

AUGUST 7, 2006

CAW  TCA  
LOCAL 2200

# **NEWSLETTER**

# **AUGUST 2006**



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## Local 2200

### Executive Board

President  
Joe Elworthy

Financial Sec.  
Al Fotheringham

1<sup>st</sup> Vice President  
Rick Yelland

2<sup>nd</sup> Vice President  
Eva Montgomerie

Recording Sec  
Mike Smith

BTC  
Bruce Rhyness

HFM  
Steve Waight  
&  
Keith Poisson

NVTC  
Paul Burritt

OTC  
Gerry Grant &  
Al Chitty

PTC  
Garry Morrow

RTC  
Gary Horswell

STC  
Gord Robertson

TROLLEY  
OVERHEAD  
Miles McClenaghan

FACILITIES  
MAINTENANCE  
Al Fotheringham

## President's Report

**By: Joe Elworthy**

The following report will serve as a review of the business conducted and issues outstanding and ongoing, that will be of interest to the CAW Local 2200 membership, since our previous edition of the CAW 2200 Newsletter (March 2006).

### **Executive Board Changes**

A number of changes have taken place on the executive board as a result of resignations. Both Brother's Steve Moon (Building Maintenance) and Tim Snider (RTC) having resigned from all Union positions, for personal reasons.

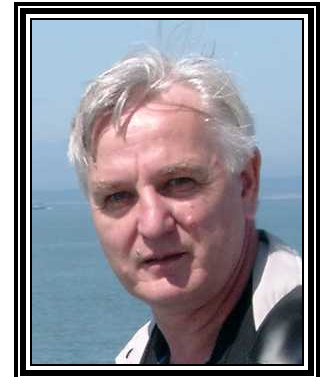
As the next Executive Board Meeting and General Membership meeting is not scheduled to take place until September, we have appointed "interim" replacements for these positions.

Brother Al Fotheringham will act as interim Property Rep. for the Building Maintenance group, and Brother Gary Horswell will be acting as interim Property Rep. at RTC.

Both Steve and Tim will be missed for their dedication, commitment, hard work and representation of the membership, over many years. Their resignations have also created vacancies in other Union positions.

Therefore, we have appointed **Steve Waight (FOH Property Rep.)** as **Harassment Officer**, and **Mike Smith (Recording Secretary)** as **Health and Safety Officer**.

The appointments are in effect until nominations and elections are held in September / October of this year.



**Chief Editor: Joe Elworthy**

**Editor: Travis Harrison**

**Editor: Tim Snider**

**Local 2200 Newsletter is an open forum for the Membership to discuss and explore issues of our workplace and Union. Letters and unsolicited manuscripts are encouraged. Articles and opinions published in this Newsletter do not necessarily reflect CAW Policy.**

**Pres. Report Cont...**

**Table Officer Elections**

Nominations for all Table Officers positions (three year term) will take place at the October 26<sup>th</sup> General membership meeting and elections will take place in conjunction with the Annual Sign-up in December (date to be decided). The Table Officer positions include; President; Financial Secretary; 1<sup>st</sup> Vice President; 2<sup>nd</sup> Vice President (SeaBus); and Recording Secretary. We also have nominations and elections for our three Local union Trustees and the Health and Safety Officer. These elections are held in conjunction with the Table Officers, as per the Local Union bylaw below.

*6.04 Nominations for President, Financial Secretary, 1<sup>st</sup> Vice-President, Recording Secretary, 2nd Vice President (sea-bus), Health/Safety officer and the three (3) Trustee positions shall take place triennially at a special meeting during the Month of October. Notices posted to that effect will be placed on all properties at least thirty (30) days beforehand.*

The President, 1st Vice-President and Secretary Treasurer, will constitute the committee for negotiating the collective agreement, as per Article 5.03 sub-section a) of the Bylaws. Notice of elections will be posted at the end of September.

**Collective Bargaining Preparation**

It goes without saying that of great importance to our membership is the impending round of collective bargaining, as we head to the expiry of our collective agreement on March 31<sup>st</sup> 2007. We are aware that the membership is sensitive to any possible impact that can be predicted for planning into the future, through what is always a difficult period in our working lives.

The current Local 2200 Table Officers (Bargaining Committee; Rick, Al and myself) are in the process of preparing a “Bargaining Survey” for input from the General Membership on proposals for discussion and inclusion in the package that will be presented for negotiation with the company. The Executive Board will meet in September to finalize and prepare a package of proposals for discussion by the membership at a Special Bargaining Proposal Meeting, to be held in October.

A review of the trend in Public Sector bargaining, now that all the tables have reached settlements, reveals that the BC Government has successfully established a pattern for wage settlements for all the Public Sector agreements. The BC Teachers Federation constituting the final agreement, in what, to my way of thinking, has been a rather unusual bargaining process.

The introduction of what can best be described as a “reverse deadline bargaining process”, whereby a signing bonus (between \$3000 to \$4000) is waived (carrot like) in front of the Unions bargaining committees, with an ultimatum to agree to the “pattern” (approximate 2.5% in each year of a four or five year agreement) by an established “deadline” date, set by the Government, or risk the wrath of your membership by not settling and thus loosing the bonus. Result...every Public Sector union has now reached a settlement conforming to the pattern.

Signing bonuses have traditionally been negotiated as an incentive (carrot and stick analogy) to get workers who have been on strike for a period of time to accept a settlement and return to work, with a lump sum to pay off some bills incurred during the strike. This was the case with the 2001, four month, (CAW/CMBC) Transit strike, where a \$1000 signing bonus was “legislated” into the agreement imposed by the newly elected Liberal Government, at that time.



**Pres. Report Cont...**

Of course, guaranteeing labour peace for the 2010 Olympics (and the next provincial election) is the driving force behind the current trend. The signing bonuses, according to the government, are supposedly intended to make up for the “two years of zero increase” that has been imposed on all the Public Sector Unions in the two year agreements reached in 2004 and 2005. Apparently the government has discovered some extra money in the coffers, due to higher than expected returns in the Oil and Gas industry. A review of the whopping increase in your gasoline bills, over the past three years, will reveal where the money came from.

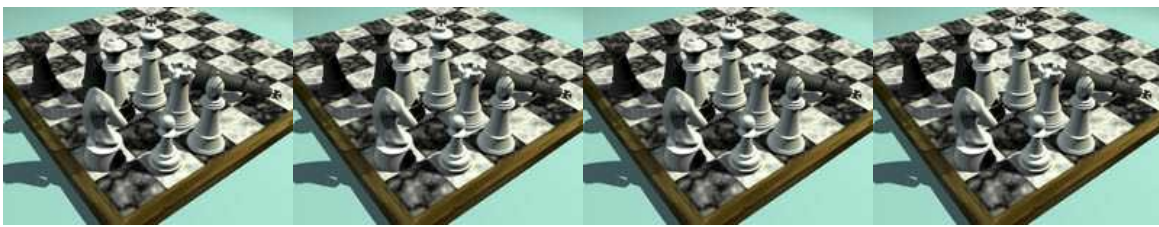
No matter what one thinks of the process (and there is no shortage of analysis now that everyone has settled), the concept (or plot) seems to have worked, with every public sector union settling for the pattern, with some minor improvements in benefit packages negotiated. Admittedly, we don't hear too many complaints from the public sector union members, who seem satisfied with the security of no strikes for four (or five) years and increases that should protect them against inflation. However, once Revenue Canada take their quarter and the signing bonuses get spent these union members will be praying that inflation does not get out of control and leave them even further behind.

It is for this reason that I question the logic of agreeing to “signing bonuses” as opposed to percentage “general wage increases”. I think most of our CAW Local 2200 members will agree that the 8% wage agreement agreed to by CAW/CMBC, in the previous round of bargaining, will wield greater protection against inflation, especially when one considers the “compounding” factor and improved pensions for retiring members who will have the 8% calculated into their Highest Average Salary (best five years) pension calculation.

Your bargaining committee has been busy gathering up all the information and public sector collective agreements to analyse their relevance (if any), as we prepare for the next round of bargaining, expected to begin in December of this year.

Of particular interest to the Local 2200 skilled trades' membership, is the concept of a “market adjustment”, in areas where a company is having difficulty recruiting and retaining skilled workers. It is no secret that CMBC is experiencing significant difficulty in attracting skilled trades workers into the company due to the higher wage rates that are available elsewhere. The issue that will need to be addressed at the bargaining table is ***“...is the wage, benefit and overall compensation package competitive enough to attract and retain skilled trades workers and plan for the future expansion that has been predicted...”***

Of course, as with any round of bargaining, there are a lot more issues to be negotiated than wages and benefits. To that extent, we have been busy working with CMBC maintenance management, on problem areas, in an attempt to find resolutions prior to heading to the bargaining table. Experience has taught us that many important issues get “pushed aside” in the collective bargaining process, for one reason or another, and we end up having to work out resolves through the life of the agreement. It is with this in mind that we have decided to enter into discussions with CMBC to resolve as many of these issues as possible, in as many departments as possible, prior to submitting our package of proposals. If agreements can be reached, this should leave only the “loose ends” and “formalized language” to be agreed upon, therefore maximizing our effectiveness at the bargaining table by spending more time on the more “challenging” issues.



**Pres. Report Cont...**

This concept of attempting to solve problem areas prior to submitting our proposal package has evolved into many sets of “mini-bargaining” that are ongoing in various areas, with many of our current Executive Board members and Stewards involved in the bargaining process.

