

JUNE 28, 2007

CAW  TCA
LOCAL 2200

NEWSLETTER

JUNE 2007



TABLE OF CONTENTS

- Pg. 3....President's Report**
- Pg. 8... MAC Report**
- Pg. 9... MAC Meeting**
- Pg. 11... BC Supreme Court (LTD)**
- Pg.. 12... LTD Rate Reduction**
- Pg. 15... Actuarial Valuation**
- Pg. 17... Aboriginal Day Celebration**
- Pg. 18... Mandatory Retirement**
- Pg. 19... Golf Tournament**
- Pg. 20... Retirement Party**
- Pg. 21... Quality Assurance**
- Pg. 22... Port Elgin Report**
- Pg. 23... A Winning Ticket**
- Pg. 24...Why A Women's Committee**
- Pg. 25... Steve Sherwood Softball Tournament**
- Pg. 27... Draft Claim Form (LTD)**

Chief Editor...Joe Elworthy

Editor...Travis Harrison

Publishing & Distribution...Tim Snider

Local 2200

Executive Board

President
Joe Elworthy

Financial Sec.
Al Fotheringham

1st Vice President
Rick Yelland

2nd Vice President
Bruce Harding

Recording Sec
Travis Harrison

BTC
Bruce Rhyness

HFM
Mike Melo
&
Chris Saranchuk

NVTC
Paul Burritt

OTC
Gerry Grant &
Al Chitty

PTC
Garry Morrow

RTC
Art Froese

STC
Gord Robertson

**FACILITIES
MAINTENANCE**
Jerry Watson

President's Report

Although this edition of the Newsletter was originally designed to be a Special Edition dealing with Trust related matter, especially the Over-Contribution issue there were so many good articles submitted and so many issues that need to be reported on, it has now become just another regular Summer edition. In this report I'll try to touch on as many of the issues that are out-standing and need addressing as I can without going into too much detail.

At the Maintenance Advisory Committee (MAC) held on Monday June 25th a number of issues were discussed and I'll use the agenda from that meeting to report on them as they occurred but not necessarily in the order of importance.

It hardly seems like less than three months ago since we voted on the new Collective Agreement, yet many of the issues that were on the MAC agenda were those arising out of Collective Bargaining and the Letters of Understanding agreed to by the parties with many of the issues to be advanced to the MAC for resolution.

While on the issue of the Collective Agreements, I have now received a printed copy of the new Collective Agreement for my approval and it all seems to be in order so we can now proceed to the printing stage. The printing company that CMBC is using can only provide us with the larger copies (8.5 X 11 size) and to shop around for the pocket size will likely take some time, so we will proceed to order the larger copies for now and work on getting the pocket size in the near future. Now on to the issues:

Bus Procurement & Disposal

All the new CNG buses are now in service at PCTC.

Currently there are over 80 New Trolleys at VTC in service and others in various stages of PDI.



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...**Bus Orders for 2007:**

This order is comprised of 126 Novas (75 for replacement; 51 for service expansion), 16 Artics for BTC (15 for expansion; 1 replacement for the BTC Artic destroyed by fire) and 9 expansion Orions. These numbers are all subject to change and we will receive updates in the near future.

Bus Disposal (at OTC).

This project seems to be stalled at OTC as the final destination of the Old Trolleys is as yet unknown (Maybe South America, Peru or Mexico, who knows). It is causing an overloading problem at the OTC facilities and a decision will have to be made soon as space has become very limited.

VTC Update:

Posting all safety issues and updating seems to be ongoing on a regular basis.

Coordinator Position

There are currently four Coordinators in the system. There is one position assigned to a VTC Afternoon shift and one to the Graveyard shift. There needs to be a consultation to improve on the duties, responsibilities and training of the Coordinators. There is a CNG Coordinator at PCTC and a Special Project Coordinator at FOH. There was discussion on the need for more Coordinators especially with the Quality Assurance Program coming on line at every location. This will be left for further discussion once the program is in place and the need analysed. (See Quality Assurance Article)

Recruitment Issues and Temporary Market Adjustment / TMA (New LOA):

There was a status report presented on the current hiring initiatives for CT Mechanics and Electronic Technicians (ET's). CMBC is not currently experiencing any significant recruiting problems for these classifications, therefore there is no need to consider triggering the TMA clause agreed to at the bargaining table. All regular CT Mechanics and ET positions are currently filled and hiring is currently in progress for Special Work Team (SWT) positions (discussed below).

