

MARCH 27, 2006

CAW  TCA
LOCAL 2200

NEWSLETTER
ISSUE #12
MARCH 2006



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Chief Editor - Joe Elworthy
Editor - Travis Harrison
Editor - Tim Snider

Local 2200

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President's Report

Since our previous edition of the CAW 2200 Newsletter (December 2005), we have witnessed a number of significant events that I will review, and reference in this report.

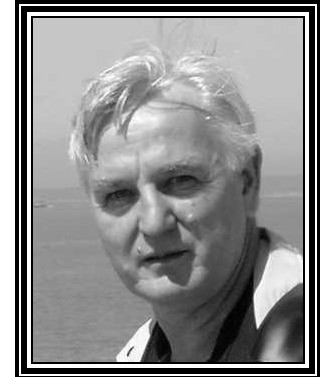
Another "Annual Sign-Up" Successfully Completed

The December 2005, Annual Sign-Up (shifts and locations) was completed without noticeable incident. Of concern, is the move to the new VTC facility from OTC, scheduled to take place in September; the redeployment of manpower planned to accommodate

the arrival of the New Trolley Fleet; and the phasing out and eventual retirement of the old Flyer Westinghouse Trolley Fleet, over a two year period. The news that the OTC Lab will not be relocated at the new VTC, but instead, will be transferred to the HFM facilities, has caused significant concern. However, this is only the beginning of the planned changes, by CMBC, for staffing and maintaining the new Trolley Fleet. A Committee has been struck to ensure that the Union has input into this project and we will communicate and report back to the members as information becomes available.

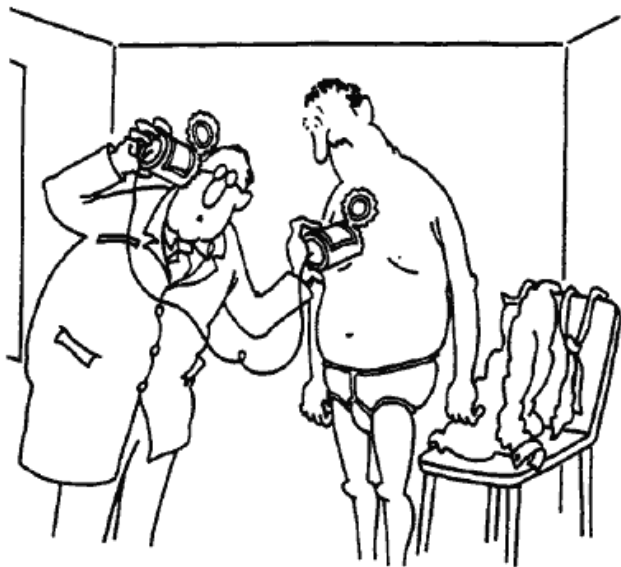
Federal & Provincial Politics / Union in Politics Committee (UPC)

On the political front: another Federal Election has come and gone. Buzz Hargrove (CAW Nat. Pres.) has been kicked out of the Ontario NDP for his, allegedly, "treasonable", "strategic voting" advocacy (anyone but Harper and his Conservative Party) and publicly campaigning alongside outgoing Prime Minister, Paul Martin. Meanwhile, incoming Prime Minister, Steven Harper, and his Conservative Government, are already busy "back-tracking" on Federal Child Care Programs (with more regressive legislation to follow, I'm sure). And most of us are expecting we'll be back at the polls within two years, doing it all over again.



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.

On the provincial political front: the major story has been the lack of Government funding and cuts to the Ministry for Children and Family Services (and other ministries); the deplorable conditions that have resulted in the death of, at least one child, (Sherri Charlie); and the ever present threats to privatize the administration of this Ministry and the contracting-out of many Government Administration Services to outside service providers.



"Don't blame me, blame lack of funding."

The good work that the NDP critic, Adrian Dix, is doing in keeping this issue in the public eye is laudable.

On Public Transit related issues, we have the decision by the Transportation Minister, Kevin Falcon, to review the TransLink "Governance", mandate and long-term financing by August of this year. This review will include issues that include; vehicle levy; the transit strike of 2001; the Canada Line; and CNG bus decisions that have been compounded by governance; mandate and funding challenges. These issues have been especially challenging with directors being appointed to just a "One Year Term". The fact that the province did not fill their three seats at the Board Table has not helped matters either. There is much media speculation on what the eventual outcome of this review may mean but it is important to keep in mind that it is only "speculation" and should be taken with a grain of salt. The Union will continue to update the membership on what is happening during the governance review and we

will provide regular updates on the process as it unfolds.

Local Union Politics

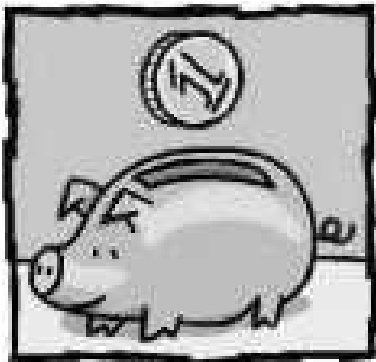
The Local Union Executive Board Elections (Property Representatives) have been completed over the December/January period. Most executive officers were acclaimed back into office. Elections were required at only two locations (OTC and HFM) and the newly elected/acclaimed executive officers have already had a couple of meetings behind them, with the major agenda items being the preparation for collective bargaining and the ongoing representation of the our Local 2200 members.

Congratulations to all of the newly elected/acclaimed executive officers and thanks to the out-going officers for serving. A special mention of Brother Ian Morrison (STC) who had declined to run for re-election at STC (for personal reasons), I would like to recognize and thank Ian for his many years of service, dedication and hard work as an executive board officer of the Local Union.

The "Table Officer" elections (three year term) will take place in December of this year. In the mean time, the current table officers will continue to function as the Bargaining Committee and prepare for bargaining accordingly. "Bargaining Surveys" will be prepared for distribution, by, no later than September. "Notice to Bargain" will be issued to CMBC in December of this year. The current Collective Agreement expires on March 31st 2007. The final negotiated wage increase, of 2.5%, will take effect on April 1st of this year.

Pension Contribution Increases

It is unfortunate that the April 1st wage “increase” of 2.5% will be significantly negated by the 1.88% Pension Contribution increase (take home pay “decrease”) levied on the “Employees” contributions. The 1.88% increase levied on the “Employers’ contribution” will require CMBC to seek extra funding from TransLink to fund their “employer” increase.



The Pension Trustees have determined that this increase is required to secure future plan members pensions and there is no negotiating with the “Pension Plan Partners” (BCGEU and Government Finance Ministry) that can change this Trustee decision. In fact, this is the first “Trustee Ordered” increase since the advent of “Joint Trusteeship” in 2000.

Some of you will remember the 1%, “18 month **holiday**” that was negotiated by the Plan Partners” in 1999, to help sell collective agreements negotiated under government “wage restraints” (rejected by 51% of the membership and later accepted by 53% of the members, under the former ICTU).

Not many of you will have been aware that the “**Employers’**” also awarded **themselves a 2% reduction in the pension contribution rate, at that time.**

All of this was part of the “Joint Trusteeship Agreement” (the deal, Union and Employer Trusteeship) negotiated. Small wonder that six years later (and some poor investment returns in the years 2000 - 2002) the Pension Trustees are requiring appropriate funding to cover predicted shortfalls. So the “employer” has to cough-up the 1.88% (almost give back the 2% they awarded themselves in 2000) and, we, the employees, who never got any reduction (just a 1%, 18 month holiday) are required, by law, to equally make up any shortfalls, with a 1.88% increase, effective on April Fools Day and deducted from your April 15th pay cheques.

There is no mention of any of this from the Public Sector Bargaining Committees, during the current round of bargaining. It appears to me, that most members haven’t fully realized what is happening. The full realization will occur when they see their increased Pension Contribution on their April 15th pay cheques and wonder what has happened to the 2.5% wage increase that was to take effect on April 1st.

(See Pension Contribution Rate Increase article elsewhere in this publication)

Public Sector Bargaining & Settlements

As we go to press, with this edition of the “Local 2200 Newsletter”, many of the Public Sector Unions have either reached tentative agreements - or are close to reaching agreements - with the BC Provincial Government. Although, as CMBC employees (a TransLink subsidiary.), we are not deemed to be Public Sector Employees, per se, that is, we are not bound by the Public Sector Employers Council (PSEC) guidelines. However, we are very much “tied to the hip” of the broader public sector, as it is the tax payers who, ultimately, pays our wages, through “Transit Levies & Taxes” and we are members of the “Public Service Pension Plan”. Unfortunately, - for reasons that I will not elaborate on in this article - we were not invited to partake in the Public Sector Bargaining Committee “weekly conference calls” (CAW Staff Reps. took on this role), as has been the case for the previous five rounds of Public Sector Bargaining (for almost 20 years I had been invited to participate on that committee), therefore, we have very little information as to what has been discussed and what impact, if any, it will have on our upcoming 2007 negotiations.