This is also an excellent way of including as many activists as possible in the bargaining process providing a great opportunity for officers and activists to gain experience in bargaining, thus ensuring that the Union will have experienced, knowledgeable and capable leaders into the future, no matter what the outcome of elections.

**SUMMARY & STATUS OF MINI BARGAINING ISSUES****SeaBus: Negotiating a 75 Hours Pay Period (Currently 68-70)**

**(Committee Members: Eva Montgomerie, Duncan McLean, Geoff Needleman & Rick Yelland).**

The introduction of increased SeaBus service by TransLink (following extensive lobbying by the Union) and the requirement to keep “temporary employees” at a minimum in the SeaBus Unit, has been the impetus that has driven this rather “long and protracted” set of mini-bargaining sessions. The Union selected a specially chosen committee with knowledge and expertise pertaining to the rules and administration of the shifts and schedules that are signed by the SeaBus members, to head to the negotiations.

The process of reorganizing shift schedules to achieve a 75 hour pay period, without requiring shift premiums to top up to the 75 hour pension rule requirement, has been a thorny issue for the past several sets of collective bargaining.

Following the previous round of bargaining, a “Letter of Agreement” was entered into that provided for the 75 hour pay period, but in a manner that was acceptable out of necessity only.

On Thursday July 27<sup>th</sup> SeaBus members expected to vote on a rather complex agreement, negotiated by the committee, to address this issue and replace the LOU with a more acceptable proposal that would see SeaBus members achieve the 75 hour pay period. However, at the last minute there was disagreement and/or a misunderstanding on the “designation of the annual accumulative Stat Holiday hours (82 hours)”. The Union has always maintained that the 82 hours accumulated from the Stat Holidays “must be designated towards the top up for achieving a 1950 hour per year”, as required by the Public Service Pension Plan. Some SeaBus management people seemed to be of the view that the Stat Hours are over and above the 1950 hours per annum. This would lead to some significant problems for many members at SeaBus and was never the intent of the agreement.

As a result of this misunderstanding, the vote was cancelled by the union, at the last minute, pending clarification of this issue. We are hopeful that this is just a misunderstanding that can easily be resolved and we can proceed with the vote, in preparation for the November sign-up at SeaBus. This should go a long way to resolving a long outstanding issue for the SeaBus membership.

Another issue that has been troublesome for the SeaBus membership has been an article in the collective agreement that appears to enable the company to make selections on promotions and job posting based on “ability” first as opposed to “seniority” (Article S 9:01 of the collective agreement). This is contrary to the language covering all other CAW members under the agreement. Although, it is similar to the language in the COPE collective agreement that has been arbitrated numerous times.

For example, under this clause (S 9.01), CMBC believes that it has the right to award a promotion to a junior employee (for example a promotion from “Mate” to “Master”) who scores higher in an interview, although the senior employee may have been doing the job, in an acting capacity, for up to a year without any problems or concerns. As I’m sure any member reading this article will agree, this is “patently unfair” and we will need to address that “unfairness” at the bargaining table. No one group of workers covered by our collective agreement should be treated differently than any other group.

**Pres. Report Cont...****Trolley Overhead:****(Committee Members: Miles McClenaghan & Rick Yelland)**

Recruitment and retention of Linepersons and “succession planning” is a problem that is “global” in nature but is especially problematic with the small group of highly sought-after workers (16) in this classification. Various initiatives have been floated by the company, to address the difficulty in recruiting Line persons, including, conducting an analysis of the competitiveness of the compensation package paid by CMBC. There are a number of Trolley Overhead Projects expected to be coming on-line, over the next few years, including the introduction of the proposed LRT Evergreen Line from Lougheed Mall to Coquitlam Town Centre and we would like to be in a position to keep this work in-house when the contracts are tendered. The Evergreen Line system that is currently being promoted will require an “overhead line” to be installed and maintained, despite the fact that there is a doubt in many municipal politicians’ minds that this extension will ever come to fruition, as it has been pushed back further and further for a construction start date. However, we will need to be in a position to install and maintain that line, if and when, it is ever constructed.



Other initiatives that have been floated to address the shortage of skilled workers in the Lineperson Classification are the introduction of a CAW/CMBC Apprenticeship Program and the re-introduction of the Line Crew Truck Driver position. There are enormous problems associated with the introduction of either of these initiatives and discussions are ongoing. We are currently far apart on any agreement and we will need to find a process to address the concerns expressed by the CAW members in this department prior to entering into any agreement.

On a more positive note, we have successfully negotiated a Letter of Agreement on “Stand-by Pay” for the Trolley Overhead Rectifier Crew. This has been a thorny issue for several previous sets of bargaining and should go a long way to addressing equity amongst this group.

We have also renewed the “Letter of Agreement” increasing the rate of pay for Linepersons by \$1.00 per hour (to \$34.25 per hour) and improving the payment “in lieu of benefits” for temps to 25% of the basic rate (from 20%), for this classification only, for the duration of the collective agreement.

**Pres. Report Cont...****Parts Department:****(Committee: Keith Poisson and Gordie Robinson, and others as required)**

The administration and application of the “**XX Partsperson Rules**” has been a long standing issue for the company and the understanding and interpretation of these rules has been a complex issue, and all of the parties could benefit from addressing and making the rules more accessible, simple and clear. At the previous round of bargaining, this issue was referred back to the Special Issues Resolutions Committee (SIRC) and subsequently back to a “Special Committee” that was to be struck to negotiate a resolve to this issue. Both sides are currently working on a resolve that is in the best interest of all the parties.

**I am advised by the committee responsible that progress has been made and we are close to concluding a “tentative agreement” (Letter of Agreement) that would clarify and simplify all of these rules. Any tentative agreement reached will be referred to the Executive Board for endorsement and voted on by the affected members at a future date.**

Another ongoing issue that involves the Parts Department, has been the difficulty that we are experiencing in backfilling the Parts Delivery Truck and the Flow Through Rehab Position (Temp Rehab Position, six months max) for the smaller Parts Truck. Efforts are underway to resolve this issue also.

Of course, we are well aware that the Partspersons have had a long standing grievance pertaining to their recognition as “full fledged skilled tradespersons”. For as many sets for bargaining as I can recall, the Union has had proposals on the table that this disparity be recognized by achieving wage parity with the other trades. I’m sure it is a proposal that will be tabled and discussed when the monetary issues are being negotiated. Hopefully we can address the concerns of this group during this round of bargaining.

**Community Bus Servicing & Maintenance:****(Committee members: Gord Robertson, Gary Radar Morrow & Bruce Rhyness)**

In October of 2005, we were successful in negotiating an agreement (LOA) for the fuelling and sweeping of the CSB’s by the Servicepersons as opposed to the CSB Operators (as per the 2002, Adams Award) at PCTC, for an experimental period of six month ending in April of this year. The experiment has proven to be very successful and effective and makes good sense for reasons that are too obvious to go into in this summary report. Therefore, we have renewed the Letter of Agreement, for the duration of the collective agreement (March 31, 2007) and we expect that at a future date, the system will be adopted in all locations where there are a sufficient number of CSB’s to warrant the change.

*Community*  
**SHUTTLE**

The Union has always maintained the position that having Transit Operators fuelling and sweeping their own busses is inefficient and counter-productive and we will continue to push to have this work returned to the Serviceperson classification. CAW Local 111 has always supported our position on this, arguing that having Transit Operators smelling of diesel fuel and sweat from fuelling and sweeping, and then having to deal with the public in a professional manner as a Transit Operator, can be embarrassing and offensive for many Operators. Goodness knows they have a difficult enough time with irate passengers without having to endure insults because they may have an odour of diesel fuel on their uniforms.

**Pres. Report Cont...**

A SCB Committee has been struck to address other areas of concern with the “maintenance and servicing” of the buses. Reports coming from the committee members have been positive and most issues are being addressed through discussion and dialogue.

The issue of a “Show-up Operator” performing pre-trips remains outstanding and there seems to be some difference of opinion as to how this situation came about and what the duties are (or should be). Unfortunately, this situation came to a head at STC recently, where emotions were running high with the perception that the Show-up Operator was checking into the administration on the work performed by our mechanics. The most unfortunate upshot being that discipline was metered out to the Local 2200 Property Rep, at that location, based on an allegation that he incited a demonstration by some of the maintenance members in the shop manager’s office. The Property Rep. denies any such allegation and/or misconduct. Discussions are ongoing, through the grievance procedure, in an attempt to have the discipline removed. We hope that a resolution can be found that will enable the parties to get back to the negotiating table and deal with the issues, without the fear of reprisals on the Union Negotiating Committee member charged with the responsibility of dealing with the CSB issues. Bargaining can be an acrimonious and volatile experience that often times results in heated exchanges that need to be set-aside, without the fear of disciplinary actions resulting, and I believe that this was just that sort of incident.

The Community Shuttle Bus issues, while somewhat problematic for Local 2200, has enormous challenges for our sister Local 111, as we prepare for this round of bargaining. I am sure we will be hearing a lot more about those problems in the very near future

**Commercial Transport Mechanic Apprenticeship. A New Model Introduced:**  
**(Committee: Keith Poisson, Gord Robertson and Mike Smith)**

The Apprenticeship Program, as referenced in the collective agreement and Joint CAW/CMBC Apprenticeship Agreement, is always a subject that surfaces at the bargaining table, but generally the issues are resolved away from the table with people who are experienced and knowledgeable in the area.

