concerned with attacking our collective agreement rights than securing labour relations

peace. The TTC as an organization also appears to have little institutional impetus or ability to resolve grievances prior to arbitration. These conclusions are clear when you consider the following:

- The supervisors who refuse to settle grievances at Step 3 are given the ultimate veto over settlements at mediation and arbitration.
- The TTC has received an increase in its grievance arbitration budget every single time it has made this request to the TTC Commissioners.
- The TTC has received funding to permanently hire three lawyers in its Legal Department to litigate arbitrations against Local 113, as well as staff its Human Resources Departments with lawyers.

Les Moore
Secretary Treasurer



Our job is to protect our members. If the TTC did not violate our agreement, refuse to evaluate our jobs, or fire and harass our members, then we would not need to raise money to fight for our rights.

We are proud of our commitment to protecting the rights of our members. We would rather not be involved in so many disputes, but we are prepared to go the distance legally and financially if the TTC is not going to respect our rights.

TTC wasting money on further OHP appeal



By **Heather Alden**
*Local 113
In-House Legal
Counsel*

The TTC recently posted a bulletin notifying TTC

employees of their decision to seek leave to appeal to the Supreme Court of Canada in the Ontario Health Premium ("OHP") arbitration. That bulletin is meant to justify the TTC's continuing refusal to pay employees' Ontario Health Premiums, despite prior decisions of the labour arbitrator, Divisional Court and Court of Appeal requiring them to do so.

Ironically, the reason advanced by the TTC for maintaining its legal battle against the Union is "cost", specifically

the need to consider the "financial situation".

What the TTC isn't telling you is that their decision to continue the legal battle will ultimately cost all parties more money at the end of the day.

It is interesting to consider that the City of Hamilton (which used the same law firm as the TTC) has decided not to seek leave to appeal to the Supreme Court of Canada to challenge their Ontario Health Premium arbitration. Why? Presumably they did a cost-benefit analysis after losing the Court of Appeal decision and receiving a legal opinion on their chances of success in seeking leave to the Supreme Court of Canada.

Bottom line, the City of Hamilton has decided to cut their losses and they

have now reimbursed the Hamilton firefighters for their OHP payments. Why is the TTC not heeding the same legal advice and course of action? Where is the cost savings in throwing more money at lawyers to fight three previous decisions that have unanimously determined the TTC is liable for the OHP?

Not only has the TTC's decision ultimately cost tax-payers more money, but it has also required Local 113 to spend its own resources and file a response to their action. Local 113's response has now been filed. The Supreme Court should advise whether leave to appeal will be granted within the next six months.

Stay tuned. Judge for yourself whether the TTC's latest "cost-saving" move paid off.

TTC “at the centre of life in Toronto” says new Chair

He grew up two blocks from Ossington Station and began going to school on the TTC in Grade 4. He has never owned a car. And when he was selected as Chair of the Toronto Transit Commission last December, he became, at age 29, the youngest head of a major urban public transit system in the world, quite possibly ever. On the Move talked with Adam Giambrone in his office at City Hall, overlooking Nathan Phillips Square.

Why did you want to be TTC Chair?

I wanted to be on the Commission when I was first elected [in 2003]. The TTC is a big part of Toronto. It's part of our way of life. If something happens on the TTC, good or bad, the media is all over it. People here care about transit issues and transit events. That doesn't happen in every city. It really is not the same in Chicago. I'm not saying that transit is not important there but there just isn't the same connection between the people and their transit system like there is here.

People have their first date on the TTC; people remember the first time they got on a streetcar or went somewhere with their parents on the subway. I mean pretty much everybody has a TTC story that is really important to them. So it's a privilege – and fun, really – to be able to focus every day on that collective story that is the TTC, and to play a leading role in making it an even better story, not just for ourselves but for future Torontonians. There's a lot more transit in our future. There has to be.

Well, here you are. Is it what you expected, being Chair?

It's very busy. You wish there were more hours in the day. I learned as a Commissioner and as Vice-Chair

that the TTC is a very complex organization. Being Chair is kicking that understanding up a notch or two.

It's so diverse. At this last Commission meeting, for example, we talked about information technology, the web page, talking about it as a social service, related somewhat to Wheel-Trans which provides a critically important service. Buses, streetcars, hybrid buses, diesel buses, there's the whole environmental area, how the Commission fits into that. How transit decisions affect commerce and tourism, and much more.