From the information that we can put together, at this stage, it would appear that the “pattern settlements” are providing for approximately a 10% wage increase (2.5% in each year or a similar permutation) of a four (4) year agreement (designed for stability through the 2010 Winter Olympics), and “signing bonuses” of approximately \$3,500 - \$4,000 for every member of the bargaining unit. The BCGEU maintain that the “signing bonus” equates to \$1.10 per hours and was negotiated to make up for the inflation increase over the years when their members received no increase at all (2004 & 2005).

Public Sector cont....

CAW was successful in negotiating a 2.75% increase for our members over this period. The BCGEU have been successful in negotiating some good benefit increase in their extended health and health care package. Your Bargaining Committee is currently researching the benefits negotiated at all of the “tables” where a settlement has been reached.

It would appear that there is a “Market Adjustment” provision in the Public Sector packages, whereby skilled workers may receive “wage adjustments”, if the case can be made that they are being paid below the labour market rate, and there are significant problems experienced with “recruitment and retention” of these workers. We are informed that our sister union, Victoria Transit, CAW Union, Local 333 (BC Transit Crown Corp, thus, Public Sector) are close to reaching a tentative agreement, similar to that referenced above, however, from the information available, they would appear to be having great difficulty in attempting to achieve a “Market Adjustment” for their skilled trades workers. **Apparently, there is no case that can be made suggesting that there is any problem with recruiting and retaining skilled trades’ workers.**



Settlements must be reached by March 31st to access the “signing bonus carrot” that has been dangled by the Liberal Government negotiators. I’d still rather have percentage increases, (such as those that we negotiated in 2004-2007), and have the employers’ convert, the “signing bonus carrot”, into a percentage wage increase, for all of the obvious reasons to any negotiator familiar with compounding wage increases and pensionable earnings calculations).

BC Labour Relations Board, Section 12 (Failure to Represent) and BC Human Rights Commission Complaints and Decisions

In the previous edition I reported on a complaint before the Human Rights Commission on the transfer of seniority from, Transit Operators, to any Local 2200 classification, that an Operator is accommodated into, under the Duty to Accommodate requirements of the code.

It was my view, that this complaint was based on the “pillars of fairness” that should apply when a disabled member has to be accommodated from their current position to another position, within the bargaining unit. I am please to report that the BC Human Rights Commission has “**dismissed**” the complaint by a Local 2200 member, accommodated to a Serviceperson from a Transit Operator. A copy of the decision is available at the Union Office or on the BC Human Rights Commission web site.

As for two LRB Section 12 complaints (Failure to Represent), filed by a SeaBus member, with the BC Labour Relations Board, I am also pleased to report that both of these complaints were **dismissed** without the requirement of the Union to even make a written submission. **This is testimony to the great work that our officers and stewards are doing with the representation of our CAW Local 2200 membership and, in my view, is an endorsement of that work.** A copy of these decisions is available at the Union officer or on the BC LRB web site.



Respectful Workplace Issues / Workplace Conflict / Incidents and Concerns

Over the past few months we have had a significant increase in the number of “workplace incidents” that have resulted in the metering out of discipline by the company,.

There have been three (3) independent investigations (two climate assessments and one harassment investigation) conducted by CMBC, in an attempt to get to the root of some of the problems. The two “Climate Assessment Reports” are available at the office, for members who are interested in reading them. I am optimistic that they will be of assistance in resolving workplace conflicts in the areas where the conflict occurred. The “Harassment Investigation Report” (conducted by Susan Lagace, Independent Consultant), which involved some of our members, was a two part investigation. One part of the report is strictly confidential to the members who submitted harassment complaints (One complaint was by a COPE member, no longer working at CMBC).

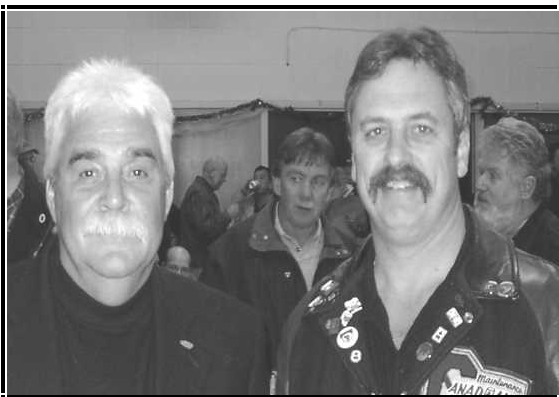
A second part of the report pertains to issues at OTC. Although, the report is confidential to CMBC, I have asked the CMBC Director of Employee and Occupational Health (Sandra Hentzen) to provide a summary of the findings, the recommendations and the intended actions that will be taken by CMBC, arising out of the recommendation of that report.

This summary is reported elsewhere in this edition or that “Newsletter”, as many CAW who participated in the investigation (about 35 CAW 2200 members) have expressed their desire to know something about the outcome of the investigation.

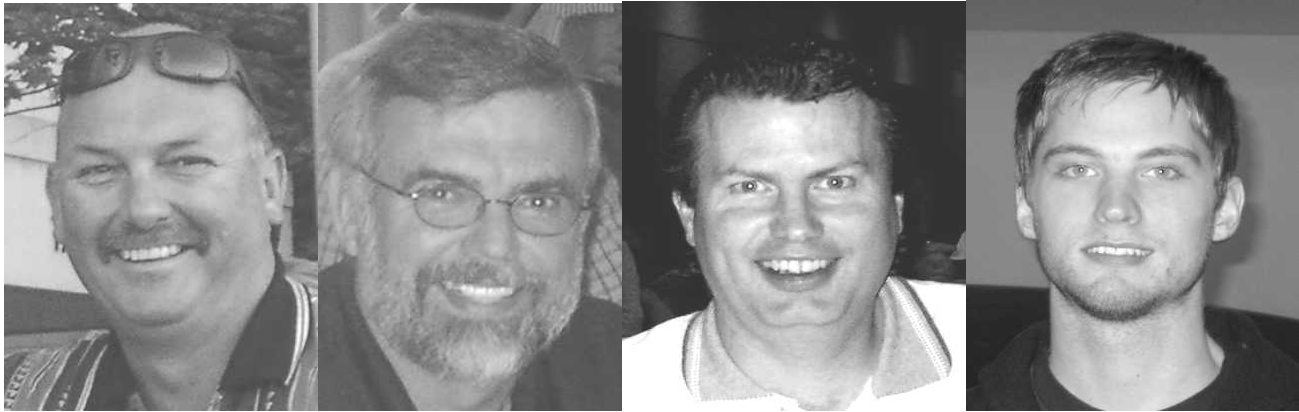
(See: Harassment Response Regarding Maintenance Issues, by Sandra Hentzen , CMBC).

**A Respectful
Workplace is
Everyone's
Responsibility**

**PREVENT ♦ STOP
intimidation, harassment,
& bullying at work.**



Xmas Party '05



SUMMARY: SEMI ANNUAL AUDIT REPORT
FOR THE PERIOD ENDING DECEMBER 31st 2005

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, (July 1st – Dec 31st 2005).

The Books & Records

We find the bookkeeping, record keeping and accounting practices employer by of 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 DECEMBER 31st 2005

PREVIOUS BALANCE	JUNE 30	2005	\$314,373.29
TOTAL INCOME			\$361,549.98
TOTAL BALANCE			\$675,923.27
TOTAL EXPENDITURE			-\$335,949.85
BALANCE FOR PERIOD	DEC. 31 st	2005	\$339,973.42

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

STEVE MOON BOB BEDFORD PAUL BURRITT TRAVIS HARRISON

PUBLIC SERVICE PENSION PLAN REPORT
Contribution Rate Increases & Future Benefit Security



As Pension Plans world wide experience challenges, resulting from an overall decline in investment returns, it should come as no surprise that the PSPP is not exempt from this phenomena. Whereas, the Plan has had some very good recent investment returns: 2003 = 21.4% - 2004 = 8.9% - and 2005 looks good, but the stats are not yet reported. The investments returns are smoothed out over a five year period and it is the poor returns prior to 2003 that the Plan has to overcome.