The recent agreement entered into between TransLink, BCIT and CMBC that provides for the future sharing of facilities, technology and training, also provides for a New Model of apprenticeship delivery, similar to that adopted by Volvo Mac and BCIT in a partnership agreement.

In essence, this “re-designed apprenticeship program” allows for most of the schooling to be completed in the first two years of the CT Mechanic apprenticeship, with blocks of 16-week schooling and 16-week work experience sessions. There can be as many of 5 (five) 16 week blocks of schooling or as few as 3 (three) 16 week blocks, as adopted in the Volvo Mac model.

The training would include every module currently contained in the current CT Mechanic Apprenticeship Program, plus lots more technology and other training that would be geared to the specific industry of the participating company. In our case it would be transit specific, that is, bus repair and maintenance.

Class sizes would consist of approximately 16 students in each group, mostly graduates from high school whom have been interviewed and selected by CMBC/CAW, as suitable for their program. Issues such as who pays for the schooling and how much the apprentices are paid in the training blocks on the shop floor are all issues that would need to be negotiated. The CAW National Skilled Trades Director (Colin Heslop) has approved the program, in principle, subject to the graduating CT Mechanic having completed the 8000 hours of required training and schooling combined, and achieving the “Red Seal” National Certification Standard.



## Pres. Report Cont...

The New Model will be run parallel to the existing CAW/CMBC Apprenticeship Program, which will not be altered or adjusted in any way, except by agreement of the parties. This new concept represents a huge investment by the parties to the agreement, as there will be a significant number of apprentices that will require to be funded as they move through the four years of the program. No discussions have taken place, as of yet, as to how this will be accomplished.

The Apprenticeship Committee will be charged with the responsibility of negotiating a “Framework Agreement” that will be brought back to the Executive Board for approval, prior to being voted on by the membership. There will be a lot of experimentation initially, as we proceed to work our way through this innovative proposal. The CAW Apprenticeship Committee consists of Keith Poisson, Gord Robertson and Mike Smith (and other CAW members, representing specific groups, called upon from time to time).

*Note: Mike Smith was recently re-elected/acclaimed back on to the Apprenticeship Committee, resulting from a vacancy opportunity, provided under the Apprenticeship Committee rotation and election rules. That is, when the “Apprentice Rep” who sits on the committee graduates, the longest serving member on the committee resigns and an election is held.*

(See an article elsewhere in this publication for more information on the CAW position on the TransLink, BCIT CMBC initiative)

## First Aid Premium & Training



This is yet another issue that was referred back to the Special Issues Resolutions Committee (SIRC) from the 2004 round of bargaining and subsequently back to a “Special Committee” that was to be struck to negotiate a resolve.

A joint CAW/CMBC Report (extensive) has been submitted to the Maintenance Advisory Committee (MAC), a copy of which is available from your Property Reps.

A summary of the recommendations in the report calls for an increase in the number of employees that should be trained and an adjustment to the compensation (premium) paid for employees who hold a F.A. ticket. The report suggests that the savings made from having in-house First Aid Attendants as opposed to an external service provider (St Johns) would easily cover the costs

and likely result in a savings to CMBC. The increase in the “premium” paid would hopefully generate some interest with CAW members, especially now that such premiums have been deemed to be pensionable earnings by the PSPP.

At the MAC meeting on June 12<sup>th</sup> it was agreed that there is now an opportunity to review this program and try to solve the issues prior to bargaining. Issues to be resolved include pay rates and the level of training. CMBC has agreed to consider the issues and put forward a proposal for discussion at the next MAC meeting (Aug 14<sup>th</sup>) for discussion.



## Contracting Out and Contracting In.

This is always an issue that appears at the bargaining table and, again, I expect it will be the subject of some discussion at the next round.

One of the many downsides of the current skilled trades shortages is the need to utilize our current skilled trades to the maximum effectiveness and usage to their skill set, to make up for the shortfall in the availability of qualified recruits for positions within CMBC.

**Pres. Report Cont...**

This has resulted in a significant number of “component parts” being replaced rather than repaired, under the guise of “cost effectiveness”, and thus some of the work that we have traditionally performed, repairing these components, being replaced with the purchase of remanufactured components.

Although CMBC management have stated, several times, that they are not interested in contracting-out work for the sake of contracting-out, they clearly are prepared to contract-out work if we cannot compete or have not got the manpower resources to perform the work.

Management have also made it clear that they are well aware of the “shorter life” costs associated with remanufactured products and that cost would be taken into account, before deciding to use remanufactured components. In short, they have indicated that they are not interested in using such parts, so long and we can rebuild the components and so long as there are spare parts available to rebuild them. A committee has been struck to monitor any change in practice in the purchase of remanufactured components.

*“There have been a number of reported problems with the Reman. Brake Shoes”*

It appears, however, that this is not the case with Remanufactured Brake Shoes.

The current practice of using the Reman. Break Shoes and replacement Brake Drums seems to be gaining momentum. We have established a committee to monitor and assess the performance of the remanufactured parts versus our in-house re-line process. Currently the brake job work is performed with approximately 50% remanufactured parts (PCTC, RTC & OTC) and 50% in-house re-line processing (BTC, STC & NVTC).

There have been a number of reported problems with the Reman. Brake Shoes, including reports of; shoes cracking; linings coming loose; rivets loosening; poor fitting geometry; and noisy braking. Unfortunately, the committee has also reported that we are also having difficulty with establishing a “production line” in-house process. Keeping this work in-house is going to prove to be very difficult unless we can re-engineer the workplace to accommodate a production process that is more effective. The committee (Bruce Rhyness and Al Fotheringham) have had a number of meetings with management to address our concerns. They have suggested that the procedural changes be introduced to solve the problems, including ensuring that we have the equipment necessary to do the work competitively.

On the subject of **contracting-in work**, we continue to push our point home to TransLink, at every opportunity, that we can perform other TransLink work competitively, on a lot of TransLink equipment that is being repaired in out-side non-union shops, such as the Handi-Dart vehicles. We are cautiously optimistic that the “New Partnership Agreement” entered into, with TransLink, CMBC and BCIT, will enable this to happen once we get down to the implementation discussions of the agreement.



**Electronic Technician and Electrician / Merger Finalization**

**(Committee: Al Fotheringham, Bernie Leaker, Mike Melo & Travis Harrison)**

This committee has been meeting in an attempt to resolve the outstanding issues in an effort to finalize this merger that would see only one classification of **Electronic Technician Ground Transportation**, as opposed to the mix of “ETL’s”, “ETLS’s” and “ETS’s” that currently exist. The goal of the committee is to ensure that no one will be unduly negatively impacted as we work towards this final goal and ensure that CMBC will have sufficient qualified ET’s with the required expertise as evolution and retraining make the merger complete and successful. We are cautiously optimistic that we can reach an agreement prior to the opening of formal negotiations in December.

**Redeployment Advisory Committee (RAC)**

**(Sign-up shift scheduling / VTC move from OTC and workplace adjustments)**

See report on *The Status of the move to VTC from OTC*, submitted by Mike Smith, in this edition of the “Newsletter”:

**REPORT FROM THE JULY 12<sup>th</sup>**  
**MAINTENANCE ADVISORY COMMITTEE MEETING**

**Status Updates****VTC**

The contractor has handed the facility over to TransLink. CMBC will occupy the building in mid July to begin set-up of supplies, work benches, etc. Bus transfer will occur Labor Day weekend with book-out occurring at OTC and the buses returning to VTC. There will be no 600V supply in the shop, only a recharge station. An additional push truck will be purchased to move the trolleys around the shop.

**Trolley – TBRP Pilot Bus**

Follow-up required to determine a training schedule. A “show & tell” meeting will be setup with CAW and CMBC once training details are known. A list of deficiencies is to be prepared. CAW representatives will be needed during the trolley delivery period. Also an ET will need to be placed with Keipe to shadow Kiepe personnel.

**OTC Lab/RAC**

Re-deployment Advisory Committee (RAC)  
Logic boxes, which must be “live” tested, will be an issue. A number of cores will be required.

**ET Merger**

Discussion centered on sign-up issues, however, it was noted there has been 3 sign-ups with few problems (RTC was the problem spot). In the last sign-up all ET’s signed without an L or S designation on the sheets. The remaining issue is training of the 7 Lab transferees for floor work.

**Brake Shoes**

It was noted that brake kits with drums have been shipped to PCTC. A meeting needs to be arranged to discuss kitting issues/problems at PCTC. CMBC is keen on bringing in Low Floor kits system-wide but will discuss with CAW at a later date. CAW is still concerned with loosing the work.

**Downtown Service Truck**

The new truck will be equipped with GPS and will be dispatched from T. Comm. by a “Maintenance” type person, likely a seconded CUPE supervisor, not a mechanic. The trucks will be available to be deployed to any location. Initially the truck will run out of BTC and will transfer to VTC at a later date.

**First Aid Committee Report**

There is an opportunity to review this program now and try to solve the issues prior to bargaining. Issues include pay rates and the level of training (Level 1 vs Level 2). CMBC is to consider the issues and put forward a proposal by next meeting to discuss. Also, look at certifying more people.

**Non-Revenue Vehicles**

In view of the recent FOH vehicle sent out for repair, it was agreed that future such decisions to contract out would be discussed jointly. It was pointed out that these types of discussions were consistent with SIRC commitments.