So many of the debates we have in the city come together in transit. Should we be a green city? How should public space be respected and amplified? What are we going to do about congestion? How do the arts and entertainment fit into our social and economic life? The TTC is a part of all of these debates. It's very stimulating and exciting.

So yes, it *is* what I expected, only more so.

The provincial and federal governments are starting to cough up some more transit money. But it seems to be all about capital funding because that's more politically visible. What about operating budgets?

You know, it's interesting. This year we're getting 320 buses, 220 of them to replace some that are practically falling off the road, not because of anything we're doing wrong but because, in



TTC Chair Adam Giambrone in his office. Some of the buses he took to school more than 20 years ago are still on the road, thanks to the skill of the Maintenance Department.

some cases, they're 28 years old. Some buses that are still on the road I probably took to school in the Fourth Grade. But a hundred of these new buses are additions to the fleet. That's a lot of capital. On the operating side, we're probably going to hire seven hundred operators this year. Now 500 or so are going to replace retirees, we're hitting that demographic, but we're also hiring somewhere between 150 and 200 additional drivers so that we can increase service.

The budget committee took a little bit of time to get their heads around it. We went into great detail on how capital budgets affect operating budgets. The drivers were the easy part to explain. You need the drivers to make the buses go. Just as obviously, one driver doesn't work 24 hours a day, you need more than one per bus. So

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Management wants “a little chat?” Ask for a Union Steward.



Paul Prosser
ABA
Transportation

Let me start off by saying thank you for your support in the 2006 election. It is both an

honour and a pleasure to be able to serve our membership for the next three years. This is a great union. As public sector unions go, we are by far the oldest in Toronto. We have been serving this city for over a century. We deserve respect for our contributions.

TTC management, however, doesn't see it that way. We get no respect from them. They see our members as mere extensions of the machinery of the system, not as living, breathing human beings who undergo daily stresses to keep the system operating as well as it does. They see the union as a barrier

to the imaginary perfect system they fantasize about while they sit at their desks or in meeting rooms.

That's why management is so manipulative. That's why you NEED the Union. If you don't take full advantage of Union representation, you could end up very sorry. Too many members have.

I have had members go into the office on their own for some seemingly minor incident. They have an informal chat with a supervisor and leave thinking “that wasn't so bad. Why do our representatives keep telling us not to go in alone?” This temporary state of euphoria quickly ends when the document is received and its contents have phrases like “severely criticized for becoming involved.” “Discussed ways on how to avoid a similar incident.” “Operator given a final warning.”

The member is usually in shock at this point. Why? Because none of this occurred! When you inquire about the document, you're told don't worry it's just a standard document – everybody gets the same thing. This is not so. It goes to the very heart of why you should have a Local 113 representative with you for *any* interview that could lead to discipline or have an impact on you in the future.

So how do you determine whether you need a representative? There is no guessing at all. Contact your Union Rep and have them attend the interview with you. Now you have a witness to the proceedings and the Union is on hand to protect your rights under the Collective Agreement.

You have lots of rights the Union has negotiated. We are here to protect them. But first we have to know there is an issue or concern. Don't ever hesitate to call your union.

Notice to management: Please read the collective agreement



Paul Callaghan
ABA
Maintenance

First of all, I want to thank those who supported me in the recent election. My

team and I will do our best to re-earn your vote of confidence every day. At the same time, I will work hard to earn the confidence of those who supported other candidates. Since we are a democratic union, we have our internal leadership contests every three years. But at the end of the day we're all on the same union team.

The Maintenance Board has already hit the ground running and we are tackling a number of issues. I look forward to working with them. A number of

those who were elected are new to the Board but not inexperienced. They know the issues and are close to the membership. I also look forward to working even more closely with our stewards. Our common job is to protect and expand our members' rights.

While we work on a daily basis to address our problems, the history of the last few years shows that progress is very, very slow because management doesn't really want lasting solutions. They simply want things their way. That might be a reasonable position for management to take if they could show that their track record on decision-making was good. But they can't. Examples of management blunders and heavy-handedness abound. Plus the fact that many of them do not appear to have read the collective agreement, not even the parts that apply to them

directly.