Thus, the decision by the Board of Trustees to increase the contribution rate, for both the employees and the employer, by 1.88% of gross basic pay, effective April 1st of this year.

This pressure on Pension Plans is being experienced by most private and public pension plans in Canada. The “family” of Pension Plans that we are associated with, that is, the Municipal, College and Teachers Pension Plans, have all been subjected to similar contribution increases, some as high as 2.22 % (College Plan).

On the brighter side of things, the PSPP has not decreased pension benefits, unlike many of the drastic cuts that have occurred in the United States and elsewhere. In fact, retired members in 2006 have seen their pensions increased by 3.4%.

Unfortunately, retired members have seen the costs of the “Group Health Benefits” increase to the extent that the separate account set aside to pay for these benefits (the Inflation Adjustment Account or IAA) could not cover these costs. The Group Health Benefits are not, strictly, part of the “defined pension benefit” and should be viewed distinctly as separate benefits with separate funding. The funding for these benefits, through the IAA account, is not controlled by the Pension Trustees but rather negotiated by the Plan Partners (BCGEU and Ministry of Finance). When the Liberal Government almost doubled the cost of the Medical Services Plan Premiums and made drastic changes to the design of the Pharmacare, there were insufficient funds in the IAA account to cover the increased costs and these costs were downloaded on to retired members, much to the surprise on most retired members who felt these benefits were guaranteed for life.

In the previous round of Public Sector Bargaining (2004) the “Partners” negotiated an extra 0.5% increase in the IAA, to cover these costs (0.25% paid by employees, effective April 2005 and 0.25% paid by employers, effective April 1st 2004). It is hoped that this increase in funding will defray any further increases passed on to retired members. With health care costs rising at the rate that they are (much faster than the consumer price index, CPI), this is likely going to be a major challenge into the future. Many workers who have not yet retired have expectations that their pensions will be protected against inflation. The juggle between health care costs and inflation protection will be of interest for members planning retirement into the future.

So what does the future hold for those active members contributing to the plan; those planning retirement; and those who have already retired?

To answer that question, it is important to have some understanding of the Law that governs Pension Plans and Trusteeship. Prior to the Joint Trust Agreement (agreed to by the Plan Partners, 2000), the Government was the sole sponsor of the pension plan. The Government assumed responsibility for any “unfunded liability” but they were also entitled to access any surpluses generated by the plan.



Pension cont...

In the March 2002 the actuarial valuation reported that there was approximately \$550 million dollars in surplus and approximately \$900 million in the previous report, 1999. Unfortunately, today, there are no surpluses to be considered, but rather a deficit of over \$700 million dollars, that needs to be funded and the Trustees are required, by law, to increase the contribution rate, if the pension plan is at risk, as per the provisions of the Pension Benefits Standard Act of BC.

So the short answer to the above question is that...so long as the Trustees continue to insure that the plan is appropriately funded - and - so long as there are enough active members to fund the plan - our pension benefits will continue to be guaranteed. However, expect continuing pressure on the "Group Health Benefits" into the future.

However, what is cause for concern, is the continuing pressure on privatizing Government Services and the bubble of retiring baby boomers, that could create a serious imbalance between "active" and "retired" members. Clearly, there is a limit to how much active members are prepared to pay for a benefit that is not "on the radar scale" for most younger members (many would prefer to have the money in their pay cheques).

It is my view that we may face some very serious challenges in the longer term, as demographics; inflation; cost of health care; and the ratio of active to retired members; impact the Plan Funding.

The Public Service Pension Plan website is located at www.pensionsbc.ca. The website contains valuable information about various aspects of the Plan. During the quarter, the following new items were published on the website:

PensionNews: Summer 2005
 Pensionfacts: Transferring Service
 Pensionfacts: Post-retirement Health Benefits Coverage
 Quickfacts: Health Benefits for Retired Members
 2005 Report to Members

Contact Public Service Pension Plan:

By phone	250-387-8200
By fax	250-387-4199
By email	pspbt@pensionbc.ca

**Report Submitted By
 Joe Elworthy**



Xmas Party '05



OVERTIME DISTRIBUTION RULES

An opinion by Rick Yelland

Overtime premiums have been negotiated and were set very high to reflect the importance we all place on our individual time off. When Unions first achieved the right to have two consecutive days off each week, our forefathers were very reluctant to give that time back. Realizing that circumstances and emergencies would come up from time to time, agreements were made to allow the company to tap into our time off but it was going to cost them. At CMBC we have generally stuck to the premise that if you want me to give up my time off, then it is going to cost you double time. We have exceptions such as some training and make-up days that are paid at 150% of straight time, but as a rule, OT incurs 200%, or more, of straight time wages or double the time off with pay (up to 75 hours per year).

We all know, everything seems to cost a little more and our dollars just don't stretch as far as they used to, (especially under this current liberal government with increases to Health care, education, recreation, property taxes, license requirements and eye exams, to mention a few – sorry I digress). As we feel the pinch, it tends to force us to look at ways of expanding our income. Working overtime is one method but it is limited and therefore when it comes available, quite often there are more people waiting to work OT than there is OT available. There would appear to be no more contentious and divisive item within our Union than how overtime (OT) is distributed.

Therefore, we must set up rules to ensure it is distributed fairly. The collective agreement captures this principal by saying at M 2.02: "Overtime work in garage departments will be assigned to employees in rotation as far as is practical starting with the senior employee." The most important principle that this clause attempts to capture is that of "rotation". Seniority is the order in which it is to be rotated throughout the entire roster of eligible workers. The principle is not that the senior employee always gets all OT. It is that all employees should get a shot, in rotation, starting with the senior eligible employee. In most garages, fair and equitable systems of distribution have been worked out. In fact at almost all properties in maintenance, the overtime is handled and distributed through Union reps.

The Company sets limits and requirements, tells the Union rep how many employees they need and we go through the lists and give them the manpower they require. This system has been working quite successfully for several years with a huge reduction in grievances caused from assigning the wrong person to work at any given time. We still do make mistakes and there are countless arguments as to exactly whose turn it actually is. However, we generally have the ability to make things right, as long as proper records are kept. If a mistake is made, in almost all cases, it can be rectified.

What constitutes a mistake? Who decides when a mistake is made? How is it to be rectified? Who should be called in any given circumstance? What are the rules for specific OT distribution?

As stated previously, the collective agreement lays out the basic principal. Further to that, our Local 2200 By-laws go further and spell out specific limits to the individual OT that can be worked.

By-Law 13.01 Day's off overtime

Maintenance members of Local 2200 be allowed no more than two (2) days of overtime work per pay period and no more than five days consecutive days worked.

Any variance to this bylaw (with exceptions to "X" "XX" men) must be approved by the President or Executive Board.



Overtime cont...

As well the By-laws lay ultimate responsibility of fair distribution of OT in the hands of the Property Rep. By-laws 13.02

That Property Reps, along with the assistance of shop stewards at each garage, be responsible for policing the equal distribution of Overtime.

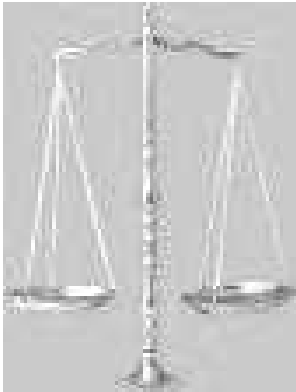
Given that both the collective agreement and our By-laws point to the importance of proper distribution of OT, and also given that every property, shift and classification has slightly different rules as to how the OT should be distributed, it may well be time to attempt to standardize these rules.

To begin with, we need to get a handle on the current rules that are being used. After this we need to determine the effect of these rules and more specifically how effective they actually are in regards to the principle of fair distribution.

The first thing that I have come to realize is that there is a big difference between “fair” and “equal” distribution. Some systems are centered on the principal of “equal” distribution of OT. In other words, if someone has worked less actual OT, then they are the first ones to be asked until they catch up. Other systems center on “fair” distribution whereby a list is set up with all the eligible employees and OT is “offered” through a rotation system. If a person can’t or doesn’t want to work, then they are by-passed until everyone on the list has been offered a chance. Calling one system “fair” and the other “equal” is not intended to say one system is better or worse than the other is. I am just trying to identify and describe the current situation of OT distribution in terms we can all understand.

In order to clarify these systems, I will attempt to lay out the various rules that govern each system. Please keep in mind that each group has their own nuances and idiosyncrasies in how their system works. I will be talking in generalities and may miss some of the specifics of your particular way of handing out OT.

The Equal Distribution Method of Handing out Overtime



In the Equal Distribution method, OT is generally always offered to the senior eligible member who has worked the least amount of Overtime within the predetermined time frame.