**Vacancies and Hiring**

Recruiting is still an issue. CMBC needs to speed up the hiring process. It was noted recruitment advertising is being placed on some of our larger trucks. The overtime issue was discussed and everyone agreed it is problematic. CMBC will have OT distribution sheets run and distributed to CAW.

Current CT hiring status: 15 vacancies with 5 or 6 at either trainability or offer stage. Eight Pre-apps are scheduled for interview stage. All agreed we must have a constant flow through the system – no career Pre-apps. The Apprenticeship Committee will monitor the movement of the Pre-apps through the system.

**MAC Cont...****Rebuild Kits**

Materials Control will provide a report/list of current remanufactured items. Joint Committee will sit down and discuss the issue.

**New Business****Bus Procurement and Disposal**

Fleet size will be approximately 1584 buses in 2009, current size is 1204.

**Disposal Schedule:**

Sept 2006 – all 1987 & 1989, except 25 best

Sept 2007 – all 1990, except 25 best, and the remaining 25 87/89 to go.

Sept 2008 – 109 D40 high floors, and the remaining 25 1990 to go.

**CAW Appointed Committee Members**

CAW would like to be a part of the selection of CAW members who will be participating on various committees, e.g., bus inspection/selection etc.

**BCIT/FOH Announcement**

An announcement will take place at the BCIT Facility on Great Northern Way, June 13, regarding the merger of FOH and BCIT. Joe Elworthy will be a guest speaker. FOH will send a freshly painted NFIL LF there for display.

**Apprenticeship Committee**

Glenn Williams will replace Ted McLeod on the committee. Some discussion about ET's being brought up to the TQ level and not receiving recognition. The last two were brought up with out receiving congratulatory letters. CMBC currently is looking at retirement numbers and has prepared a report. Joe Elworthy has a report from the Canadian Apprenticeship Forum, which he will distribute, titled "Investing in Apprentices".

**Trim Shop Seat Replacement**

150 USSC drivers' seats have been purchased and will be installed in the 1991/92 D40 HF's. All good Recaro cores that are removed will be used as replacements for worn out drivers' seats in the trolley fleet. In addition, and as a result of passenger complaints about duct taped passenger seats, 1000 of the most common seat cushions have been purchased and distributed to RTC and OTC.

**MAC Structure**

The committee was informed that Gary Strachan would be added to the committee. CAW has elected to stay with its current membership but will bring in members for specific items.

**Justice Institute**

CAW, will determine who will be attending the Conflict course and when.

**Next Meeting**

Pending review of everyone's calendar, meetings are tentatively scheduled for the 2<sup>nd</sup> Monday every two months.

**Next Meeting: August 14, 2006**





## Report on the status of the move to VTC from OTC By Mike Smith

### New Garage issues for the members to adjust to are listed below:

- Swipe cards will be issued to all employees.
  - Access gates will be open from 4am until 8pm and then access cards will be needed to enter the employee parking lot and building.
  - There will be a total of 33 surveillance cameras on the property.
  - There will be an opening ceremony and BBQ held on August 20<sup>th</sup>, 2006 at VTC from 11am until 4pm.
  - There has been a moving company hired to move all employees' toolboxes.
- The moving date will start on Friday September 1<sup>st</sup>, 2006.
  - The question of who drives the buses from OTC to VTC remains to be determined.
  - There are still outstanding issues with the yard lay-out. The committee is working on resolves to some of the apparent deficiencies in the design and construction.

### Personnel Requirements:

- The Union feels that there will be a need for extra Serviceperson "G" positions inside the shop and there is a need for 10 extra "G" men for hostelling and maintaining the garage.
- CMBC is looking at purchasing two vans with carpet cleaning type cleaning units to clean the seats of the buses. The Union also feels that there will be an increase in the number of interior cleaners needed but we are unsure of how many at this point. They will be required to work both dayshift and afternoon shift to make room for an increase in manpower.
- There will be 8 ET positions on the floor at VTC. The balance will be moved to Burnaby.
- At this point in time no new manpower has been requisitioned for the Trades at VTC.

Discussions are ongoing and we will keep the membership informed of any developments.



**“ So Long Winnie ! “**



**Could Someone Find Lenny A Comb ??**



**SUMMARY: SEMI ANNUAL AUDIT REPORT  
FOR THE PERIOD ENDING JUNE 30<sup>th</sup> 2006**

Upon completion of the audit of the Local 2200 books and records and the verification and validation of the documentation presented by the officers, at the request of the trustees, we, the Trustees of the CAW Local 2200 Union, respectfully submit the following Written Report for adoption by the Local Union Membership and the CAW National Union Secretary Treasurer.

**General Comments**

As required by the CAW Constitution the Local Union Trustees are obliged to complete the “Form A-226-86, Trustees Semi-Annual Audit Report”, which is a detailed account of all Income and Expenditures of the Local Union for the six month period specified (January 1<sup>st</sup> – June 30<sup>th</sup>, 2006).

**The Books & Records**

We find the bookkeeping, record keeping and accounting practices employed by the Officers responsible for the CAW Local 2200 Union funds, to be accurate, honest, open and commendable. The preparation for the audit was timely and of good assistance to the Trustees in preparing this report.

**Conclusion**

The financial position of the Local Union seems to be very positive and the finances appear to be managed and controlled in a responsible and prudent manner, by the Officers and Executive of the Local Union

**ALL FUNDS BALANCE, FOR PERIOD JUNE 30<sup>th</sup> 2006**

PREVIOUS BALANCE	Dec 31 <sup>st</sup>	2005	<b>\$339,973.36</b>
TOTAL INCOME			\$397,436.78
TOTAL BALANCE			\$737,410.14
TOTAL EXPENDITURE			-\$364,125.81
BALANCE FOR PERIOD	June 30 <sup>th</sup>	2006	<b>\$373,284.33</b>

*Respectfully Submitted By The CAW Local 2200 Trustees:  
To The Local 2200 General Membership & the CAW National Secretary Treasurer*

BOB BEDFORD

PAUL BURRITT

TRAVIS HARRISON



### **CMBC, TransLink & BCIT form a new transportation training partnership**

CMBC, TransLink and BCIT celebrated a new partnership in transportation training on, June 13 2006, at BCIT's Great Northern Way campus in Vancouver. As leaders in transportation in British Columbia, CMBC, TransLink and BCIT have agreed to work together to design, build and operate a joint heavy maintenance and training facility.

This new relationship has the potential to deliver not only the concept of a shared new state-of-the-art heavy equipment maintenance and training centre where skilled automotive

tradespeople and students can work and learn side-by-side, but also has the potential to reduce costs, while providing a source of skilled trades for the future.

As part of the agreement, TransLink and BCIT will explore opportunities to further develop industry partnerships, pursue applied research related to transportation training programs, and develop a satellite campus that will strengthen all parties' contribution to the economic and social well-being of the local community and the province.

To commemorate the partnership, Denis Clements, president and CEO of Coast Mountain Bus Company, Joe Elworthy, President of CAW Local 2200, and representatives from BCIT and TransLink signed a special ceremonial bus graphic and made presentations at the celebration.

**Below are some excerpts from comments made by the CAW Local 2200 President, Brother Elworthy at the Media Event launching on June 13<sup>th</sup> to celebrate the CMBC, TransLink and BCIT Partnership Initiative:**

#### **Excerpts from comments by Bro. Elworthy**

*"It is important to keep in mind that we, CAW/CMBC, currently have a very successful and greatly admired training facilities and programs, for both tradespersons and apprentices in many trades' areas. The existing CAW/CMBC facilities and training programs have continuously undergone upgrading and improvement over the 100 years that we have been maintaining the Transit vehicles ( especially the bus fleet) in the Vancouver Lower Mainland Area."*

*"Currently, our CAW / CMBC apprenticeship program has over 32 apprentices in the system, at any given time. The vast majority of these being CT Mechanics and Electronic Technicians (Ground Transportation) but we have had apprenticeships in over ten trade's classifications since our inception as a recognized apprenticeship training program."*

*"Like most competitive industrial sectors, in the world of transportation, new ideas, initiatives and improved facilities are required if we are to remain competitive in today's economic environment."*

*"The reality of the challenges of the global skills shortages and retiring skilled workers leaving the workplace and taking their skills with them, appears in newspaper articles daily. This is a reality that we are all too familiar with. It is a constant challenge in addressing our continued competitive survival in the transportation maintenance industry and our need to continue to provide a sustainable apprenticeship programs and standardize Red Seal trade qualifications."*

## Partnership cont...

*"The opportunity for our Union to partner with TransLink, BCIT and CMBC, on designing, building and operating a heavy maintenance and training facility for ground transportation, especially public transit, as in this particular case, makes good sense to our Union, the CAW Local 2200."*

*"We believe that such a facility will be an enormous benefit to the efficient servicing and maintenance on the bus fleet and the ongoing and continuing education and upgrading of our skilled workers."*

*"With evolving technological change continually advancing and challenging us all, partnerships such as this make perfect sense."*

*"As our CAW Journeyman Tradespersons often remind their apprentices, **"You just don't learn a trade and get certified" but rather "A good tradesperson is forever learning and growing in their knowledge and ability"**."*

*"Part of that continuous learning requires us to be open to new ideas and initiatives, such as the Transportation Training Partnership agreement between TransLink, BCIT and CMBC, that we are here to celebrate today."*