CVIP:

The Union expressed concerned about contractor completing the CVIP work at OTC. We still consider it as being CAW work. The Union made it clear that we never agreed to have someone else to do CVIP's. We have concerns about the quality of the CVIP's being conducted at OTC and feel an audit should be conducted to determine if it still makes sense to have the work done by an outside source, especially in light of the fact that there appears not to be a problem with the recruiting of CT Mechanics. This was given as one of the reasons for out-sourcing the work, in the first place.

Radio Installs:

It was agreed that the contractor who is installing the radios at OTC has been exceeding the parameters agreed to when the contract was awarded. CMBC has made it clear that they have put a stop to this and there will be a CAW ET working with the contractor at all times. The status of the project seems uncertain but it will certainly not proceed as originally scheduled.

Retirement Forecast:

The issues of legislative changes affecting Mandatory Retirement and the impact it could have on the workplace was discussed (see the article "Mandatory Retirement Changes" elsewhere in this edition of the Newsletter)

"The Union made it clear that we never agreed to have someone else to do CVIP's"

Pres. Report Cont...

**Contracting Out – Collective Agreement Language LOU**

The new Contracting-Out LOU agreed to at the bargaining table was discussed. CMBC has made it clear it has no desire to Contract-out any work, at this stage and no jobs have been displaced as a result of the Kitting of the Brake Shoes. They have made it clear that they intend to do a “costing” of all components that are repaired and ensure that we are “competitive” in all areas of rebuilding. They will share their findings with us upon completion.

New Locations (Shops, FOH, etc.)

The status of any new maintenance facilities is still up-in-the-air. The Maple Ridge development has to go through the public hearing process and that could take up to a year. The South Slope concept is still under discussion as a possibility. The concept of having a separate maintenance shop for Community Shuttle Bus is in the preliminary stages of discussion. NVTC and West Van are the usual rumours but no substance that can be determined at this stage. There is nothing definite to report at this stage on any of these proposals.

New Buses and Impact on Work and Manpower

The impact of having new buses at many locations was discussed, especially the VTC situation. It was agreed that there would be close communications on any changes observed and proposals considered as the new buses roll in and the work load and type of work changes. Manpower changes are planned for location where the fleet is to be increased but the exact nature of the increase was unknown at this stage.

Special Work Team (SWT) Issues

A number of concerns pertaining to the interpretation of the SWT rules and duties that were discussed. The lack of communication and the moving on of established representative on both the company and the Union side has contributed to the confusion. The Committee has met and they are in the process of sorting-out the problem areas which include adherence to the following rules in particular:

All SWT positions will be based out of Fleet Overhaul (FOH).

Staff signing a SWT position may be required to:

Work at various locations and/or shifts for extended periods of time to perform various duties as required. Perform work at any location between campaigns, assignments and/or related activities.

Backfill absences or vacancies where those absences or vacancies are determined to be for an extended period of time, and will return to SWT when the vacancy is filled or the person returns from their absence.

Where a SWT assignment requires specialized training or would require a level of familiarity that the SWT person may not possess, an FOH tradesperson or alternate may volunteer for the assignment. The SWT member may back fill that tradesperson’s position. When the SWT person has reached the appropriate level of training or familiarity, the SWT person will then take over the assignment and the volunteer will return to their signed in position. This shall be done under the direction of the Union Representative and the Managers directly involved.

SWT staff will be assigned work/tasks based upon operational requirements, for example, unplanned increase in workload.

When SWT positions are to be reduced, SWT personnel will be required to apply for postings. Seniority provisions will prevail when determining which SWT person is required to take the posted vacancy.

SWT positions can be either created or deleted depending upon the existing workload. In the case of an increase in SWT positions the posting process will be followed as per the Collective Agreement.

Assignment of SWT positions will be done in consultation with the Union.

The parties shall jointly discuss any related matters that may have been overlooked or any issues that may arise during the term of this Letter of Agreement.

Pres Report Cont...



"I'll tell you, Ed, this new technology is starting to really spook me out."

Internal Job Posting (A brave New World):

As with any new technology, we understand that there can be a reluctance to make adjustments and get over the intimidation factor. But the problems inherent in this new Job Application System have become a source of considerable frustration.

Members cannot use the computers at the work location to make internal applications. The old application forms that were supposed to be acceptable have been purged from the system. The use of an internal application for what has been a straight seniority lateral movement to inform the Employment Service people that you have applied for a position has resulted in many member feeling it is a straight seniority transfer and why do they need a resume? Applications process in this manner, have been reported to have been lost in the shipping.