The first contentious issue with this system is the time frame that records are kept for. I have found that when OT is abundant, the time frame is generally shorter. For example, if everyone in the classification is being offered Overtime at least once a week, it would not be unusual to zero everyone out on a monthly basis. Therefore, any OT you did or didn’t work in the previous month would not be taken into consideration. As OT is generally more scarce than that, or it is seasonal in nature most groups tend to zero out everyone after change over and continue to count all OT until after the next sign-up. The longer the time frame generally tends to allow for amore equal distribution of OT, but it can be quite a cumbersome system for those keeping the records, especially where different shifts and days off are considered. The benefits to this system are that actual OT pay tends to be distributed evenly amongst all those interested in working OT T The down side is that there is a perception that employees can then pick and choose when they want to work. For example, they could pass on all the heavy or dirty work and then be first in line when the gravy work comes along. I say this is a perception because I could find very little evidence that this was even being done. People who are interested in working OT generally as a rule take the O\T as and when it is offered, choosing not to take the chance that it will be available later. In this system, being unable or unwilling to work is not counted against the individual; only times actually worked are counted.

The “Fair” Distribution Method of Handing Out Overtime

In the “fair” distribution method, OT is offered on a rotating basis starting with the senior person. A person is asked to work OT and either they choose to work it or they refuse. Either way, they are taken off the list until the next overtime. It is then offered to the next person on the seniority list. Both time worked and or times refused are counted the same. The person handling the OT distribution just keeps going down the seniority list until someone agrees to work. The next OT is then offered to the next person on the list who has not been asked. There is no regard for how much OT a person has worked in the past. The key to the “fair” distribution method is that everyone is given the same “opportunities” to work as everyone else. The down side to this is there is no way to balance out OT that is regularly offered on the same day of the week - for example when coverage is needed for a long term absence, and is only needed on Fridays. People working on Fridays don’t get the opportunity to work OT, while people with this day off are offered all the OT. Different shops generally have specific rules to help to redistribute the OT to take into account different scenarios. This is the most common form of distribution of OT.

These appear to be the main types of OT distribution or some variation there of. At this time, many members have requested a firm policy with defined rules that would address virtually every scenario. This is a difficult task indeed. The Local Executive Board, through the Table Officers, is attempting to put specific rules down on paper for the membership to endorse. We will be keeping you posted on our progress and hopefully come up with answers to all the questions that are raised in this article. The single most important principle must be that whatever system of distribution is used, it must be fair to all the eligible members.

If you have any ideas, comments or suggestions please feel free to let one of the four Table Officers, (Joe, Al, Mike or Myself-Rick), know so it can be taken into consideration. In the mean time, I would like to take the opportunity to compliment and thank all the reps that are currently taking on the job of handing out the OT. Your work is not going un-noticed or un-appreciated.

In Solidarity, Rick Yelland

A WORD OR TWO

by Travis Harrison



So if you have been turning the pages looking for information solely dedicated to your current situation and interests, this may be a waste of your time.

So going on, there are a few things I would like to try and mention.

Firstly, I was concerned, and maybe overly, about a possibly misplaced apostrophe. Some may even have become offended. So is it “boy’s club” – like one boy’s possession – or “boys’ club” – like many boys’ possession – or is it boys club – like a football club? With the

risk of controversy, I would like to stand by my original intention.

Secondly, it seems maybe a perception has been created to suggest something, based on a previous article. Hopefully I can clear the air in what I consider an acceptable medium. I’ll briefly compose myself (deep breath) Okay: I was not kissing the ass of the Executive Board. Maybe using such a strong statement can be proof itself.

So shifting on. Thirdly. I think, maybe, the perception is still that a boy’s club does exist... Well, that’s because it does and this is nothing I have not already sung. So if you’d like to see what its like, I’ll let you in on how. It’s simple, but requires one thing of each prospect: show up to General Meetings. Past that, the Club is a good place to meet up and relax, and make of it what you will.

So pushing on. Lastly. I would simply like to say that at this point, that if you have made it to this point, I thank you for your time and open mind.

MAINTENANCE ADVISORY COMMITTEE MEETING
February 6, 2006 Notes / (These are Joint CAW/CMBC Notes)

Status Updates**1. Trolley – TBRP Pilot Bus**

Dave Valley to follow up with Denis Welch to determine training schedule. Dave Valley to set up a “show & tell” meeting with CAW and CMBC once training details are known.

2. Hybrids

The hybrids are up and running. There are some minor maintenance issues. Initially DDABC were to remove and repair warranty hybrid components; however CMBC and DDABC are working together to resolve most issues.

3.ET Merger

Non dual qualified ET’s status be changed/grandfathered to the “ET” designation. A team will look at the ET distribution due to the Lab moving to FOH and the Trolley requirements. All future employees will be hired with the 2-year diploma. Aircraft Instrumentation Mechanics could be considered as well. The program will be revisited to ensure it is on track.

4. CNG Buses

Update on current TransLink CNG purchase – 55 to 73 CNG buses. All will be stationed at PCTC. The future plan is to convert PCTC to an alternate fuel facility. The question of appointing a CNG coordinator was introduced; however, it was deferred to a future discussion. Denis Welch is ensuring all CNG tickets are renewed/ updated before the next sign-up.

5. Brake Shoes

The current plan is to run and analyze the various reports and discuss at a later date. It was noted that brake kits c/w drums have been shipped to PCTC. There are still issues with space limitations and the use of skilled people. CAW is concerned this is an indication of further work being contracted out.

6. Pre-Apprentice

Current Status: 3 at OTC and 1 in Stores (2 more to come). There is a staff requisition out for 8 more mechanical and 2 bodypersons types. It was noted all pre-app. Positions are flow through positions and their rotation will be coordinated by the Apprentice Committee. A total of 14 Pre-Apps is probably the maximum number required.

7. First Aid Committee Report

The May 25, 2005 report was presented to the Committee. Joe Elworthy requested an electronic copy and will present this report to the Executive Board. The report will be reviewed in detail at the next MAC meeting.

8. 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.

9. Vacancies and Hiring

Bill Evans has requested a meeting be set up with all stakeholders to discuss hiring strategies related to Commercial Transport Mechanics only. Results to be discussed at next MAC meeting.

10. Rebuild Kits

Dave Valley/Joe Elworthy to initiate a committee to discuss Reman vs Rebuild vs New (new business item) issues of kits and reman components.

MAC cont....
New Business

1. OTC Lab

The OTC Lab will be moving to FOH. Exact ET numbers have yet to be determined; however, all manpower related to inventory and fare box will move. Those remaining will work off the floor on trolleys. It was noted that all "L's" would move with the Lab to FOH. This move is expected to take place in September. A Re-deployment Advisory Committee (RAC) will be set up. The joint Committee will meet on an ongoing basis to discuss employee movement between OTC, VTC and FOH.

2. Bus Communication System Installs

One bus from each bus group will have a pilot installation. System installs will begin in January 2007. All installations will be done at OTC using contract labor. CMBC personnel, on a rotating basis, will work/train alongside the contractor. Once the program is underway, it is anticipated 15 installs will be done each night.

3. VTC Update

It is estimated construction is 80% complete and on budget. The rectifier station is on the critical path and is expected to be completed by the end of August. Move-in is scheduled to start September long weekend. Paul Bhumrah is the contact person for VTC. Employee moves will be overseen by RAC. June 24 will be the official opening ceremony.

4. Downtown Truck

A second truck will be purchased and placed on the Broadway corridor. Its home base has yet to be determined.

5. Next Meeting

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

Submitted by
Joe Elworthy



Xmas Party '05

Health & Benefit Trustees Report



Administration Services Agreement / Trust & CMBC

Work is currently in progress to draft an administration agreement between the Trust and CMBC. CMBC has performed extensive administration services since the inception of the Trust in 1985 but there has never been a formal agreement between the parties. Good governance dictates the necessity for the formalization of an agreement and we expect to have the agreement in place shortly.

GWL Disability Milestone Letters.

The form GWL letters that are sent out to claimants, at various stages in their claims have been in need of updating for some time. Work is in progress on re-writing these letters to reflect the changes that have taken place over the years and make the letters more understandable. Typically the letters will remind a claimant that they are in the later stage of a claim period or they are getting close to the “change of definition” period in a claim e.g. STD to LTD: Own Occupation to Any Occupation: required to make application for CPP: Require updated medical information, etc.