Can you imagine a lawyer wandering into court without knowing what the law said about the particular case? Or worse, simply not caring what the law said? The collective agreement is the law of the workplace and it must be respected. Yes, some of the language is open to interpretation, like a lot of law. But when arbitrators (judges) have ruled time and time again on what the wording on the contract means, it's time to respect their interpretation.

What we need to do is tighten up a lot of the contract language in our next round of collective bargaining. The Maintenance Board has a lot of ideas on language that needs to be looked at closely and I ask you to come forward with your own suggestions. Let us know where you think improvements can be made.



Jim Boyle

Birchmount/Malvern

One of the most frequent complaints I receive from our members is that union members complain to management about each other. Please understand that when one member complains to management about another member, they both seem to get disciplined. Please bring all disputes

to the attention of your Shop Stewards or Board Members in order to give us the opportunity to resolve your issues. No matter how frustrated you get with another member, do not approach them under any circumstances until you talk to your Shop Steward or Board Member. Discipline for violence and harassment is a serious matter and could lead to termination of your employment with the TTC.

Another issue is the complaints that customers phone or write in about. Remember the Company always believes that something must have happened if the customer makes a complaint. You can do 100 things right on the job, but do one thing wrong (or simply be accused of *doing* something wrong) and you will find yourself going through the discipline process.

Another issue is the number of accidents that are happening across the property. As I have said many times before, the only reward you get for trying to maintain an unrealistic schedule is discipline and charges from the police. The only way we can improve running times on certain busy routes is to operate the way the Commission has taught you and to obey rules of the road. Always drive like you are being watched, because in most cases you are.

I am also very disappointed in the deceit of management's interpretation of our Collective Bargaining Agreement. It seems every time we have an Agreement in place, management reads into it differently when we leave the table, even when it is signed off. No wonder morale is so low in the workplace.



Frank Grimaldi

Arrow Road Queensway

Operator/Collector – Job Evaluation

I would like to take this opportunity to apologize to our Transportation members for being overly optimistic about the completion of the Job Evaluation. Although I am confident that we will win in the end, the amount of

time that it will take is very disappointing.

When the TTC's lawyer made her opening statement to the referee and asserted that there are a number of layers of management available to our operators to solve problems, it forced us to put into evidence all training manuals that state our responsibilities on the job.

We showed what each Operator was trained to do in case of fare disputes, equipment failures, emergencies, accidents, road closures, police activities, passengers with disabilities, managing conflicts between passengers and acting as community watchers.

This, of course, took a lot of time but we are not going to miss the opportunity to show the evidence that our Operators and Collectors have many duties to perform before calling transit control or CIS.

The decisions that our Operators make on a daily basis make huge differences to the traveling public. Here are a couple of examples:

- Subway train arrives at Yonge and Bloor. Platform is full. Train is full. Doors close, train won't move. Operator and Guard must go through a check list and try to get the train to move. Passengers are staring, calling our people names. Transit control keeps beeping to see if the problem is solved. Enormous pressures are felt by our members.
- Bus arrives at Dufferin Station, hundreds of passengers get on and off. A passenger has a Dufferin Subway transfer. Operator has to decide whether to accept the passenger's explanation or have a fare dispute.

Our members' decisions in the above examples (there is an unlimited number of other examples) make a big difference in the way transit runs. Is it smooth and timely or is it disrupted and unreliable?

In the coming months I will keep you informed on the progress being made. In the meantime, I thank you for your patience.



Rocco Signorile

Roncesvalles/Russell/Wheel-Trans

First of all I'd like to thank all the brothers and sisters who have supported me all these years. Throughout my time involved with the Union I have always tried to do my utmost to instill the values and virtues of what a Union is.

To me, a Union is workers joined together and held together by one common thread, which is to fight for the common good for all workers.

I urge every member of our Union from across the property, whether you are a janitor in a Division or the Wheel-Trans operator on the road, to stand with us against the forces that always want to take us down. It may be Divisional management, the right-wing media, the politicians or the never-happy public.

The Union needs all of you to plant yourselves like trees next to us and when these outside forces tell us to move we shout back **"NO! YOU MOVE!"** We know our jobs are hard, we know these forces will try and hit us hard but what we have to do as a Union is to get up and move forward. And if they hit us hard we have to keep getting up and move forward. That's how winning is accomplished. We're not cowards, we are better than that. We have to stop pointing fingers at each other and become one immovable force.