*"Our Union and representatives has always been an exponent of initiatives that help to get the youths, parents and educators in our communities interested in apprenticeship training and trades careers. We see this "Partnership" initiative as an opportunity to work with the Educators, the Students and the Corporate Employers, on issues that are important in all areas of transportation training."*

*"This initiative is not just good for Coast Mountain Bus Company, CAW, BCIT and TransLink - but it's good for British Columbia, our economy and our communities."*

***"However, If I have a caution about this initiative, it is that we must make sure that our Tradesperson and Graduating Apprentices (from any programs that we develop) are trained to a National Standard, that is, a Red Seal National Certification, thus insuring that we have a skilled trades program that provides for the safe reliable transportation of goods and people and a training facility and program that we can all be proud of."***

*"I would like to congratulate all of the people who have worked so hard and intelligently to put this Partnership Agreement together."*

*Be assured that the CAW is very much looking forward to working with all of the partners on this project as we believe that it is an agreement that, hopefully, will go a long way to addressing the issues of;*

- a) Advancement of trades training,*
- b) Promote apprenticeship in our school system,*
- c) Provide top quality apprenticeship training*
- d) Address the shortages of skilled workers that are so vital to our economic stability and growth.*

*In closing I look forward to the year 2010, four years from now, when, not alone, will we see many Canadian Olympic Medal Champions take the stage to accept winning medals at the Vancouver/Whistler games, but we will also celebrate the first Graduating Student from the, CMBC, TransLink and BCIT, Partnership Program, walk proudly up to the podium and accept their Certificates as Journeyman Graduates with equal pride, pomp and circumstance. When this happens we will all be winners. I thank you all for the opportunity to address this celebration and for your attention and dedication to this truly "Winning Formula."*



## Montreal, National Skilled Trades Council

By Joe Elworthy



The CAW National Skilled Trades Council held in Montreal on April 7<sup>th</sup> – 9<sup>th</sup>, of this year, was remarkable for one event of particular note; a change in the Bylaws to allow for a Secret Ballot Vote.

As a result of a Bylaw change on the Voting Procedure for Executive Officers, submitted almost a year ago by the Vancouver & Area Skilled Trades council, and a committed and amazing lobbying by the delegates from the Council and our Local 2200, we were successful in accomplishing what others before us had failed to do for 50 years. That is, establish a secret ballot

voting procedure for the Executive Officers of the CAW National Skilled Trades Council.

The need for this change became apparent back in Brampton, Ont., in 2003, when Brother Joe Elworthy made an unsuccessful bid to run for the position of Vice President of the Council, in an attempt to “take out” the incumbent Vice President, a long serving activist from the powerful CAW Local 444. It wasn’t the defeat of Joe that was a surprise. That was to be expected with the so called “guided democracy” manner by which most CAW National Officers are often elected by the Union. But it was the nomination and election process that raised the ire of most of our delegates who supported Joe and even many who didn’t.

The vote is “weighted” with the larger locals having a determined number of votes based on their membership size (Local 444 would have 46 votes and the whole of BC would have 15 votes). But it wasn’t the “weighted” vote that would raise the delegates’ ire.

It was the process. The process whereby an appointed delegate from the Local Union or Area Council would be required to stand up, go to the microphone and publicly declare that they are giving all of their votes to a specific candidate.

The intimidation factor was appalling to watch and the Local 2200 delegation determined that they would begin the long and arduous process of bringing a democratic change to the Skilled Trades Council voting procedure, despite the odds of being successful and against the advise of many senior long serving delegates and officers, who maintained we would never change the practice that had been in place since 1946. It would require 2/3 of the voting delegates present at the Council Meeting (in Montreal) where the vote would take place. It took over a year (and yet another election of officers) before we could get to that voting point in the Bylaw change process.

The Bylaw Committee had “no recommendation” to make on the proposed change. The Executive Board had “no recommendation” to make on the proposed change. The Vancouver and Area Council and Local 2200 Delegates worked the 100 delegates on the floor, in the hospitality rooms, in the corners and in the bars into the early hours of the morning, prior to the vote that would take place the next day. Emotions were running very high and debate and lobbying was taking place throughout the convention centre and the Hotel rooms and bars. Following the “no recommendations” declarations by the Bylaw Committee and the Executive Board, Brother Elworthy approached the podium and made a passionate appeal to the delegates present to “vote with their conscience” when it came to a standing vote. Bro. Elworthy reminded the delegates that the Bylaw change would be decided with “one Vote per Delegate” and the it would take a 2/3 majority; and that it was time for change; and time for democracy in the voting procedure; and time for a solidarity building voting process.

The vote passed by a 75% majority much to the applause (and surprise) of all of the delegates present. History was made and lessons were learned: You can make a difference! You can make changes! Changes are often difficult to effect and accept but change is evolutionary, often revolutionary, and sometimes necessary.

There was a lot of handshaking and some disappointment following the close of the conference but a major change had occurred and solidarity seemed to be stronger and the organization will no doubt benefit from the efforts on the Vancouver and Area Council and the Local 2200 delegation.

## Local 2200 and the Vancouver and Area Skilled Trades Council Join forces in BC Skilled Trades Solidarity Tour



On June 27<sup>th</sup> and 28<sup>th</sup> both Brother's Keith Poisson, V&A Skilled Trades Council President, and Joe Elworthy, Local 2200 President, took a tour of Vancouver Island to meet with the CAW Skilled Trades members on the Island. The tour was part of a follow-up from the Vancouver Conference held earlier in the year (see report in this edition) and partly at the request of some of the Local union Officers and National Reps. responsible for the group of members.

Our first stop was Victoria where we met with a delegation from Viking Air (Aerospace) who are members of CAW Local 114. This group is experiencing enormous difficulty in many areas including apprenticeships (lack of any real programs), rates of pay, certification, step rates and a sense of abandonment by the CAW BC Skilled Workers in other industries. The meeting lasted a good deal longer than expected and we will need to offer more support and do some follow-up when time permits. Sister Denise Kellahan is their National Staff Rep. and is very committed to working with the group and help solve their problems. We have put a proposed agenda in place for the leadership of the group to follow and we will do a progress check at a later date once the summer vacation period and shut down period is over.

We had planned to meet with the newly elected CAW Local 333 (Victoria Transit) Skilled Trades Rep., but time would not permit this to happen so we had to settle for a conference call and agreed to arrange to meet at a later date and keep in contact.

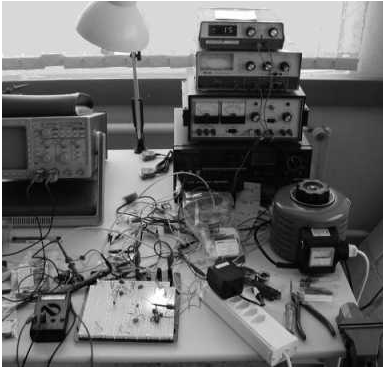
Later that same day (June 27<sup>th</sup>) we headed north to Campbell River to meet with a delegation from Vancouver Island Mines, CAW Local 3019 who are members of the Vancouver and Area Skilled Trades Council. This was followed by a full membership meeting of the group later that evening and a late dinner with the Officers and Stewards. We were available to answer lots of question and address many of the concerns of this group and a follow-up will be required at a later date.

We stayed overnight in Campbell River and headed back to Vancouver the next day. The short tour was very much necessary and appreciated by the groups that we met with. The Joint efforts of the Local 2200 and the Council are very much a part of the commitment that the Local Union has made to promote and advance skilled trades initiatives in the Province of BC, and the commitment that we made when we joined and took over the Vancouver Skilled Trades Council.

We hope to work collaboratively on publishing a CAW Skilled Trades Periodical, a couple of times a year to keep the solidarity building alive and vibrant.

**Submitted by: Keith Poisson  
President, Vancouver & Area  
Skilled Trades Council**





## A Lab Update

**Submitted By: Travis Harrison, ET – OTC Lab**

In the November 2005 issue of the newsletter, we reported on the hub of technology that is the OTC Lab. And as has been cited before, over the lifespan of the Lab, many technological innovations and advancements have been made to the now aging trolley fleet and many other electronic devices.

Since that time, it was announced that the OTC Lab will not be moving with the rest of OTC down the hill to VTC, but rather to Heavy Fleet Maintenance (HFM). The move is based on the idea of having all inventory repair conducted at one location. So as the company looks to build a new HFM in the coming years, having an electronic lab being part of it, there seemed no point of putting money into a Lab at VTC, only to move it a year or two later. Work is currently being done to the electrical shop at HFM to facilitate a new lab that will continue repairing all electronic devices, including trolley components.

Seven of the current fourteen Lab tech's will be moving to HFM, while the remaining seven will move to VTC in the trolley shop, three of which will be on afternoon and graveyard shifts. With the Merger Committee meeting in an attempt to finalize the details of the merger and create one ET classification for all ET's to work under, there is much speculation about what the future holds. This speculation comes not only from ET's, but from mechanics as well, at a time when an entire fleet of new trolley buses are on the verge of delivery.

As anything else, these changes are not always met with open arms, but as time passes, and the original kinks iron themselves out, hopefully these moves prove to be as successful as CMBC has predicted. One thing should be kept in mind, however, and that is that all work is to be done by the members of Local 2200.

## Lessons Learned?

The incident on bus 2901, involving the spilled substance (yet still unknown), was handled unacceptably as we have learned from Greg Watts' report! Has nothing been learned from the waterfront station incident or the bomb threats?