We no longer get any of the "Job Posting" as they

seem to have become redundant. One wonders how we are ever going to determine seniority adjustment that so often arise out of the many Job Postings. I was advised yesterday that the reason we do not get the posting is that they are "CONTINUOUS" ... wonderful!

I have met with the Director and the Manager of the Employment Service to express our concerns. I have been assured that CMBC will work with the Union on rectifying the problems but we will not be going back to the old application forms. The one comment that clearly comes out of this work practice change is that there has been a "...gross failure to communicate..." Let's hope we can satisfactorily resolve this issue. We are all aware that the future has arrived and like ATM, Airline Bookings and Tele Messaging, we will have to make adjustments. All of this technology is designed to save on costs and increase efficiencies but one if left to wonder!

Is the real reason why we can't use the computer at the work location that they don't want to make the application on Company time? The inefficiencies that this change has created, in my view, by far outweigh the efficiencies. But we'll need to get used to it because it's here to stay.

New Technology & Training

The Union has raised our concerns relating to the concern of lack of training, especially of the New Trolleys and other new technology. CMBC has agreed to meet with the workplace representative at each location and see what we need to do better.

Drivers License Upgrade to Class 2 from Class 3.

The Union expressed concerns that there may be liabilities associated with not up-grading all Class 3 licenses to Class 2 as required by the Motor Vehicle Branch. We are unsure of the suggested "Grand parenting" practice that is in place and accepted as adequate. We will get approval, in writing, from the Motor Vehicle Branch on the status and requirements of the maintenance members working at CMBC

Pres Report Cont...**Work Practice Consistency / Frustrations & Stress.**

The long standing issues amongst CT Mechanics, of consistency when performing diagnosis, repairs and inspection, continues to be a very contentious topic amongst the mechanics, at all locations. The concept of supervisors over-riding the decisions of mechanics has now turned into an equally contentious problem with mechanics over-riding mechanics. This is not a new problem nor is it one that can easily be resolved.

In much of the work that we perform there is a “grey area” of what is acceptable to leave to a later date and what the CVIP manual calls for. This can vary from shift to shift as the pressure to “meet the sheets” varies from shift to shift. This can often lead to animosities between shifts that ought not to exist. Communication (and respectful communication) is the key to resolving most of the complexities that arise out of the application of different standards. We are aware that the problem seems to have come more to the forefront in recent times and we are working on developing systems of communication to prevent members being frustrated by this common problem.

We will take a pulse check one the Quality Assurance Program is implemented and hopefully use this process to alleviate much of the frustration and stress that it seems to be causing. In the meantime, I’m asking all Union members to try to be more aware we all have problems and issues that we deal with on a daily bases, that are not always work related.

We all have our own personalities and quirks and we all enjoy a bit of fun to lighten up the day. However, a respectful approach when communicating with other can go a long way to making all of our working days a lot less stressful and a lot more enjoyable. I thank you all for being aware of this and working towards that goal and help others to do likewise.

In Closing

What was intended to be a short article encompassing some of the many “hot topics” has turned into rather a lengthy rant but I think it important for the members to realize that we are dealing with the many issues that are out there and we are working on resolves to your concerns.

I trust that you will all have a great summer (when it finally arrives) with some time away from work and work related issues.

In Solidarity: Joe Elworthy**ANTI-STRESS KIT**

1. PLACE ON A FIRM SURFACE
2. FOLLOW DIRECTIONS IN CIRCLE
3. REPEAT UNTIL YOU ARE UNSTRESSED OR BECOME UNCONSCIOUS

BANG
HEAD
HERE

MAC Report

The first Maintenance Advisory Committee meeting of 2007 was held June 25th. This was the first session since the conclusion of the latest round of collective bargaining. The Committee consists of highest ranking representatives of both the Union and Company, and symbolizes the highest level, regularly scheduled, meeting between the two parties. As Recording Secretary for the Local Union, I had the opportunity to attend in this meeting, to observe, participate, and document the process for reporting in this edition of the Newsletter. I hope to communicate my observations of the process and complement Bro Elworthy's President Report, as it references the issues discussed at the meeting.

Entering the BTC board room I was fondly reminded of the first Local 2200 Executive Board meeting I attended. At that time though I was newer to all of this board style meetings and a little inexperienced, but I sufficiently made up for my lack of experience with bucket loads of piss and vinegar – or what I've always referred to simply as confidence. The major difference this time around was the expectation of wandering into a different type of Boy's Club...