I know I may be coming across as being a bit "over the top" on this. But how else can I feel when the new TTC chair, just one month on the job, goes on record and states "99.99%" that they won't appeal the OHP ruling and then turns around and does

just the opposite. Where's his credibility? At recent arbitration hearings, the TTC lawyers opened with their statements that basically called us overpaid button pushers that can't think for themselves and that all decisions come from TTC management. The daily assaults, from spitting incidents to bricks being thrown at us, are met by management with an attitude that it's part of the job. Members have to wait 20 minutes or more for a supervisor to show up after an assault, yet they have no problem finding us quickly when we have an accident. Our members are criticized for taking time off for medical procedures. Simple incidents are constantly blown out of proportion.

So join us. We need every member on the property to stand with us and continue the struggle to make our Union strong.



Pino D'Armiento
Plant Department

I went to work for the TTC as a Subway Janitor 20 years ago. Later I worked in Subway Track and Surface Track. I appreciated from the beginning that I had a union to look out for me but I could not have imagined that I would one day be part of the Executive Board.

It is a great honour and a great responsibility. I will work very hard on your behalf and I am grateful for all the help that the President and other Board members with experience have given me in the first months.

We face many challenges in our Department. Last year, over our strong and well-reasoned objections, management went ahead with the cutbacks in day shift Janitor jobs. As we predicted, it was a big mistake. Look what has happened. Customers and Commissioners are complaining about the poor state of cleanliness in the system, and rightfully so. Management is being dishonest by blaming the situation on the employees' "lack of experience with the machinery." What a crock! According to management: "If only those clumsy workers could figure out how to work the machines, everything would be fine." The obvious reality is that if you take cleaners away at the time the system is most used, the stations will inevitably be dirtier. With no one to clean up the litter and slush and spills during the day, passengers have the right to complain.

There were also massive cutbacks on the Subway Track day shift jobs. Structure Mechanics are now doing that work, even though it is not in their job description. We have a grievance in on this issue. It is simply common sense that the Subway Track jobs should be performed at all times by those who know the work well, but common sense is in short supply in TTC management.

The union will continue to do everything we can to restore the Plant Department's station and track jobs to normal hours. Success cannot be guaranteed because management is so invested in its belief that they did the right thing that they have trouble admitting that it was a failure. Despite this challenge, it remains one of the top priorities of not just myself but also of the Maintenance Board as a group.

After seven years as a Steward and three as a Warden, I have come to personally know a lot of members in Plant, as well as

their issues. But there is much more to learn, new people join us regularly, and new issues arise all the time. So please do not hesitate to contact me right away if you have any issues or concerns related to your job or to the union. It's my job to stand up to management when your rights are violated and believe me, I love my job.



William Fowlie
Equipment "A"

I would like to thank the members for their support in electing me to look after their best interests. I would like to congratulate the other candidates for a good race. We all win when the union is democratic. I would also like to congratulate newly elected Shop

Stewards to our team: David Herbert at Malvern and Tom McCann at Birchmount.

When visiting garages across the property I have noticed some similar issues. One of the most obvious ones is the BAD MANAGING of our members. Paul Prosser, newly-elected Assistant Business Agent for Transportation, touched on this subject in a past On the Move article. Brothers and Sisters, we are one Union. We do have the same issues.

It seems that some managers spend more time trying to find ways of disciplining or harassing our members than they do trying to manage them. Hey, the 20th century is over. It's time to change that 19th century management style. The Forepersons and Supervisors should manage our members in a non-abrasive, non-harassing manner. Management has the right to manage – *not* the right to bully. I will work diligently on behalf of the members to demand that we have a harassment-free workplace and that everyone is treated with respect and dignity. Last word: Attend your Union meetings regularly. Ask questions. Speak your mind. It's your union.



Bill Merlin
Hillcrest

I would like to express my sincere thanks to the membership for affording me the opportunity to represent the Hillcrest Complex. I would also like to take this opportunity to thank the Shop Stewards working at Hillcrest Complex.

The new Maintenance Board will work together for the betterment of the total membership, wherever you may work. As the nature of our work changes with new technology, we have a responsibility as a union to afford the membership the opportunity to develop the new skills required to maintain this new equipment.