We need CMBC to provide leadership and take responsibility for being prepared for future incidents of this type. It must be understood that as employees of CMBC we are not bomb disposal experts or hazardous material experts. We leave that role to people who are professionals in these fields of emergency response.

Let's not reinvent the wheel. Places like Tel Aviv, Israel, London, England and other major metropolitan cities are prepared to deal with these types of incidents, so let's learn from them. We should leverage these cities' experiences and expertise to write our policies and procedures and tailor the training for our City. With CMBC being responsible for public transportation safety, and in light of the most recent incidents and especially with the Olympics coming, we need CMBC to plan for these types of incidents in the future.

So here is a plea from the workers at CMBC. Let's get prepared! We need policies and procedures to be developed, staff to be trained, and drills conducted to practice what we have learned so that we are prepared before any more of these types of incidents happen and some one else is hurt, or worse!!!



**Submitted By:  
Dave Norvell**

**CAW 2200 Environmental Officer/ OTC Safety Rep.**



## NVTC REPORT

The never ending speculation about the future of NVTC is front and centre once again in my report. As you may or may not recall, the replacement of the North Vancouver Garage has been an on again, off again issue since the 1970's (if not longer). Rather than rehash the entire history I will skip ahead to February 20<sup>th</sup>, 2006. This is when, in a bizarre move, the North Vancouver District Council reversed its decision of February 6<sup>th</sup>, 2006 on the rezoning of the former BC Rail passenger terminal. One of the permitted uses would have been a transit centre.

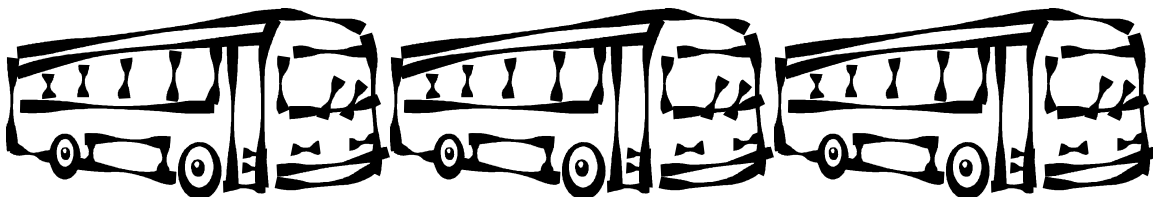
Following this it was reported that a high level committee, including both the Mayors of North Vancouver District and City, would be struck to locate a site for a new NVTC. Well within a couple of months the rumours were back in full swing. First we heard that the high level committee was unable to identify any available land in North Vancouver suitable for a transit centre. Next we heard that TransLink was looking at sinking a bunch of money into the current NVTC so that it could replace our fleet (which is entirely high floors) with low floors. We even saw engineers arrive with a low floor to check roof clearances when raised on our hoist, as well as other issues. Lastly we heard that TransLink was seriously considering sending a letter to both North Vancouver councils stating that they had a set date in which to provide a suitable location for a new NVTC, or else TransLink would move NVTC off of the North Shore.

This last rumour certainly ties in with other rumours we have been hearing regarding the future of another TransLink/CMBC property. I am referring to Fleet Overhaul, which we now hear may not be moving to Maple Ridge, but instead may be relocating in Burnaby somewhere (off of Marine Way?) as part of the new partnership with BCIT. This would allow for the bulldozing of the Burnaby North Buildings to allow more parking, while the Burnaby South Shop would expand into the space vacated by fleet overhaul and thus allow for the possibility of NVTC being absorbed by BTC.

While I realize it is good policy not to spread rumours, I must inform you that a reliable source tells me that the rumours I report here are very much what is being looked at. Further more, these rumours do cause many of our members anxiety about the future of North Vancouver work belonging to our CAW Local Union. I can report that this issue was discussed at the June 2006 meeting of the CAW Local 2200 Executive Board, where a motion was passed stating that:

**“It is the position of CAW Local 2200 executive and membership that all of the current existing and future work performed at North Vancouver Transit Centre will continue to be performed by CAW members on CMBC properties.”**

In solidarity,  
Paul Burritt, Property Rep. NVTC





**Vancouver World Peace Forum**



**By: Al Chitty, Property Rep. OTC**

I attended this “forum” as a representative of our CAW Local 2200 Union, at the request of the Executive Board. The forum, on the whole, was very well put together and organized and presented flawlessly. Kudos go to the VDLC and Mabel Elmore (CAW Local 111) who was one of the main organizers for the VDLC portion of the event. CAW Local 111 should be proud of the professional way the whole thing was conducted by Sister Elmore.



There were many speakers, mostly from the US, that left no illusions to how difficult their task has become with the right wing G.W. Bush politics and ideology that prevail south of the border. I was pleasantly surprised to learn that the AFL-CIO is, without doubt, 100% behind the peace movement. With the split in the largest labour organization over the funding for organizing and growth in the Union Movement, one is never sure where they will come from these days.

They (the AFL-CIO) seem to be, thankfully, united with the peace willingly and overtly support the peace movement, along with the vast documented immigrants, and call for an immediate withdrawal of Afghanistan. Their position is really quite simple. If they can break the stranglehold grip that Corporate America has on the only exportable commodity that Iraq posses (“OIL”), then that could pave the way for Iraq to rebuild itself from the inside.



cause and prepared to amount of non-troops from Iraq and



I did get to see an interesting documentary at the Forum, which relates to this “Ideology”, and, remarkably enough, it documented those very desires coming from the Iraqi Labour Movement. Yes...Iraq actually still has a labour movement, even though the US government is continuously trying to repress it.

What I do believe is that if the Labour Movement in this country, as well as the United States, were to put on a united front to our respective governments, we could really make things happen and put an end to this madness. I think that any governing political party, on either side of the border, would be more than a little anxious if that unprecedented move was to occur.

In closing, it was a great opportunity for me to experience the work of the broader labour movement working towards world peace. And just maybe something good may come from this forum. I, for one, hope so.





## **Family Transit Passes Taxability / Protest Campaign**

**By: Joe Elworthy**

Family transit passes, negotiated into the collective agreement in 1991 with Coast Mountain Bus Company (and other TransLink subsidiaries), that are now the subject of a Canada Revenue Agency (CRA) audit finding, declaring them a “**possible**” taxable benefit, is of great concern to all of our members.

At a News Conference held on July 7<sup>th</sup>, 2006, to kick-off our protest campaign, we had support from both CMBC and TransLink Senior Management Teams (including Denis Clements, CMBC CEO) and Peter Julian, PM for New Westminster (NDP).

Spokespersons from all of the unions representing members affected by this CRA audit finding were on hand to talk to the media and express their dismay and disgust at such an unfair possibility being even considered by CRA.

The Unions have met to develop a joint strategy to respond to the CRA audit finding and in particular to focus our advocacy efforts on key federal politicians.

Our key arguments include:

1. The CRA finding is short sighted and in direct contrast to recent positions on the environmental benefits of employer-provided transit passes and encouraging public transit through tax credits.
2. Changes to the Income Tax Act to allow employer-provided transit passes to be a non-taxable taxable fringe benefit have been proposed for almost a decade.
3. We believe maximum value will be realized if a non-taxable fringe benefit is extended to family transit passes.
4. The CRA has its own internal Sustainable Development Action Plan that has a Commuter Options Strategy and Transit Pass Program as key activities.
5. The retroactivity of the CRA finding appears to be particularly punitive.

We have now received a huge response from many of our concerned members who have joined the protest by sending a letter to their own MP's and we are impressed with the reaction from the CAW Local 2200 membership to this campaign.

If you have not turned in your family pass, you have the option to surrender the pass to your Human Resources department for safekeeping, pending discussions with the CRA.

We want to make sure that everyone can protect their interests by turning in their transit passes and mitigate damages should CRA proceed to determine that the passes are taxable.

We will continue to keep the membership updated on this issue as developments unfold. We will not stand idly by and allow this gross injustice to take place without holding the politicians responsible accountable.



Joe gives his opinion to the media



**EDUCATION CORNER /**  
**COMMENTS FROM ACTIVISTS WHO ATTENDED**  
**EDUCATION COURSES AT CAW FAMILY EDUCATION**  
**CENTRE AT PORT ELGIN, ONTARIO.**

**Marty Roger (Steward, Bodyperson, HFM)**

I attended the CAW Port Elgin Family Education Centre for a Grievance Handling and Harassment course, with brother Chris Saranchuk (HFM Mechanic and Steward) on April 1<sup>st</sup>, 2006.

Brother Chris and I both shared a room together consisting of two

beds, a walk in closet with extra fold out bed, a full bath room and a living room with cable TV. The accommodation was truly excellent as well as the meals that were provided. The classroom was a 5 minute walk away from our living quarters along with the dining hall, whirlpools sauna, full rec. room and gymnasium. The whole place is made to make you feel as comfortable as possible while you are away from home.

Being in classroom set-up for four days straight enables you to absorb the information that is presented throughout the course. Our two instructors were Union Presidents themselves, from Local Unions elsewhere in Canada. They were very thorough on their presentations and spent lots of time on each and every topic to make sure we fully understood their points.

In our class there were about 26 students divided into four separate groups. Each group was given an assignment in class and each person in the group was given the chance to speak to the group and suggest solutions to problems presented by the instructors. Each student was also given the opportunity to do some role playing in various situational scenarios in the Grievance Handling portion of the course. We were all given the chance to experience what a real Grievance situation and Meeting would play out like and how to prepare yourself for a grievance presentation.