As a relatively new member of the Executive Board, I've regularly found myself spending more time attached by the fingertips to a keyboard, or buried beneath a pile of the never ending correspondence, or furiously taking minutes – verbatim – a stark difference from sitting across the table from the company on so many high level issues. This being the case, I was looking forward to the meeting.

The agenda was constructed with contributions from both sides, and was set and distributed in advance. It's nice to note, however, that the set agenda did not prevent any side or separate discussions from taking place. This could have seriously restricted some of the progress that was able to be made otherwise.

As the previous minutes were perused for approval a number of issues came up that required discussion. Some were even agenda items that would be covered later. Of course that didn't stop the discussions from taking place and the only downside I could see to this practice was the amount of extra work created for the scribe. Being one myself I sympathize, but for the benefit of getting through more information I'd say it's a worthwhile practice.

Probably the most beneficial observation that could be made is the rapport between the two sides. Although a number of members would rather hear Union Reps. yelling and screaming at the supervisor or managers, I hesitate to say that more could ever be accomplished this way. I'm not saying it's a Union Reps. job to agree and side with the Company on everything, but a well versed dialogue can go a long way in getting points across, and often times, as was my observation, resulted in a better result than the more popular yell and storm-off technique.

The Maintenance Advisory Committee was established to deal with issues at the highest level, and it was nice to see that this Committee does not over-ride but rather complements and provides support for the other Committees and Union Reps. system-wide. This was made clear when some issues were deferred back to other Established Committees (e.g. SWT), and in cases where a Committee didn't exist, it was suggested to strike one (E.G. Training).

Attending this MAC meeting was a real educational experience for me as a new Table Officer in the Union. I greatly appreciate the opportunity to gain experience and knowledge that will be useful to me in my term of office. As a younger and less experienced member in this Local Union, I know as well as anyone the importance of passing on information from one guard to the next and gaining the experience for the future benefit of the membership as a whole.

With that in mind, I hope that this article succeeds in passing on to our readers some of the subtle negotiated language, practices, and nuances that make our Local Union the very rich and vibrant organization that I have come to know in the few years that I've been involved and one that will continue to be so for years into the future.

In Solidarity, Travis Harrison

MAINTENANCE ADVISORY COMMITTEE MEETING

(October 16, 2006)

Attendees: Hunter Rogers Vic Carreria Rick Yelland
 Dave Valley Joe Elworthy
 Robin Bjorge Bruce Rhyness
 Gary Strachan Steve Waight

**Status Updates**

1. **Bus Procurement & Disposal** All the new CNG buses will have been delivered to PCTC by the end of the week (October 20, 2006). Diesels are now beginning to arrive at DDABC. Currently there are 9 trolleys at OTC in various stages of PDI, and 5 are at VTC in or ready for service. One Orion Hybrid (demo bus) is expected to arrive at PCTC October 20.
Bus Orders for 2007: This order is comprised of 126 Novas (75 for replacement; 51 for service expansion), 16 Artics for BTC (15 for expansion; 1 replacement for the BTC Artic destroyed by fire) and 9 expansion Orions.
Bus Disposal will occur at OTC. This project will be overseen by Karl Schaefer. A Mechanic and Pre-Apprentice will be assigned to the project. The Pre-app will rotate in and out. CAW will dedicate a point person who will work with Karl and the Redeployment Committee (Mike Smith, Travis Harrison and Rick Yelland).
 The CAW presented a proposal that a CAW representative (Commercial Transport Mechanic) be placed at OTC to oversee the new bus and disposal bus movement; also that consideration be given to disposing the trolleys out of VTC. These issues are to be discussed off line.
2. **Brake Shoes:** It was agreed this program is “screwed up”; also that it is a Management issue. It appears as though more parts are being used than what were used previously. CMBC will take a complete look at the program and will include CAW (Al Fotheringham., Bruce Rhyness, and Gary Morrow) in this review.
3. **VTC Update:** Paul Bhumrah is now posting all safety issues and updating them regularly. Examples include: water puddles in the firebox area (Jim Kayne will investigate), and no power outlets in the pits. Lines of communication are beginning to improve; however, morale is still an issue. The one big issue will be the lack of heat in the carbon rack area and clean-up bays. Jackets will be issued to employees working in those areas.
Coordinator Position – currently there is one position assigned to an Afternoon/Graveyard shift. Paul Bhumrah and Sam Loo are working together to help with Coordinator activities. Currently the Coordinator assigns returning buses to specific tracks, including the BO track.
4. **First Aid Report:** A meeting has been scheduled for this Friday, October 20, to present a proposal to CAW (Rick Yelland). *(Note: the meeting took place. During this discussion, the Union denied the CMBC proposal and the Company agreed to re-evaluate and submit another proposal, with meetings scheduled for the week of December 4.)*

MAC Agenda Cont...