Education will play an ever-increasing role in the future. I intend to work on enhancing the opportunity for apprenticeships within the maintenance departments through the adult apprenticeship program, as well as affording student apprentices an opportunity

to join our team. As a union we must demand the opportunity to gain knowledge of new and ever-changing technology. The warranty agreements must be replaced with training agreements.

We are currently in the process of re-establishing the Skilled Trades Committee. One of the responsibilities of a Skilled Trades Committee will be to develop a plan to improve the present working conditions as well as ensure that we have the necessary skills to perform these trades in the future.

The number of incidents involving workplace violence and member-on-member harassment is increasing. These actions are spontaneous but that is no excuse. We must think before we act. We live in a society where everyone is entitled to respect, especially within a union that has fought for over a century for equality and fairness. If you lose your head and act in an unacceptable way, the cost to you and your family can be great. If you need help, contact your union. Contact me personally. We will be there to help.



Scott Gordon
Equipment "E"

As we enter a new year, management has taken a more aggressive approach on a few issues including Health and Safety, Reliability and Cleanliness. This new approach has had a direct impact on our members. The management staff that work with our

members at the shop floor level seem to be more aggressive in their approach to remedying situations. They are being pressured by their bosses to produce results fast.

Changing the expectations of our members overnight and without notice has resulted in a number of members being disciplined. We are currently trying to address these issues as we feel there should have been better communication with our members about changes, and a transition period to follow.

Your Maintenance Board is currently working to resolve a number of outstanding Job Evaluations that have been in dispute. We have a number of meetings scheduled in hopes of finalizing several of these issues. One of the biggest areas of concern involves our Skilled Trade Groups as the outdated evaluation process will not allow us to properly credit their classifications. We have taken the initial steps to re-establish the Skilled Trades Committee but it looks like this issue will have to be addressed in next year's contract negotiations.

Your newly elected Maintenance Board has resulted in a few new faces that have provided us with some new ideas. We have established a great working relationship resulting in a TEAM that will most definitely be effective in the process of improving your Working Conditions.

In closing, we would like to remind you to think about the issues that you would like to see addressed in the next set of negotiations which are scheduled to begin in the early months of 2008. Preparation is the key to success!



Clarke Smith
*Collectors/Clerical/Revenue
Wheel-Trans Administrative and
Technical/Traffic Checkers
Toronto Coach Terminal*

It has always been said that the role of the Shop Steward is the most important position in the union and after being a Steward for the past 10 years I

have found this to be true.

The Shop Steward is the employees' first line of defence when being disciplined by management. They are the source of information from the union executive to the membership and handle the day-to-day problems and grievances at the Divisional level. They do all the initial interviews that could result in a relieve-of-duty, as well as Step One interviews.

The Shop Steward is also responsible for doing the sign-ups and making decisions that affect the work of the employee for six weeks, which is a big responsibility. We have a very good team of Shop Stewards this term both in Transportation and Maintenance and I encourage the members to talk to them first before anyone else in the TTC as they can solve most of the problems before they escalate.

A good Shop Steward can make the job of the Board Member a lot more productive by allowing him to focus on the higher-level grievances and issues that concern more than one member.

Remember to call your Shop Steward with any problem. And to all the Shop Stewards: keep up the good work. To the 17 new Shop Stewards: don't hesitate to ask the senior Shop Stewards or any of the Executive Board any questions you're not sure of. We are here to help.



Bill Chrisp
At-Large Maintenance

Some Local 113 members know that under the *Hourly Wage Rates* provision of the Collective Agreement (Article 1, Section 10) there is reference to "Job Evaluation," and that job evaluation has something to do with how jobs are given a wage rate. Most other members know nothing at all

about the TTC Job Evaluation Plan and the Union's role in its administration. In the limited space available here I will attempt to explain some of the mysteries of our job evaluation program.

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

Over the course of time, as the TTC acquires new equipment, utilizes new technologies, changes the way in which work is done, or restructures departments and operations, new jobs are created, old jobs eliminated, and current jobs are changed by the addition or deletion of duties or requirements. The TTC Job Evaluation system has been in place for the past 60 years to deal

with these ongoing job changes.