GWL Administration Service Agreement

The Trustees are also in the process of renewing the Administration Service Agreement (ASO Plans, Financial Agreement) with GWL

Pacific Blue Cross / Group Contract

The agreement has also been finalized and a copy is available for any members who would like one. Essentially, it is a more detailed description of the Extended Health, Medical and Dental Plans that have been negotiated.

Mercer Human Resource Consulting / Trust / Agreement.

This agreement is also in the process of being updated to reflect changes that have been agreed to over the years.

Fiduciary Liability Renewal

The fiduciary insurance agreement with Chubb has also been renewed with some minor changes to the deductible but the cost remains relatively unchanged.

Trustees Education Policy

Based on a report that I had made to the Board of Trustee, following my attendance at the 39th Employees Benefits Conference in August (copy available) the Trustees have determined that we need to become more proactive in the field of on-going Trustee Education. The rapidly changing world we live in and the changes to benefits, legalities, financial and investments positions and governance render on-going education an important part of the role and responsibility of a Trustee. An Education Policy currently exists but it will need to be updated, discussed and implemented in a more diligent manner.

Basic and Voluntary Life Benefits

There was an overall deficit of \$47,323 in the “group basic life benefit” for the period ending July 31, 2005 (27 deaths, unusually high). This is an employer paid benefits that tends to fluctuate depending on the number of deaths reported in any given period. The annual premium is almost \$1,000,000.

The account (RDA) has been in a surplus in previous years (see Audited Financial Statement, Benefit Recovery) and the Trustees have determined to hold the surplus in the General Account, referred to as the Refund Deposit Account or RDA, as opposed to having GWL deposit and invest the surplus (Approximately \$900,000) on behalf of the Trust. The current deficit will be covered by the monies specifically held in the General Account for this purpose. The, employer paid benefit, is deemed a taxably benefit by CRA, therefore refunding the surplus to the employer would be a complex issue.

LTD Contribution Rate Discrepancy (MWW & SeaBus)

The Trustees have had this issue on the regular meeting agendas, since it has been brought to our attention, early in 2005. The Trustees have taken a “one year snapshot” of the SeaBus & Maintenance contribution overpayments, resulting from the MWW and SeaBus work schedule.

These schedule changes were negotiated in 1989, 1992 & 1995 but the MWW had an “experimental” period. This LOU was amended, in the previous round of bargaining, to remove the “dated” experimental period. There does not appear to be any language available on the SeaBus Schedule that was negotiated in 1989. The complexity of calculating the discrepancy would require an audit of each individual affected (there could be over a thousand members, past and present).

The discrepancy arises out of an LTD contribution rate based on 37.5 hr week and a benefit paid, based on hours worked (e.g. 36, MWW and 35 SeaBus, or variations of this formula that may exist). When the parties negotiated these work schedules neither side seemed to fully understand the implications of the changes to the contribution rate and the discrepancy with the benefit agreed to. Recent inquires have brought the issue to light. Adjustments have now been made with members paying a contribution rate proportional to the benefit (as of May 2005)

The Trust Legal Counsel is looking into the case law and other legal statutes pertaining to these types of circumstances. Once the Trustees have been able to determine some idea of the scope and the amount of money that may be involved, we will consult with our advisors on any appropriate remedy (if any) that should be considered.

It will likely be some time before this issue can finally be addressed by the Trustees.

CAW, STD & LTD Claim Listings Report:

The numbers of STD & LTD Claims, for the month of December, 2005, are as follows:

STD Claims 618, Up from 497 in October 2005.

LTD Claims 246, Down from 251 in October 2005

**Report Submitted to the Local 2200 Executive Board, as per the Bylaw requirement:
Joe Elworthy, H & B Trustee**

An Open Letter to the Members of CAW Local 2200.

By Glen Warren

By now you have seen the posters and pamphlets, talking about a Respectful Workplace.

I want everyone to know these people are serious. The union and management are determined to change the culture in the workplace.

Harassment is insidious. It hurts people, and the damage can be very deep. It is not a joke. I have been on both sides, and I see now that it is wrong. What was acceptable five years ago is intolerable today. The climate has changed, and must continue to change. We need to end disrespect.

As I said, I have been on both sides. I have been at OTC for 15 years. What I thought was a joke offended others in ways I didn't realize. It also hurt people who were not even involved in the conversation. I know that I have felt bad when others have made me the butt of jokes- I can only imagine the damage I have done.

To me, a respectful workplace is one where we treat each other with respect and dignity, where we support each other. As co-workers, we have supported each other through divorce, sickness, deaths in the family, and all kinds of issues. We need to build on that, and make our workplace a better place.

Harassment Response Regarding Maintenance Issues
Submitted By: Sandra Hentzen, CMBC Director & Harassment Officer

In the past 6 months, a number of workplace incidents have occurred in the Maintenance area that were of concern for CMBC management, as the issues were related to the ways in which employees interact with each other in the workplace. An independent investigator was brought into the OTC Maintenance department to analyze the effectiveness of the Prevention of Workplace Harassment policy. Key recommendations that arose out of the investigation were:

- * Although the current corporate policy addresses harassment based on the prohibited grounds expressed in the Human Rights Act, it does not address personal harassment.
- * Supervisors must take a much larger role in monitoring and enforcing the policy.
- * Employees to be notified that any conduct against another person that violates the policy will be addressed and dealt with.
- * Sanctions must be applied to employees who fail to comply with the confidentiality provisions in the policy.
- * Sanctions must be applied to employees who abuse the policy with frivolous or vindictive complaints or who threaten to make a complaint for frivolous or vindictive reasons.
- * Training on the revised policy will be given to all employees, starting with front-line Supervisors and Managers. Property reps and job stewards should be invited to attend the training with the Supervisors.
- * Training & coaching skills should be provided to Supervisors to develop their skills in conflict resolution.

What has been done?

- * Shift Supervisors & Shift Service Supervisors have been advised of the above recommendations.
- * Training in Conflict Resolution at the Justice Institute has been scheduled for all Supervisors & Managers, and an invitation to the Local 2200 Property Reps has been extended.
- * Full support of management will be given to Supervisors
- * Policy has been revised to include personal harassment – “Personal harassment, while not included in this Policy, will not be tolerated. Incidents of personal harassment will be dealt with by Management as workplace misconduct. Reported or observed incidents will be investigated and handled by management in consultation with Labour Relations.”

CMBC will not tolerate any incidents involving disrespect of fellow employees or harassment of any sort in the workplace. Employees must feel comfortable at the workplace, and management will make every effort to ensure a safe and respectful work environment for all employees.

Editors Note: This summary was written by Sandra Hentzen, CMBC Director, at the request of many members seeking to know the outcome of the investigation that they took part in. The summary will be analyzed by the Union Executive at our next meeting and we will report back on our concerns accordingly.



Xmas Party '05

SEABUS REPORT
By Eva Montgomerie



Congratulations to the newly elected Health and Safety Officers Bro Russell Karvas and Bro Gary Macdonald and the alternates Bro's Bruce Harding, Ernest Lord and Sis Aiyana Markling. It is fabulous to see such keen interest in keeping our workplace safety. We all appreciate the time and effort taken and thank the departing members of last years H&S committee for a job well done.

Departing Property Rep. Bro Bill Barabana is also thanked for this dedication and the position will be up for nominations at our next Unit Meeting the date of which will be announced soon, likely the end of April or early May.

Thank you also to Bro's Bruce Harding, Rick Wescott, Rob Farnsworth and Roland Misera our current Shop Stewards. As all of you have noticed we are lacking in Shop Stewards a situation which definitely puts a lot of pressure on the few people choosing to be actively involved in the Union and their workplace. Anyone else interested in becoming involved is encouraged to do so and will receive all the necessary training and support.

The SAC (SeaBus Advisory Committee) is currently meeting with CMBC we are working on renegotiating the expired licensed relief board LOU and address CMBC's attempt to hire two additional PTT Workers. Also in discussion is the concern about the 75 hour pay/pensionable hours and how the new inclusion of premium, OFA, promotional hours etc for all workers, affects us at SeaBus. We are confident that we can take steps towards addressing some of these issues and hope to provide more detailed info and answer any questions at the upcoming Unit Meeting.

The Bro Ken Scott grievance was settled to our satisfaction and congratulations to Ken who has now completing his training. It is of utmost importance that we protect our career and promotional opportunities in accordance with CMBC's policy for in-house advancement.

Submitted By Sister Eva Montgomerie, 2nd VP SeaBus



Xmas Party '05

Vancouver and Area Skilled Trades Report

A Vancouver and Area Skilled Trades Meeting was held February 9, 2006 at the CAW Local 2200 Union Hall. Elections took place to for the Executive and Table Officers. The term of office is three years.