5. **OTC Lab Move:** The biggest challenge, now that the move is essentially complete, is the PO/Inventory integration. New equipment is being purchased to accommodate the lab personnel requirements. There are some concerns with the distance the Lab is from the actual workforce. VTC would like one more Electronic Technician (a Rick Yelland request).
6. **Recruitment:** A BCIT Student, Shawn Davis, has been hired to look at a retirement model. Derek Leach and Shawn attended the meeting to present their report. A meeting has been scheduled for October 20 to discuss hiring Automotive Mechanics. Other hiring initiatives will include bike rack advertisements and trade fairs, which would include CAW attendance and using CAW Youth Members to liaise with the schools. Recruitment ideas discussed included: the hiring of trades people who are almost qualified; increasing the number of Apprentices; and having CAW members included at the prescreen stage.
7. **ET Merger:** A draft of the minutes of the ET Merger meeting was presented. These minutes will go to the Committee prior to distribution. At the next sign-up, all ET positions will be designated the same. Joe Elworthy will update all CAW members.
8. **Apprenticeships:** Discussion continued with respect to Apprentices being brought up the TQ level without recognition letters. An example presented was that Travis Harrison had not received a letter. The Apprentice Committee will discuss this issue at their next meeting.

New Business

1. **ELTT:** It was suggested that the ELTT program be expanded to include other trades. It was noted that the current posting for the Apprentice Machinist cannot request ELTT, as the ELTT program is not mandatory. In the absence of an ELTT program it was suggested an aptitude test could be used. CAW suggested that if there are good people available, who have successfully completed Grade 12 math, we could move them through the system.
2. **Accommodations:** It was noted that Tom Adams and Bobb Williamson have special provisions for a reduced workweek. Tom Adams works a 7.5 hour, 5 day per week shift and Bobb works a 6.5 hour day, 4 days per week shift. CAW requested that these specific positions be retained after they are vacated. CMBC disagreed in that these positions were created on an as required basis to accommodate individuals with special needs.
3. **Interior Cleaners:** CAW is of the opinion that a 9 hour shift is preferred by Managers. Vic Carreira agreed to follow up and canvass Managers to see if there is a preference for 9-hour days.
4. **CVIP:** CAW is concerned about others completing the CVIP work at OTC in that they consider it as being their work. CAW commented that they had never agreed to have someone else to do CVIP's. This issue to be reviewed.
It was noted that MVB has issued CMBC a written exemption letter to have CVIP's completed by others at OTC, using the OTC plate. Mike Woods, MVB, has authorized leaving the plate at OTC after the move to VTC. VTC will e-file their CVIP's.

MAC Agenda Cont...

5. **Radio Installs:** It was agreed that during the trial radio installations a CAW member will job shadow the contractor. Joe Elworthy and Travis Harrison will determine who will participate.
6. **Retirement Forecast:** As mentioned previously, Derek Leach and BCIT Student Shawn Davis attended a portion of today's meeting to present the employee retirement forecast.

For the Record

1. **CVIP Inspections at STC:** CAW wanted all to understand that CUPE cannot submit CVIP forms using their own ticket number when a CAW member actually performed the inspection.
It was agreed that a bulletin signed by CAW and the Company will be written and distributed to explain the importance of keeping all CVIP tickets current. CMBC will also investigate the excessive removal of pink slips at STC.



Submitted By: Joe Elworthy

BC Supreme Court approves LTD Over-contribution Refund Process

The Supreme Court of British Columbia has approved a repayment process in respect of excess contributions that were made to the Transit Employees' Health and Benefit Trust between 1989 and 2005 by certain members of CAW Local 2200 who worked a modified work week as opposed to the standard work schedule (five days work and two days off).