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 factors are:

- Complexity and Judgment
- Initiative
- Physical Demands
- Working Conditions
- Education and Training (required)
- Experience (required to become proficient)
- Errors (the consequence of)
- Contacts
- Supervision of Others

The Job Evaluation Manual 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.

Over the past 27 years the Union secured the right to negotiate modifications to this job evaluation system and to participate in its administration. The Union also secured for members the right to full retroactive pay for any job that is evaluated into a higher wage group. The Union can initiate job evaluation reviews, challenge the accuracy of job descriptions, and dispute (up to and including arbitration) the evaluation and wage grouping of new or changed jobs.

Not all job reviews result in increased evaluation sufficient to move jobs into higher wage groups. For a job to be moved into a higher wage group typically there must be change that impacts on the evaluation of three or four factors. However, in recent years, during my term as Maintenance Board Member for Plant Department members, the Union has initiated and/or successfully pursued the upgrading of many new or changed jobs, including Senior Elevating Devices Mechanic, Asbestos Remover, Handyperson, Roofer, Encapsulator – Asbestos Removal, Lead Hand Maintenance, Maintenance Mechanic (Millwright), Lead Hand – Asbestos Removal, and Equipment Operator.

In closing, I would like to thank all my supporters in the past election and look forward to serving all of Maintenance in the future.



Ian Mackay
Wilson Bus/Wilson Subway

With over 900 members in the Wilson Division, there are lots of issues and problems. My priority is to spend as much time in the Division as possible. I am by nature a “hands-on” guy and I prefer to get the facts about any situation first hand. But there are

not enough hours in the day to handle everything from A to Z by myself. Which is why I am pleased that I will be working with two outstanding new stewards Dimitri Gazeas (Subway) and Frank Malta (Bus). Thank you for supporting them. They are both very dedicated and competent. I look forward to working

with them over the term. I have been a Steward myself and know that it is a tougher job than it might seem to the casual observer. Difficult situations arise all the time, many of them involving personal factors that require a lot of diplomacy and understanding. On top of that, there’s the constant dealing with management, which is not a lot of fun, as you know.

Dimitri and Frank are also on their respective Health and Safety Committees. On the Subway side, Dimitri is joined by Jimmy Goldberg and Greg Jackson. On the Bus committee Frank is joined by Gabe Campese, Anthony James and Peter Gullo. All of them are new to the job but not to the issue of health and safety. They will serve our members well.

It seems amazing to me that there are still so many occupational health and safety issues more than 25 years after I came to work for the TTC. I would have expected more progress in a quarter century. Perhaps it is because of the steady increase in pressure on our members to perform like robots and the reams of rules they have to follow to the letter. But we have to keep trying every day to make our jobs safer, and we will. Take all your health and safety concerns to your committee members. They can do their jobs well only with input from you.

Thank you for the opportunity to represent you. I will do so to the best of my ability. Your feedback is important. Never hesitate to talk to me about any work-related issue. We’re all in this together.



Philip Quibell
Eglinton/Bloor-Danforth Subway

I have had the privilege of representing our members for a number of years now and I have to say that this is the most united Executive Board I have ever seen. There is a different attitude in our meetings and in our dealings with one another on a day-to-day basis. There

is no sense of rivalry or division. We are all on the same team and everyone respects everyone else. This is good news for the members because no time is wasted on internal conflicts or misunderstanding. Everyone can be honest with everyone else because of our unity. What’s best for the members is the only thing that matters. It’s a refreshing change and I believe it will last.

Each of us on the Board has to work hard to bring that spirit of unity to the membership as a whole. For too long in the past, there were members, including Board members, who saw the Transportation and Maintenance Departments as having separate and competing interests. We have to put those days behind us, permanently.

Yes, the members I represent have their own issues and it is my job to look after them. But I can do that without taking away anything from the rest of my fellow Board members who have their own sets of issues and problems to deal with on behalf of the members they represent. I am confident I speak for the entire Board in saying we all feel that way. This unity will serve us well in the next negotiations, which are going to be tough. But you can be sure that when we speak to management across the bargaining table, we will speak with one voice.

The Breakfast Club on Parliament Hill

The Children's Breakfast Club is a Toronto-wide community program that provides a hot pre-school morning meal to thousands of Grade school kids in the poorer sections of the city. The program is supported by a number of public and private organizations. ATU Local 113 has been a supporter since 2004, at the instigation of President Bob Kinnear.