While the role playing was taking place the two instructors would let the Union side of the act know if they were getting off topic or not staying focused on the facts of the grievance. This is an excellent way to teach this kind of course in my opinion. We were also given a lot of material from our instructors and examples from standard grievances and precedent setting cases.

After spending five days at Port Elgin I feel that I have gained a great amount of knowledge of grievance and harassment handling that will enable me to represent members with confidence, which is most important. I have also come away with a binder of information that I can refer to, to assist me with remembering the key elements in grievance presentations.

I would like to thank the Executive and Membership of the Local Union for providing me with this wonderful educational opportunity at Port Elgin, Ontario. I am looking forward to putting what I have learned into action and represent members to the best of my ability when called upon.

**In Solidarity,  
Marty Rogers**

**Chris Saranchuk (Mechanic HFM, Chief Steward and Youth  
Committee Co-Chair)**

Like Marty Rogers, I would also like to thank the Executive and Membership for providing me with the opportunity to go to the CAW Port Elgin Family Education Centre on the Paid Education

Leave Program. I feel that the experience has made me a more rounded and informed union officer and more committed as a union member and Steward.

The basic course outline of the Grievance Handling was geared to empower the students and to teach us how to handle a grievance from beginning to finality. The leadership role was established throughout the course by "acting out" scenarios and answering questions on situational positions that the students, as a group, had put together.



**Education cont...**

I got to know Brother Marty Rogers, as my room mate, very well. Even though we work together as Mechanics at HFM, we really hadn't had much time to get to know each other until we bunked up together at Port Elgin. Once I got talking to Marty and got to know him better, I began to realize that there is a lot of talent in local 2200 that is not being fully utilized or used to its full potential. I have also realized that I have not gotten to know many people that I work with as well as I should, and I hope to change this as time progresses.

I hope that with the ever-continuing passing of knowledge that is fundamental to the survival of our Local Union, especially now that many senior members are preparing to retire and move on with the next phase in their lives, we make sure that we do not overlook the great talent that exists with our younger members and that we can tap into the great wealth of information from our experienced officers.

Over the last few weeks I have witnessed some examples of situations where I can use some of the things we were taught to me at Port Elgin. I am very pleased that some of the course material included some actual examples of situations and issues that are happening right here in our local and at my work location.

Upon completion of the course, the last words of advice from our instructors were "...*with all this information you have been given, do not try changing your workplace when you get home, give it time. Let what you have learned empower you*". I look forward to using the knowledge that I have obtained from this course, and look forward to learning more.

**In solidarity,  
Chris Saranchuk**

**Mike Melo (Steward, Electronic Technician HFM)**

As with Marty Rogers and Chris Saranchuk, I would also like to thank the Executive and Membership for the opportunity of utilizing the Paid Education Leave Program. My family and I have just spent two weeks in Port Elgin at the CAW Family Education Centre. We had an incredible time there. The facility and the grounds were just amazing. When we arrived there we were greeted by fellow CAW brothers and sisters that escorted us to our room. After we got settled in we went to the dining hall to have lunch. After lunch we had a little time to ourselves before our first session.

During this time we walked around the grounds. This is when we realized just how big the grounds were. Before our evening session began we had dinner. These are not your ordinary cafeteria dinners. This dinner consisted of roast beef, mashed potatoes, Yorkshire pudding, green beans, gravy and desert. All this on the first night!

After dinner we dropped off our kids at the day-care. This day-care was for school aged children. The groups were divided into 5 and 6 year olds, 7 and 8 year olds, 9 and 10 year olds, and 11 and 12 year olds. The teenagers that went were with the parents for the first session. After this session they were divided into two groups, the 13 and 14 year olds, and the 15 to 18 year olds. At the first session we were told of what to expect for the two weeks. After this introduction we were divided into our respective classes.

During the next two weeks my wife and I learned a lot of new things that the union is involved with, such as the Social Justice Fund and the environment. We had many guest speakers such as Mike Shields and even Buzz Hargrove. We even formed our own local and elected an executive board. We debated many issues and also had a convention where we passed and rejected many resolutions.

In the evenings there was always something to do. We had movie nights, beach volleyball, tug of war, and a casino night. Anything that would go on late, or was intended for adults only, had babysitting provided, even as late as midnight. All in all my family and I had a fantastic time and would recommend anyone to go. It was a real eye opener for my wife. We met new friends that we will remain in touch with for a long time to come. My kids cannot wait to go back again.

**In solidarity, Brother Mike Melo**



## Youth Committee Report

The last big news surrounding the Youth Committee of Local 2200 was the approval of some financial support for the Committee to host a Social Evening. However, with the opportunity to have the Youth Committee get together, came the responsibility of the Committee to commit themselves to completing a task on behalf of the Local. The Executive Board has for some time now been interested in having some renovations done to the Union Hall, and thought that it would be a great opportunity to have the Youth Committee spearhead the initiative.

The Committee met for the first time April 20<sup>th</sup>, 2006, on a social basis with the support supplied by the Executive, membership approved, motion, to brainstorm what possible renovations could be completed to add some pride of ownership to the Union Hall. The meeting was a success, with the suggestions having been submitted to the Executive Board for approval. A copy of the report is available from your Property Reps.

Following the submission of the proposed ideas, the Executive Board came back to the Committee with the information that any work that would be completed would be done in stages, where each stage could be analyzed before the next stage would be completed. With this in mind, the Committee met for a second time on May 24<sup>th</sup>, 2006, planning to narrow down the renovation ideas. Key areas of the Hall were identified and a subsequent report of recommendations was submitted to the Executive for approval. A copy of the report is available from your Property Reps.

At this time the Committee is still in the process of following up on all recommendations.

As most of you may have seen, the Youth Committee is currently organizing a Softball Tournament on August 12<sup>th</sup>, 2006, at Queen's Park in New Westminster. So far interest has been quite good enough members have registered to make for a good round robin type tournament.

Upon discussion with members of the Executive Board and some of the membership, the tournament will now be renamed in honour of the Late Steve Sherwood. The tournament will now be named The Steve Sherwood Memorial Softball Tournament.

I would like to take this opportunity to thank all of the members who have helped bring this idea to reality. Without your help, an exciting event like this one could not happen. Thanks again.

As was mentioned last edition, the Committee will be organizing an Arts and Music Festival this fall. We will be looking at some time in November to get the membership together and enjoy some music, culture, and most importantly some good times. It will be a charitable event with all drinks being by donation, as is the usual practice with most of the Hall gatherings. As well, to benefit a second charity, admission will be two or more cans of food, as the Event will be happening on the eve of the holiday season.

In this edition of the newsletter, you can find a call letter for all artists and musicians. As the notice will state, this event will depend heavily on interest from around the membership. At the time that there is enough talent to showcase, a bulletin will follow informing the rest of the membership of the details of the event.

As always, I will add that if any member is not yet involved with the Youth Committee and wishing to be, please contact myself Brother Travis Harrison to get involved: [tharrison@fastmail.fm](mailto:tharrison@fastmail.fm). Or you can let any other Youth Committee members know.

**In solidarity,  
Travis Harrison  
Youth Committee Chair**

## Youth Skilled Trades Career Fair

Recently the CAW Local 2200 and CMBC joined together to attend a Youth Skilled Trades Career Fair. The Fair took place over two days at two locations across the Lower Mainland, hosted by an organization called The Service Canada Centre for Youth (SCCY). But before I get into any of the details of the event, let me give you a quick background on the agency behind the organizing of this event.



The Service Canada Centre for Youth (SCCY) program is formally known as the "Hire a Student Program." It is part of the youth employment strategy, an initiative by the Government of Canada to help Canadian youth, ages 15 to 30, obtain career information, develop their skills, and eventually find jobs.

The program has been in operation for 35 years and provides youth with a variety of no-charge services. Some of the services the SCCY provides are job search techniques; help with writing resumes and cover letters; practicing interview skills; and the casual labour program – a program to help students find part-time work. All of the services the SCCY provides are available in a workshop setting or on a one-on-one basis, if the need arises. The Centre also provides the opportunity for businesses to contribute to a job-post, at no charge, where their advertisements will be regularly seen by a large number of students ready for employment. As well, they supply information such as wage rates, employment standards, and labour laws, which is a very important service as most of their 'clients' are new to the work-force.

The Centre offers a relaxed atmosphere where students can get advice from the staff or a peer group, as an alternative to the usual teachers and counselors they deal with at their respective schools.

The first day of the Fair was held on the North Shore, at the SCCY's North Vancouver location, while day two was at their Coquitlam location, servicing the Tri-Cities and Pitt Meadows/Maple Ridge region. As the Fair was aimed at Youth, the **Youth Committee of Local 2200** was chosen to represent the union. **Sister Lenora Stenerson, Brother Peter Kovacs, and Brother Travis Harrison** attended, while Paul Bumrah, Manager of OTC, and Danny Wong, Human Resources, were on hand from CMBC.

This was the first ever Fair of its type that the SCCY had hosted, and in my opinion did a very good job of organizing it. There was good exposure around the communities to inform youth of the event. As well, any youth visiting the centres on a regular basis would have had knowledge of the Fair. The Fair was basically an opportunity for the youth involved with the SCCY to meet personally with people in skilled trades and ask questions, so as they can make more educated decisions on what career paths they will eventually choose.