Certain Local 2200 Members (SeaBus and Maintenance) who, at any time between 1989 and 2005, worked on a modified work schedule and who made contributions for coverage under the Long Term Disability Plan will likely be entitled to a refund of some of these contributions. Members who were in receipt of LTD benefits will have the period of time that they were on LTD carved out of their eligibility for a refund of the contributions. The refund will include interest at the rate approved by the Court and the interest amount will be taxable. Tax in respect of the interest will be deducted at the source and the appropriate T5 Tax Receipt will be issued. To claim a refund, members must complete a "Claim Form" which was approved by the Court. **Once finalized, the Claim Form will be made available from Mercers Human Resource Consulting. CAW Local 2200 Property Representatives will also have copies of the Claim Form and we will make sure that Claims Forms are available at every property, the Union Office and all CMBC work places.**

Over Contribution Cont...

The Trustees are in the process of finalizing all of the administrative systems that have to be in place before the claims process begins. The Trustees expect to have all those systems in place by mid-July (the Trustees' revised target date).

The Court ordered that there be a claims period of 18 months, starting from the date on which certain notices are posted (the notices were approved by the Court). Specifically, the Trustees will:

- post notices on the Coast Mountain notice boards;
- post notices in the Vancouver Sun and the Province; and
- post a notice on the Transit Trust website.

The Trustees will finalize those notices once they know the exact date on which the 18 month claims period will commence (those notices refer to date that is the end of the 18 month period which will not be known until the starting date is known).

The Trustees are also finalizing the Claim Form (which was approved by the Court). Again, once the Trustees know the precise day on which the claims period will commence they will finalize the Claim Form and make them available to Local 2200 members. A **draft** of the Claim Form is on **page 27**. **However, please do not complete the draft Claim Form that follows as the final version of the Claim Form may differ slightly.**

The Trustees will only consider requests for a refund if the individual submits the Claim Form within the 18 month claims period. No payment will be made if an individual submits the Claim Form after the close of that 18 month period.

The Trustees will also post a Frequently Asked Questions (FAQ) bulletin, at the same time as the notices are posted on both on the notice boards and on the Transit Trust website. That FAQ bulletin will answer some of the more common questions about the repayment process.

CAW LTD Contribution Rate Reduction From 3% To 2.9%

So What Does It All Mean?

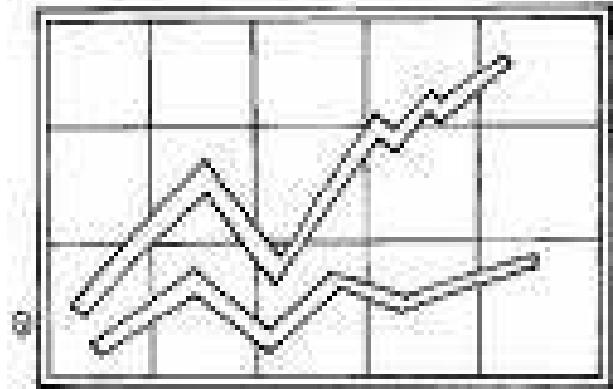
A detailed summary of the Actuarial Valuation for the LTD is published in this edition of the Newsletter but for most members they just want to know, in simple terms, what it all means.

For most CAW Local 2200 members it simply means a couple of bucks less on the LTD contribution rate, per pay cheque, and will hardly be noticeable.

The good news is that the LTD Plan has been steadily improving its financial position for a number of years. However, we are now pretty close to "levelling out" to a point where the contributions are covering the cost of the benefits paid to disabled members, with a small portion going towards improving the surplus in the reserve. With assets of \$22.5 million and liabilities of \$18.5 million we have a comfortable surplus of \$4 million to deal with fluctuations in the Investment Markets and the fluctuations in the number of members becoming disabled, which is referred to as our "disability experience".

LTD Contribution Cont...

We have seen the real cost of the LTD Plan (the cost of the benefit) decrease from a high in 2001 of approximately 3.04% to the current level of 2.56% (2006). But more importantly, we have seen the contribution rates drop from a high of 4.65% (2002) to the current 2.9% (2007), as a result of us paying down a deficit of almost \$11 million dollars and achieving the current surplus of \$4 million over the past six years. (A truly remarkable feat as any expert in the field will attest to)



Much of our success in achieving this financial position can be attributed to a number of improvements to the LTD Plan that have made it more realistic and affordable (including changing the benefit level from 60% to 50% of gross basic pay, non-taxable) without causing undue hardship to disabled members. It is estimated that a 50%, tax free benefit, should equate to approximately an 85% take home pay for most active members. This takes into account that disabled members on LTD do not pay LTD Contribution, Pension Contribution and Union Dues. The Plan was never designed to off-set the over-time pay that some members seem to become dependant upon (sadly).