Results were as followed:

President – Keith Poisson

Vice President – Tim Snider

Financial Secretary – Steve Cheung

Recording Secretary – Travis Harrison

Trustees - Al Chitty & Paul Burritt

Sergeant at Arms - Al Fotheringham

Guide - Joe Elworthy

Delegate – Mike Smith

Council Name Change / Bylaw Change

At the meeting, a motion was carried to change the name of the council from Lower Mainland Skilled Trades Council, to *CAW, Vancouver and Area Skilled Council*. This will allow people unfamiliar with the term the Lower Mainland, to identify with what area we are representing.

Many members from the other BC CAW Skilled Trades Councils seem interested in having a closer affiliation with our council, e.g. Kitimat and Victoria. We had a delegate from Kitimat attend our meeting as a guest and give a report from his area.

CAW / BC Skilled Trades Conference

The Vancouver and area Skilled Trades Council will be hosting a CAW, BC Skilled Trades Conference, scheduled for March 30, 2006. The CAW National Skilled Trades Director will be present, as well as members from the Vancouver and Area Council Executive Board. Local 2200 will be represented with a cross-section of its Executive Board and membership. Also, we will be inviting respective members of the Provincial Parliament to attend.

Jim Sinclair, BC Federation of Labour President will also make a presentation to the delegates. Invitations will also be sent out the Buzz Hargrove and Jim Mitchell (CAW/TCA Skilled Trades Council President) although it is unlikely that they can make it from Toronto, at such short notice.

CAW / BC Skilled Trades Conference / Agenda Items

Some issues to be discussed include:

- Skilled Trades Shortages / Problems and Solutions
- Apprenticeship Program changes in BC / Industrial Training Authority (ITA) / Industrial Training Organizations (ITO) etc. / Problems and Solutions
- National Certification (Red Seal)
- New Trades & Certifications
- CAW Skilled Trades Program / Bargaining Issues / Ratification etc
- Organizing the Skilled Trades / Generating Activism / Coalition Building / Solidarity Building
- Canadian Apprenticeship Forum / Lobbying and Addressing BC Issues

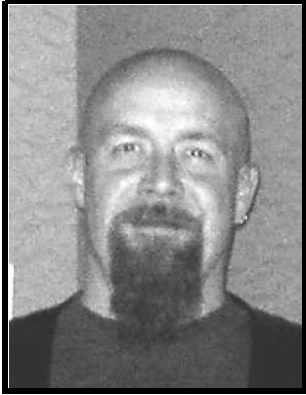
Invitations and Bulletins have been sent to all locals to post for their members.

An open invitation to all Local 2200 members to attend the “Hospitality Event”, following the Conference has been posted.

The Future Looks Bright

With a new Vancouver & Area Council Executive Board in place we are looking forward to kick-starting increased membership interest and initiatives. We hope to improve the profile of the Council and energize the Skilled Trades members who we represent.

Report By Submitted By: Travis Harrison, Skilled Trades Council Recording Sect.



Health & Safety By Tim Snider

The following article was taken from the CAW Health, Safety and Environment Newsletter Jan/Feb 2006.

Although the author is working in Ontario I felt that this article was very pertinent to the members of Local 2200 and their work environments.

Repetitive Strain Injuries (RSIs) and Ergonomics WORKER ADVOCATES' MESSAGE Jim Reid, CAW Local 27

In representing injured workers one of the most common type of workplace injuries we see are Repetitive Strain Injuries (RSIs). Some of the more common type of repetitive strain injuries are tennis elbow, golfers' elbow (or medial and lateral epicondylitis), tendonitis - inflammation of the tendon, tenosynovitis - inflammation of the synovial tendon sheath, bursitis - inflammation of the bursa, vibration white finger disease (Raynaud's Phenomenon) and thoracic outlet syndrome.

These medical terms refer to different kinds of physical injuries to various parts of the body. Most commonly these injuries show up in our wrists, fingers, elbows and shoulders because these are the body parts we use and sometimes overuse to perform repetitive work.

The common denominator of all RSIs are they are caused by repetition and strain. Many of the jobs we perform require us to use the same body part or group of muscles over and over again. With lean production now the standard mantra of the boss in many of our workplaces we now are working faster, harder and longer. When the machines we operate are used over and over again they wear out. So do we. Unfortunately most of our employers pay more attention to the care and maintenance of the machine than they do the worker.

Many of the jobs we are asked to do overload our joints, muscles and tendons. The pace of the work is too fast and offers inadequate recovery time. The equipment and tools are poorly designed. Work stations are laid out with no thought given to the fact that workers come in all shapes and sizes with result the work is performed using awkward postures often for prolonged periods of time.

In order to protect ourselves from debilitating injuries we need to have some basic understanding of ergonomics. Ergonomics means changing the workplace, work station, equipment, tools and work organization to meet the needs of the worker, rather than having the worker adjust to the work.

When we are faced with poor work station, work process or tool design we need to work for changes that meet our needs and protect our ability to earn a living. We also must be prepared to make changes that help keep or bring back to the workplace workers with disabilities.

Start by thinking about the work you do. Can you think of ways to make your work easier and more comfortable? Understanding the basics of ergonomics and applying the following ideas can prevent injuries and improve your well being.

Tools and equipment should be designed to keep hands and wrists in the same position as they would if they were hanging relaxed at your side.



WHAT DOES CARPAL TUNNEL SYNDROME FEEL LIKE?

H&S cont...

Use tools that fit your hand. If the tool's hand grip is too large or too small, it will be uncomfortable and produce injury after repeated use.

Jobs and workstations should be designed so arms are not raised above shoulder height on a regular basis. Keep your arms low and shoulders close to your body.

Use power driven screwdrivers instead of ordinary screwdrivers. Ensure the power screwdriver does not wrench your hand from too much torque. Ensure that it is a straight design so your wrist remains straight. Slow down. Some employers want you to work too fast or too hard. Eventually it catches up to you and RSI is the result. Protect yourself. You have the right to refuse work which is likely to hurt you. Talk to your workplace CAW Health and Safety representative.

If you believe you have an RSI or any other work related injury report the injury to first aid. You should report your injury when you first experience symptoms of soreness, when it first starts to hurt.

Get medical attention from your doctor and explain what hurts and how you perform your work in detail. Remember your doctor is probably not familiar with the work you perform.

Inform your employer that you are filing a claim and getting outside medical treatment. Make sure your Doctor files a Physicians First Report or Form 8. Don't wait to go off work before filing a claim.

Contact your union benefit representative, unit chairperson or Local Union to assist you if you need help filling out your Workers Report of Injury (Form 6).

When you report injuries to first aid and file for workers' compensation, you will protect yourself in the long run should your condition become chronic or permanent. You also help us to identify RSI problems in your workplace and push the employer to make the necessary changes to the job.

Emergency Preparedness

By Greg Watts, EPP Officer, CAW Local 2200



Members; I do hope that you were as pleased as I to see an exemplary workplace document that outlines Emergency Response services for our families and loved ones. CMBC is providing us Emergency Preparedness awareness so we may be less of a burden to first responders. Shelter-in-place seems a far off place as we live in a safe and enduring part of this ever-shrinking world. Still, we must be aware of our surroundings.

- We live in an active geological region of the Nation. British Columbia holds 18 of Canada's 20 volcanoes, the other two being in the Yukon.
- Being on the Pacific ring of fire, the Cascadia subduction zone is now a heightened focus of Oceanographers and Scientists from around the world due to the horrific events of Boxing Day 2004.
- In October 2005, The University of Victoria signed a \$39- million contract with Alcatel to design, manufacture and install the infrastructure for

NEPTUNE Canada's cabled ocean observatory off Vancouver Island. The NEPTUNE project will lay an 800 km ring of powered fibre optic cable on the seabed over the northern part of the Juan de Fuca tectonic plate, a 200,000 sq km region in the northeast Pacific off the coasts of British Columbia, Washington and Oregon. When completed, this scientific first will not only provide for advanced marine studies but equally importantly, an advanced warning of increased seismic activity.

EPP cont...

- September 2001 terrorist attacks brought national security and chemical, biological, radiological and nuclear (CBRN) counter-terrorism preparedness into focus. On the current world stage, Canadian Brigadier-General David will take command, in March 2006, of the multinational brigade from its Afghanistan headquarters at Kandahar Airfield. The majority of headquarters personnel will be Canadian and they will deploy for a nine-month period.
- A 2004 study from the Defense Science Advisory board in the Canadian Defense Department indicates that this department does not have the means to adequately respond to a large-scale disaster. The 2005 creation of CANADA COMMAND means that for the first time, a unified and integrated chain of command at national and regional levels will have the immediate authority to deploy maritime, land and air assets in their regional areas of responsibility in support of domestic operations. It is expected that CANADA COMMAND will take command of routine and contingency operations in Canada as early as Spring 2006.