The CAW Local 2200 and CMBC were joined by The BC Federation of Labour; Trade Referral Assessment, Direct Employment Strategy (T.R.A.D.E.S); The United Steelworkers of America; The Construction Industry Training Institute; and The BC Wall and Ceiling Association, as presenters setting up booths.

Between all of the groups involved, youth visiting the Fair were able to get a good idea of what types of jobs are available to them in skilled trades; how to get started in a skilled trade; what types of resources are available to them as skilled trades workers; the types of high-profile companies that employ skilled trades workers; and of course the types of progressive, labour-oriented unions that represent skilled trades workers specifically.

Now on to some of what I would consider negatives to the Fair. Firstly, the buildings that the SCCY work out of at both the North Vancouver and Coquitlam locations may be fine for the day-to-day running of their operations; however, they were a little small for hosting a Trades Fair. Having said this, the facilities accommodated quite nicely the groups that were invited to participate and make presentations, but I believe they were maxed out on space, meaning that if they choose to grow this event they would be wise to look for a larger facility. However, **I believe this was a good choice for the first trial year of the Fair.**

## Career Fair Cont...

Secondly, I think the information that the presenters had prepared for the visitors, and what the visitors expected to receive, were maybe two separate things. For example, CMBC was very well prepared with information from their recent hiring campaign with handouts and so forth, however, the people showing up for information were anywhere from grade 9 to 12. This is to say that none of them had their commercial transport mechanic TQ, or any other TQ, and were therefore not ready for the opportunities CMBC had to offer. **I believe for next time all parties involved could drastically improve their material to maximize the opportunity of the Fair.**

In my opinion, most of the youth that came out were looking for information on what duties particular skilled trades performed, and what steps were required to achieve their goals. I.E. starting with an E.L.T.T program from a recognized trades institute.

In conclusion, it is my believe that the Youth Skilled Trades Career Fair, hosted by The Service Canada Centre for Youth, was a worth while venture for the CAW Local 2200 and CMBC to invest their time and resources towards. As everyone has most certainly heard all of the talk about the shortage of skilled trades workers in this province and this country, it is sure nice to see an organization working toward seeing that this does not happen into the future, by providing skills and avenues for the youth of this country to become successful in their careers and, more importantly, their lives.

For more information on the SCCY and what they do, visit <http://www.youth.gc.ca>.

**In Solidarity, Travis Harrison**



### **7<sup>th</sup> CAW National Constitutional Convention (Triennial)** **Vancouver / August 15 – 18.** **Vancouver Trade & Convention Centre**

This is an excellent opportunity for any officers, activists or rank and file members to experience the “buzz” of our CAW National Convention. The last time it was held in Vancouver was in 1997 and, interestingly enough, I was present and introduced as a guest at that convention, as it was prior to us (ICTU) joining the CAW in 2000.

There is always room for guests to call by and sit in the visitors’ gallery, to listen to the debate on the floor, hear the guest speakers and meet with CAW members from across the country. You may have to register at the Guest Registration prior to being seated as a guest.

There will be about 1,000 registered Voting Delegates seated on the Convention Floor.

Brothers Al Fotheringham and Joe Elworthy will be delegates from Local 2200.

There will be a host of high profile Canadian and International guest speakers giving presentation on many topics of interest.

There will definitely be elections held for at least the position of National President, as Brother Willy Lambert (Windsor, Bus Driver) has declared he will be running against Buzz Hargrove for that position. Clearly a tough hill to climb!

Many important resolutions submitted by the Local Unions across the country, will be debated on the floor of the Convention. The Resolution will be either Policy or Constitutional change Resolutions.

Unfortunately, the five resolutions submitted by our Local 2200 have been voted “Non-Concurrence” by the Resolutions Committee. Some of them the Committee feels are captured in other resolutions submitted and thus they may be rendered moot (we’ll see about that!) - and others (the Political Party Contribution ones) are contrary to the Discussion Paper that will be presented and debated by the delegates (no surprise in that!).

## Convention Cont...

We will report on the outcome of the resolution and the debate following the decision of the Convention Delegates, who are the highest governing body of the CAW Union.

The Convention is generally seen, primarily, as a great opportunity to celebrate the achievements of the CAW Union over the years since we broke away from the UAW in 1985.

Although the debate on the resolutions; election of officers; and presentations by the speakers is, obviously, very serious in nature, the theme of celebration will be felt wherever you run into CAW Delegates and guests, for the duration of this week.

We strongly encourage those you who have a keen interest in the structure, administration and history of the Union, to see if you can make the time to call by and take in the atmosphere. If you are experiencing any difficulty with finding out where we will be seated and would like to meet up with us, before, during or after any day's events, feel free to contact me anytime at 604-328-8724, as we will continue to pick-up messages on a regular basis and would be please to meet with any Local 2200 members.

**Joe Elworthy, Delegate To Convention**

## Comments from the Editor



Every publication of the Newsletter provides an opportunity to report important information to the members of Local 2200. This publication is such a vital link to keep every member informed on the many issues and events taking place around the Local. It also represents a chance to get more people involved, in the form of article contributions. Articles are always welcome and can be sent to [newsletter@caw2200.ca](mailto:newsletter@caw2200.ca).

On that note, I would like to mention the current work being done to remodel the Local's website. Admittedly, the website has fallen behind and has not been utilized to its capacity as being a good method of keeping the members up to date. This will soon be changing. The website will see not only a face-lift, but also some change to its content.

I would like to thank everyone that has contributed to the newsletter in the past and will continue to do so into the future. As well I would like to ask that if anyone has any suggestions as to how to improve either the newsletter or the website, please contact us at [caw2200@telus.net](mailto:caw2200@telus.net).

**In Solidarity,  
Travis Harrison, Newsletter Editor**



## Thank You Courteously

By: Travis Harrison

I was driving through the lovely lower mainland the other day during rush-hour. And incase you are new to the city, rush-hour here is from 6:00am until just after 6:00pm. But that's a whole other issue unto itself.

So I'm driving along and I see a car up ahead practicing the lost art of the turn signal in the hopes of signally his intentions to change lanes, like any responsible and respectful driver does.

*Thank You*

Concurrently there are six cars in front of me with six separate but equally self-absorbed and inconsiderate pilots. Each and every one, one at a time, speeds up as to force the lone car, with its flashing

amber lights and properly adjusted mirrors, to come to a compete stop so that none of them have to deviate from their originally plotted courses.

It comes to my turn. I ease the brakes on and give a little 'toot-toot' on the horn, to let him know I see him there and I understand what he is trying to do. Now please do not let this mode of implementing the horn function be confused with the much louder and longer 'honk-honk' heard constantly by inpatients hoping to get home some five minutes sooner to see that extra commercial break during their carbon-copy home-renovation show. Of course that's a whole other issue .

Immediately the driver sees me in his mirror and executes his move. As he merges into the lane I am in and then again into the turning lane beside, he does an odd movement with his hand as it hangs in the air between his passenger and driver's seats. It appeared like a gesture of some kind and if I had to compare it to something I would probably choose a wave.

*Merci*

The whole rest of the way home I thought about what had transpired. Driving in the city you get used to the usually gestures given by drivers; the middle finger and better yet the power finger; or the bang-bang; or the raised, clenched fist; or the cutthroat; or the flipping fingers from under a chin; or the forearm jerk; or even the wanker from time to time; but I'd never seen this wave.

*Gracias*

When I finally arrived home, I began feverishly phone-calling everyone I knew in the hopes that someone could explain to me the meaning of such a gesture. I called and called to no avail. I even googled it. After some amount of hair-pulling I took a walk to reflect. As I walked I saw an older neighbour in a truck backing a trailer into his driveway. As he did some amount of cars

had stopped to allow him the time and space. Once safely into his driveway, he turned to the line-up and, out his side window, gave them all the same waving gesture I'd seen earlier.

Quickly I strolled over to him to inquire. I gave him the story and explained my attempts to find out what it was. He was baffled that I was baffled but continued to explain it to me.

"It's simply a courteous hand gesture made to symbolize a thank you from one member of humanity to another."

Now, originally, I intended this article to be a stand-alone piece of satire to comment on some of the ludicrousness of our society. However, after some sharing of this document, it was brought to my attention that any of what you or I have encountered on the road, is nothing when compared to what every member of our Sister Local 111 must endure everyday, all day, as part of their job.

*Obrigado!*

I would like to now dedicate this piece to every member of Local 111, as a way to acknowledge the hard work and dedication that they face day in, day out. Thank You.

## Calendar Of Events August - November, 2006

August 12 – Softball Tournament

August 14 – MAC Meeting

August 15 -18 CAW National Convention / Vancouver

September 6<sup>th</sup> – Health & Benefit Trust Meeting

September 7<sup>th</sup> – Executive Board Meeting

September 15-17 - Skilled Trades Council / Windsor, Ontario

September 23<sup>rd</sup> – CAW Golf Tournament

September 28<sup>th</sup> – Presentation of Bargaining Proposals / General Membership Meeting

October 12<sup>th</sup> - Executive Board Meeting

October 26<sup>th</sup> – General Membership Meeting

October 26<sup>th</sup> - Nominations For Elections / General Membership Meeting

November 9<sup>th</sup> - Executive Board Meeting

November - BC Fed Convention

## STC Retirement Party For Winston “Winnie” Rose



Enjoy !!!