Of course the “double digit” returns in the Investment Markets have also contributed to the much improved financial position in recent years, and this cannot be relied upon as experience has shown. Rehabilitation programs, including placements into Utility Operators, Building Service Workers, Temporary Servicepersons and Interior Cleaners are all a major component to keeping our “disability experience” under control and there are many people, both from the Company and the Union who work hard behind the scenes to ensure the effectiveness of these programs. These are all dedicated, compassionate people who most members never have to deal with and who, in many ways are the real heroes behind our success in recent times.

At the heart of all of the decision making, that has resulted in our improved financial position in the CAW LTD Plan, are the Board of Trustees who meet on a regular bases to decide on everything from Investment Policies, Insurance Carriers, Legal Consultations, Benefit Consultation and (the most difficult task of all in many ways) addressing Claims Appeals. Of Course the Trustees are charged with many other responsibilities, as just about all of our benefits, including extended health, dental, life insurance and Employee and Family Assistance Programs (likely to change due to new CA language), are all administered through the Trust. A complete and comprehensive explanation of all of these benefits and the names of the insurance carriers and consultants contracted by the Trustees can be checked on the Transit Trust web site. This is a good quick source to check into the details of any of the benefits provided and access any of the forms required to apply for the benefits (www.transittrust.ca).

“Of course the “double digit” returns in the Investment Markets have also contributed to the much improved financial position in recent years.”

LTD Contribution Cont...

So you may well ask what we can look forward to into the near and distant future. To answer that question I look at the percentage of members who are in receipt of LTD benefits and how steady that number remains month over month and year over year. We now have approximately 3800 members in CAW Locals 111 & 2200 and the average number of members in receipt of LTD benefits, in any given year seems to be levelling off at about 200. That equates to approximately 5.25% of our members in receipt of LTD benefits in any given year (based on the Valuation Report). The costs of providing that benefit has averaged out, at approximately 2.72% over the past ten (10) years. With the current contribution rate set at 2.9% it would seem unrealistic to expect any significant decreases in the contribution rate in the near future. However, a \$4 million surplus is a healthy cushion and it's possible, all things remaining the same or improving, that we could see some minor decrease over the next couple of years.



What will be more important, over the longer term, is to make sure the membership and future Bargaining Committees are educated and aware of the financial conditions that help keep the LTD Plan in a healthy, positive financial position.

At the same time we need to insure that our disabled members are not put into a hardship position as a result of high inflation or other factors, including the spiraling increase in health care and other costs. There are always reports and concerns by members of abuses of the Plan by some members but it's my experience that this is an insignificant issue and most unlikely. Great West Life (GWL) is paid to administer the claims and provide rehabilitation programs and it's been my experience that their adjudication panel are thorough and professional and highly regarded in their field. Of course having a claim denied can be a very difficult experience and errors do occur but when you consider that every month there are approximately 1,000 members who receive a benefit cheque (both STD and LTD combined) from GWL, the number of errors and appeals is minimal.

Hopefully this report will not have overtaxed the capacity of most members to better understand the Valuation Report and maybe, especially for the many newer members in our Local, it may be a helpful start to your education and understanding of the CAW Long Term Disability Plan that has now been in place for over 20 years, and has experienced a contribution rate fluctuation from a low of 1.1% to a high of 4.65% and now finally settle back to a more realistic 2.9%.

Above all else it is a hugely important benefit for any member who becomes disabled and a testament to the responsibility, care and compassion that we have as trade unionist to our fellow sisters and brothers and their families.

Submitted by;

JOE ELWORTHY, Transit Employees' Health & Benefit Trust Chair

Summary of Actuarial Valuation
CAW Long Term Disability Plan at December 31, 2006

Number of Claimants

December 31, 2006	December 31, 2005
203	202
Excludes claimants with total off-set (e.g WCB)	

Market Value of Assets

December 31, 2006	December 31, 2005
\$22,535,000	\$20,470,000

Financial Position of CAW / LTD Plan

	December 31, 2006	December 31, 2005
Assets	\$22,535,000	\$20,470,000
Liabilities	\$17,653,000	\$17,099,000
Provisions for		
Over-Contribution	\$ 750,000	\$1,000,000
Total Liabilities	\$18,403,000	\$18,099,000
Surplus / (Deficit)	\$ 4,132,000	\$ 2,371,000
Funded Ratio	122%	113%