So what do these samples of worldly matters mean to us hardworking persons in Canada's third largest city? Well.... In November 2005 when Deputy Prime Minister and Minister responsible for Public Safety and Emergency Preparedness Anne McLellan, announced the PASSENGER RAIL AND MASS TRANSIT SECURITY INITIATIVES funding of \$110 million for an Immediate Action Plan, It created a new passenger rail and public transit security contribution program, called RideSecure, focused on commuter rail, subway and major transit systems.

Translink, it's subsidiaries and ultimately CMBC workers, (CAW, CUPE, OPEIU and other co-workers), are in the Nation's spotlight now, more so as we close in on 2010. So not only are our employers required to rightfully produce and demonstrate a functional Emergency Response plan for it's employees and for business recovery, they now must be ready to implement National strategies of greater public security for the 600,000 persons per day of which they are held responsible for transporting. We are well advised to follow EP Awareness. Lets get up to speed so we can recognize needless hazards in our workplace environment. Advise your shop safety rep of any potentially unsafe item that will hinder a safe evacuation and emergency response. Become familiar with muster stations and consider taking on the challenge of being a First Aid Attendant. (Kids and neighbours get hurt too).

I urge you, Brothers and Sisters to ask your local government for direction to the Emergency Social Services organization in your community. There you will find a wealth of information and insight on the emergency plans currently in place and ever developing for your personal well-being. You will also find folks like you who care about their community and neighbours. With ease, you can be a part of this volunteer community support organization that will aid the general public with the skills and knowledge you can bring to the table.

For more information on Emergency Social Services: 1 800 585-9559 www.ess.bc.ca

Let us take time to recall Katrina and it's traumatic affects on hundreds of thousands. A large North American City was devastated. Societal structure collapsed. Utility infrastructure failed. 1300 people died. Hurricanes are predictable annual events, folks, with known ferocity. Thanks to Neptune, we here on the Wet Coast might have a moment. Maybe two.....

It's better to prepare 5 years early than one day late.

Emergency Preparedness – Are We Preparing?

The recent Federal Election and change of power has brought to mind a workplace event that was reflective of our Nation.

The piercing sound of a 'D' cell battery being repeatedly hammered on the parts counter abruptly interrupted a lunch break respite from my duties at Store 61. The worker was also yelling that he wanted service, NOW. I directed this co-worker to the 8.5 x 11 cardstock notice in front of him that is was lunchtime as it plainly stated and asked if his need was urgent.

This long time worker, now retired, made a claim that he was from a third world country and that he could not read the sign. I accepted this and then handed him the one pair of gloves he requested from the pile at his right elbow. Now this is not a normal event at the stores counter. Language has never been a barrier in that workplace. In fact, it is a topic of interest to me as we work together and we all are exposed to many cultures and dialects in our communities. The United Nations of OTC Garage is a common reference.

To prevent my lunch break from being disrupted in a similar fashion, I asked a bilingual person to write out Lunch Break in his language of Urdu. Happy to oblige, he also provided a second Punjabi language. From over his shoulder came a comment, what about Cantonese?

"Hell ya!", I said, "do you know Mandarin?" This took its place on the notice. Then came Japanese and Malay. Our resident Scot added Gaelic. Something that was Welsh appeared. Horst added his German. Another worker, some Scandinavian. There was an Italian submission, mad with passion.

Stepping forward out of Africa was Arabic, Afrikaans, Zulu and Swahili. Spanish came from around the globe, as did Portuguese. Two workers from Yugoslavia provided two differing dialects. Both accepted each other's version and away we went to Yiddish. As we returned to the Far East, not to be left out, the Acom worker added Cambodian and Vietnamese. A Sri Lankan contribution was most welcome. It was when we returned to North America and Ojibway was stapled onto the notice with pride, someone noticed a glaring omission. The other official language of Canada was not present and no one knew what it looked or sounded like. I am still amazed at the lesson we learned that day. The diversity of our workplace is a mere snapshot of our daily life. We are global in the workplace and respective of each other's origins. Why French was not included is beyond me. It may do with the alienation Western Provinces have come to know and accept.

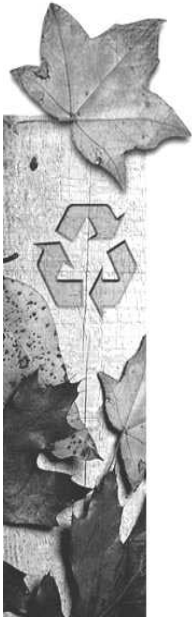
Please take this message to heart when you consider the Emergency Plans that are in your community. Ask about how you can contribute to your community recovery after a disaster and by offering your multi-lingual talents to the Red Cross and your local Emergency Planning Office.

Thank you. Now go enjoy your "pause déjeuner".

**CMBC workers that are current ESS members, please contact me.
Greg Watts , CAW 2200 EP rep.
604-204-7131 M-T days. greg_watts@coastmountainbus.com**



Report on Environmental Management System Local Committee Meeting



I attended the Environmental Management System Local Committee meeting as requested by Fleet Overhaul Property Reps, recently. All other committee members, from all of the properties were present. A details set of minutes from the last meeting were presented and adopted. Most of the actions from the last meeting have been successfully concluded, with the exceptions of signs for regular garbage bins and recycling bins, frames need to be built for bus diapers at FOH, and scheduling of spill response training are all still ongoing. Details of the actions have been reported in previous reports in the "Newsletter" by Dave Norvell.

Under new items Sandra Latrielle (CMBC Parts Manager) has replaced Jeff Vogstad on the CMBC side of the committee. The Environmental Management System Local Committee (EMSLC) semi annual report is complete and is posted on OWL at all locations. The annual joint EMSIC/EMSLC meeting is to take place on March 28, 2006.

An EMSLC walk around site inspection checklist led to the discovery of several deficiencies. It was agreed that the walk around should take place on a monthly basis at all garages and stores. It should take place quarterly at all other locations i.e. depot, sign shop etc.

The next meeting is to be held April 11, 2006 (at 1:00), as the current scheduled of meeting on the first Tuesday of the month conflicts with Maintenance Central Safety Committee and Maintenance Council Meetings. It has now been agreed to move meetings to "second Tuesday" of every "second month". **In Solidarity Mike Melo, Chief Job Steward, Fleet Overhaul**

Taxability of the Family Members Transit Pass

Following the publication of the previous edition of the "Newsletter, we were informed by TransLink that Canada Revenue Agency ("Revenue Canada") is conducting a restricted employer compliance audit of Greater Vancouver Transportation Authority (GVTA) and its subsidiaries for the 2003 and 2004 calendar years. In particular, they are looking at the taxable status of transit passes that are provided to employees and family members.

Revenue Canada has indicated to TransLink that it is their intention to treat family passes as a "taxable benefit" to the employees. They will provide a written ruling on the taxable status of the family passes and will issue a proposed assessment to GVTA and its subsidiaries, at a later date. GVTA and its subsidiaries have responded to the proposed assessment. A possible consequence of the proposed assessment is that Revenue Canada will issue revised T4s and assessments to individual employees/retirees who receive family passes for the years 2003 and 2004. TransLink has engaged KPMG, as a tax advisor, to work on this issue and will make every effort to appeal the proposed assessment or reduce the cost impact of any taxable benefits to employees, TransLink and its subsidiaries. There are several factors to be considered in the appeal such as the fair market value of the pass (if any), the opportunity for a negotiated settlement and so forth.

TransLink has assured the Unions that all appeals and arguments will be made through the TransLink professional tax advisors. It is unlikely that this issue will be resolved anytime soon, which has obvious implications to the continuance of the family pass component of the program.

We will continue to keep the membership informed of the status of the audit and any resolution to this issue.

Joe Elworthy





CLC Winter School Report **By Travis Harrison**

The Canadian Labour Congress puts on an annual four-week winter school at the Harrison Hot Springs Resort and Spa. Union members from across British Columbia attend week long sessions on many interesting subjects, to further their knowledge and increase the strength of their individual unions.

This year, two members from Local 2200 attended the fourth and final session. Mike Smith enrolled in Parliamentary Procedure and Public Speaking, while I, Travis Harrison, took Union Communications. There were **eleven** courses offered in all.