One of the highlights of the club's activities is the annual trip to visit Parliament for dozens of kids in the program. It is co-sponsored by ATU Local 113, along with the Toronto Police Service. A TTC bus, driven by an ATU member on a volunteer basis, picks up the kids and takes them to Union Station early in the morning. From there they take the train to Ottawa, where they visit Parliament. Each child is presented with a framed poster honouring Black History Month.

Local 113 Executive Board member **Jim Boyle** has accompanied the kids to Ottawa every year since 2004, in addition to other work he does in the program throughout the rest of the year. This year, on the February 13 trip, he was presented with one of the framed posters as a thank you for his work with the program.



“There’s a lot more transit in our future. There has to be.”

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far, so good. But buses aren't just about drivers. Somebody has to clean them, somebody has to maintain them, somebody has to maintain the garages so that the people who clean them and repair them and get them ready for service have a place to be.

Is there anything the union can be doing to help pry more transit funding from upper levels of government?

Well, a couple of things. I think the Mayor's whole “One Cent” [of the GST] campaign is critically important. If successful, it would allow the city to have adequate resources to invest in transit. Everyone in Toronto, none more so than ATU members and

their families, should get behind this campaign, especially during the next federal election.

The Mayor is also calling for a National Transit Strategy because you know we're talking big money here. We need money for capital, this system needs to grow to accommodate the actual passengers. That means more buses. It means ordering streetcars. We need more lines, more light rail lines, new busways. All those things mean more employees which means ongoing operating costs. So there has to be that recognition that we need both the capital and the operating budgets. I think what we're doing as a Commission is supporting the mayors

out there in terms of launching the strategy, keeping pushing. The union's input into all of this would be welcome, more than it has been in the past, as far as I am concerned.

Prior to his election to Toronto Council, Adam Giambrone worked at the Royal Ontario Museum and was vice president of his OPSEU local union. He was also a two-term President of the Federal New Democratic Party [2001-06], the youngest person ever to hold that post.

WE'RE NUMBER THREE!

The TTC is the third largest public transit system in North America, after New York City and Mexico City. It is also the least taxpayer-subsidized urban transit system in the world.

Unity is the most important factor in contract talks

(continued from Page 2)

INCREASED OPERATING BUDGETS

To get increases to the TTC's operating budget means raising taxes and/or fares. Or the TTC could cut services, which is not a realistic option. It never was. We think giving public transit a fixed share of the gas tax is fairer than raising fares. If it weren't for those buses, streetcars and subways carrying more than a million passengers a day, Mr. Big Shot in the Mercedes (who wouldn't be caught dead on a bus) would waste a lot more of his oh-so-important life in traffic and, in addition, waste a lot more gas. So, in fairness, he should pay for the privilege of using more than his fair share of the road system.

In order to raise the kind of operating money the system needs to run well and safely, voters (who are, for the most part, taxpayers as well), have to better understand two things:

- The economic and environmental value of more public transit, and
- The necessity and value of the skills and responsibility of those who make public transit work, i.e. our members.

These two areas will be the focus of our political and public activities over the next year as we prepare for and go into negotiations. Expect to see and hear a lot more from me on this.

Having said all that doesn't take away from the single most important factor in contract negotiations: our unity. Even if the City had so much money that Mayor Miller could hand out bricks of \$100 bills to squeegee kids, we'd still have to fight for our fair share. We won't get anything unless we are prepared to walk the line for it.

The more united we are, the stronger we are, it's as simple as that. It doesn't

mean we get everything we think we deserve – politics and economics being what they are. But if we are *not* united, we will most definitely get a lot less than we deserve.

That's why I've put such emphasis on improving membership communications. The magazine you're now reading, the website and the phone calls when there are urgent issues – these are all aspects of membership communications that will continue. If you have suggestions on how to improve communications even more, I'm all ears. Communicating is a two-way street. Give me your ideas.

THE NEW TTC CHAIR

I can tell you already that dealing with the new TTC Chair, Adam Giambrone, is a completely different experience than it was with Howard Moscoe. Giambrone is polite, he listens, he encourages dialogue and, I am certain, genuinely respects the work our members do. If he can somehow infect TTC management with those qualities, I am optimistic that the relationship between the union and the company can improve. Which is what we want. No one should have to work in a tense atmosphere where relationships are always on the verge of breaking down.