The School, along with the Resort, was very organized as they accommodated nearly a few 100 students in a very orderly fashion. Everyone was assigned a room and supplied with the proper supplies to start the week off well. The Directors of the School were introduced on the first evening, as well as the Teachers of each course.

In my opinion, the course material and supplementary information provided were both interesting and for the most part applicable. It was presented well and was related to common situations when possible. The instructor was very knowledgeable on the separate sections, and encouraged input as the class progressed. A short project was concluded at the end of the week that allowed us the opportunity to try our new skills.

I found one of the most interesting parts of the School was being submerged in a union atmosphere for a week. Every mealtime and break presented you with another opportunity to meet someone new. There were many unions representing many industries, and I thought it interesting to hear so many people's opinions, views, and troubles - both relating to their employer and unions.

As well, it may be worth while mentioning the choir contest that takes place each week. This is where each class gets a chance to write a union solidarity song. And before that statement causes cringed faces and turned brows, let me explain the simplicity of it. Each class selects a song that most people can recognize. Then they make up the words that will rally the troops. Everyone has a good laugh, and the winners get to perform once more the next night. The Union Communications Class placed second overall, and Parliamentary Procedure and Public Speaking Class tied for third. Although this may sound like a silly exercise, it provided a means to pull some people out of their shells, and in a non-judgmental atmosphere.

I believe the experience was one well worth the time and resources. I would like to thank the Executive Board of Local 2200 on behalf of myself and Mike Smith for allowing us this opportunity.

Oh, and to anyone who may attend in the future: be sure to check out the St. Alice Hall regularly.

In Solidarity,
Travis Harrison

Youth Committee Report **By Travis Harrison**

The last four months have seen some good progress for the Youth Committee of Local 2200. There is a strong buzz floating around the shop floor that cannot be ignored. Numerous committee members have taken the initiative to run for and successfully obtain positions within the organization. I would like to congratulate them all. As well, I would like to thank and commend all members that ran, but were less successful.

Youth Committee cont...**Youth cont....**

Information is currently passed around by word of mouth, and more formally by email. There is an email list that will become more useful as more initiatives get going in the year to come. As I have previously stated, we have set the age limit for committee members to 35 years. Since this was increased from 30 years, some eligible members were not contacted about the first event. I would like to take the opportunity now to invite any interested members to contact me if they wish to get involved.

And now on to something new. The Executive Board has approved some monies (\$400) for the committee to organize a social night. In return, they have requested we come back to them with some recommendations for renovating and/or upgrading the union hall. We have set the date for April 20th. By now there should be a bulletin in circulation with full details. I would like to thank the Board for this opportunity.

As well there are some ideas we are working on for later on in the year. We would like to organize a softball tournament this fall. Any member or team interested is encouraged to contact me so that we can get an idea of how many teams may be available. Also we would like to play with the idea of hosting a music/art festival at the hall. Call it what we may, it will be an opportunity for members to share their talents and passions. We will be calling on all musicians and artists in the local interested in sharing with the membership. These are both preliminary ideas, and will depend significantly on interest shown. Also, I would like to ask that if anybody has an idea for an initiative that you think would be a good undertaking for the committee, please do not hesitate to mention it to any Youth Committee member.

To conclude, any members looking to get involved should contact me and I will do my best to keep you updated with all happenings. Thank you for your time and attention.

In Solidarity,
Travis Harrison
tharrison@fastmail.fm

Local Union Structure Review Committee / Table Officers Report

The Table Officers (Rick, Al, Mike & Joe) were directed by the Executive Board to meet and determine what course of action the Union should be taking, based on an analysis of the documentation and comments compiled by the above committee.

A good deal of time was spent debating the possible changes that had been suggested, in the “think tank sessions” held, specifically to deal with this issue. These suggestions have been published in previous editions of the “Newsletter, seeking membership input.

The issues included: a review of the Executive Board make up and size; the role of the Table officers and Executive Officers; the General membership meeting effectiveness and usefulness; the overall participations by the membership on committees and events; the need for a succession plan (given the average age of the executive officers); the financial stability of the Local Union; the initiatives and projects that should be better financially supported; and what the future may hold for the Local Union over the next five to ten years.

The recommendation that was brought back to the Board was that, at this stage, there were no particular changes required. The “delegation” of work and duties, by the Local Union President was deemed to be appropriately distributed (as per the List of Committees below). There appears to be no urgency to make any changes and it was expressed that the time and energy would be better spent on preparation for the next round of bargaining. The executive board endorsed the recommendations of the Local Union Table Officers.

LUSR cont...**LIST OF COMMITTEES**

Table Officers

Bargaining

Maintenance Advisory Committee (MAC)

SeaBus Advisory Committee (SAC)

Local Union Trustees

Apprentice / BC Fed Apprenticeship

Skilled Trades / BC Fed / Standard Times

Environmental

Sign-Up Sheets

Road Call

Bylaw & Policy

Health & Benefit Trust

Return To Work

Disability Coordinator

Good Will & Welfare

Classification Merger (ET)

Leisure

Social Function

Retired Workers

Woman's

Political Action / Union in Politics (UPC)

Human Rights / People of Colour

Social Justice / Charitable Support

Strike Support.

Property Committees

Stewards Committee

Health & Safety

Property Work-place Procedure Change Committees

Social Function Committees

SeaBus Unit Meetings & Master Meetings

OFFICER PORTFOLIOS

Financial Administration

Office Administration / Clerical / Secretarial

Bargaining

Advanced Issues Resolution,

Settlement & Communication (Grievance, Conflict etc)

Correspondence / Incoming & Outgoing / Reporting

Benefits / Trust / Pensions

Grievance

Workers Compensation Board (WCB)

Absentee Management Program (AMP)

Education

Harassment

Conflict Resolution

Newsletter Editorial

Web Master

Community Bus Issues

New Technology / Equipment Purchase & Spec.

DELEGATES TO CONVENTIONS, CONFERENCES, COUNCILS & POLITICAL GATHERINGS

CAW National Convention

CAW Bargaining Conference

CAW Council

Skilled Trades Council

Lower Mainland Skilled Trades Council

AFFILIATIONS

Canadian Labour Congress - BC Federation of Labour - Vancouver and District Labour Council

Submitted by Joe Elworthy

EFAP CHANGES

Employee and Family Assistance Program (EAP) Services

Please be advised that effective immediately our CAW/CMBC, Employee and Family Assistance Program (EAP) Services will be provided by:

Wilson Banwell. Phone # 1-800-663-1142.

Brochures and other information on the range of services available through Wilson Banwell will be distributed at the garages and depots and in a pay stuffer in the next few weeks. In the meantime, if you have any questions, or require further information regarding the services provided by Wilson Banwell, please contact:

Joe Elworthy, President

Calendar of Events

March 30th CAW BC Skilled Trades Conference / New Westminster

April 4th H & B Trust meeting

April 5-9 CAW/TCA Skilled Trades Council / Montreal

April 20th Local 2200 Youth Group Meeting

April 20-23 / CAW Council / Port Elgin ON

April 27 Executive Board and General Membership Meeting

May 12th Retirement Party

June 3 – 7th Canadian Apprenticeship Forum / Montreal

August 17 – 20 CAW National Convention / Vancouver

YOUTH COMMITTEE MEETING

Please be advised we will be having a meeting of all Youth Committee Members as per the date and time below.

DATE: “Thursday” April 20th, 2006

TIME: 6:00pm

PLACE: 707 - 12th Street, New Westminster BC.

GENERAL MEMBERSHIP MEETING CANCELLATION NOTICE

Please be advised that the General Membership Meeting, that would normally be held on "THURSDAY" March 30th 2006, has been cancelled, due the conflict with the Skilled Trades Conference scheduled for the same day.

The CAW Local 2200 will be hosting a "Hospitality Event" immediately following the adjournment of the Conference, at our own CAW Local 2200 Union Hall. All members are invited to attend and meet the newly appointed CAW Skilled Trades Director, Brother Colin Heslop and CAW Skilled Trades delegates from other industries and trades in the province. (e.g. Aerospace, Rail, Mines, Auto etc)

Any member who was planning to bring any issue forward to the March General Membership Meeting should contact me at the office and we can arrange a time to discuss the issue.

The "Hospitality Event" will run from 4:30 - 8:00. We hope to see all of our regular Union Meeting attendees throughout the evening. All members (Trades and Non-Trades) who would like to call by and meet Brother Heslop are encouraged to do so.

In Solidarity



Joe Elworthy, President

Note: Executive Board Meeting, March 16th. 8:00 Sharp