It's inhuman and unproductive to boot. But although we must always be doing our part to improve relationships, there are realities that are hard to break through. Management is not going to change much, if any. In fact, we can expect management to be even tougher in this round of negotiations than they were last time. Why? Because we surprised them with our ability to get more than they thought we could. No one in management in early 2005 would have guessed that we would end up winning a settlement worth over \$170 million to our members. So this time they are likely to be harder-nosed right from the get go. And they will be encouraged by many of the Commissioners and Councillors. Remember that the Chair is only one vote, and that he is also a Councillor with only one vote.

So even though I think we should be encouraged at the change in leadership on the Commission and take Giambrone at face value until he shows otherwise, we still have to be rigorously realistic about how much change is possible. We'll do our part, and hope that others will do theirs.

I'll keep you posted as to how things progress. In the meantime, stick together. It's all we've got.

SilverKnights Ride for MS Research

The SilverKnights Motorcycle Club was started in 2002 by a group of Local 113 members. Their first event was a motorcycle ride to raise funds for Multiple Sclerosis research, the club's official charity. New members are welcome from any transit property, not just the TTC (including those from management.)

Membership renewals and the New Members' night will be on **Saturday, March 24, 2007 at The Fox and Fiddle, 1285 Finch West, just east of Keele.**

Plenty of rides planned for 2007, including the annual MS fundraiser on Saturday, August 11. Check out the website:

www.thesilverknightsriders.net



Be among the FIRST TO KNOW!



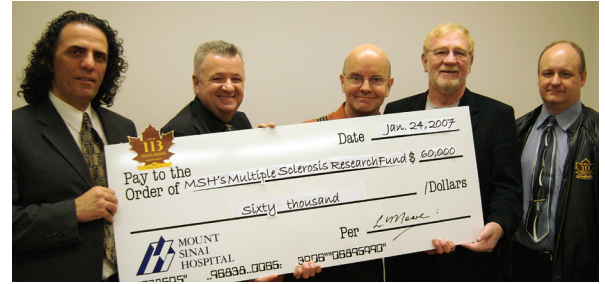
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Your Steward or Board Member has signup cards.

Or sign up online at **WeMoveToronto.ca**



Another year, another impressive donation from ATU to the Mount Sinai Hospital Multiple Sclerosis Research Fund. The \$60,000 cheque was presented to Dr John Roder of Mount Sinai (centre) by Local 113 Executive Board members: (L-R) **Rocco Signorile**, Roncesvalles/Russell/Wheel-Trans; **Phil Quibell**, Eglinton/Bloor/Danforth Subway; **Les Moore**, Secretary-Treasurer; **Clarke Smith**, Collectors. \$35,000 of the \$60,000 came from Local 113 members.

LOCAL 113 COMMITTEES

Local 113 Committees are made up mainly of members who volunteer their time and energy, along with one or more Executive Board members who assist their efforts and ensure coordination with Local 113 policies. Here is a list of members of three of several Local committees:

Women's Committee

Vale Tucker, Plant Janitor; Carol Reardon, Roncesvalles Clerk; Judy Blake, Malvern Traffic; Eleanor McKnight, Eglinton Division; Boni Stafford, Duncan Shop, Hillcrest; Mary Casuti, Wheel-Trans Customer Service; Chair: Kevin Morton, Executive Vice President.

Social Committee

Judy Blake, Malvern Traffic; Mike D'Agostino, Harvey Shop Stores; Paul Haynes, Roncesvalles Traffic; Keith Hillyard, Greenwood Carhouse; Paul Orpin, Plant Department; Stan Russell, Eglinton Traffic; Manny Sforza, Wilson Clerical; Pino D'Armiento, Executive Board, Plant; Rocco Signorile, Executive Board, Roncesvalles/Russell/Wheel-Trans; Chair: Les Moore, Secretary-Treasurer.

By-Law Committee

Frank Hood, Russell Traffic; John Brown, Collectors Division; Paul Orpin, Mechanical/Maintenance; Rocco Signorile, Executive Board, Roncesvalles/Russell/Wheel-Trans; Chair: Kevin Morton, Executive Vice President.