The ICTU/CAW Plan is in a surplus position as at December 31, 2006. The normal cost is 2.53% of payroll, and the recommendation of the actuaries is that the contribution rate be decreased from 3.00% to 2.90%, effective July 1, 2007

Gain and Loss Analysis of CAW / LTD Plan**Reconciliation of Changes in Financial Position**

Surplus as at December 31, 2005	\$2,371,000
Restated surplus as at December 31, 2005	
Ignoring over-contribution provisions	\$3,371,000
Interest on Surplus	\$219,000
Contributions towards surplus with interest	\$801,000
Investment Gain	\$279,000
Loss on GWL Expenses	(\$86,000)
Loss on other expenses (EFAP, Actuarial, Legal) (\$215,000)	
Termination Gain (more claimant recovering than expected) \$1,121,000	
Loss due to changes in benefit amounts (\$333,000)	
Incident Loss (more new claims than expected) (\$517,000)	
O&U and recurring claims	\$144,000
Change in discount rate assumption from 6.5% to 6% (\$316,000)	
Change in termination age for 35 years of service	\$413,000
Miscellaneous	\$1,000
Provisions for over-contribution	\$750,000
Surplus as at December 31, 2006	\$4,132,000



Summary Cont...**Key Observations**

- 1) The contribution rate for CAW remained at 3% of payroll following the previous Valuation Report. As the expected cost of the new claims was 2.53% the excess contribution (0.47%) contributed to the increase in the surplus
- 2) In the valuation it is assumed that GWL expenses are equal to 13% of paid claims. Actual expenses were slightly higher resulting in a loss of \$86,000. In addition, there was expenses for items such as legal; accounting; actuarial; and Employee and Family Assistance Program (EFAP) which was not provided for min the contribution rate. These expenses were shown as a cost to the Plan of \$215,000
- 3) The CAW group had a favourable claims recovery experience: of 202 claimants at the time of the last valuation, 69 of these claims terminated. More than expected. This has resulted in a termination gain of \$1,121,000
- 4) There was a loss of \$333,000 due to changes in benefit amounts for continuing claimants, primarily due to changes in benefit offsets from rehabilitation earnings.
- 5) There was a loss on incident experience of \$517,000, indicating that the costs of claims occurring since the last valuation was more than the contributions collected with respect to these claims. There was, however, a gain with respect to O&U (Open and Unreported) and recurring claims of \$144,000, indicating that the cost of these claims was less than n the reserves held at the last valuation.
- 6) The discount rate assumption for the CAW group has been changed from 6.5% to 6% to reflect the changing investment expectations. This has resulted in a loss of \$316,000.
- 7) For claimants disabled on/after May 4, 2005, the termination age is the earlier of age 65 or age 55 if the employee has accrued 35 years of pensionable service (i.e. reached full pension entitlement) and has been totally disabled for 24 months. Previously, the termination age was 65. This resulted in a gain of \$413,000.
- 8) In 2004 the Trustee discovered that some employee who had worked a Modified Work Week over-contributed to the LTD Plan as their contributions were based on a 37.5 hour work week, rather than the actual work week. The result is that the Trust now owes money to some past and current LTD contributors. During 2006 the Trust estimated the amount to be \$1,000,000 and a provision for that amount was reflected in the December 31, 2005 actuarial report. This provision has been reduced to \$750,000

Zero-Deficit Contribution Rates

Since 1989, the Zero-Deficit Contribution Rates has been an average of 2.56%

Note: The Zero-Deficit Contribution Rates (2.56%) is the rate of gross basic pay that would be required to cover the cost of benefit and administration.

It should be noted that the average zero-deficit contribution rate over the past 10 years is 2.72%

Contribution Rates - CAW / LTD Plan

Annual cost of new & current claims (normal costs, Benefit & Admin only)	2.56%
Contribution to Surplus	0.44%
Current Contribution rate	3.00%
Recommendation contribution rate	2.90%

(Approved by the Trustees on May 23rd, 2007)

The above summary of the Actuarial Valuation as at December 31, 2006 has been compiled by the Trustee for CAW Local 2200. For accuracy, detail and clarification we recommend that the full valuation be reference.

Joe Elworthy , Trustee Local 2200

**CAW National Union and CAW Local Union 2200 Celebrate:
The 10th Annual National Aboriginal Day Celebration at the Vancouver Art Gallery.**

In keeping with the Resolution passed at the CAW/TCA Council meeting held at Port Elgin, in April of this year, “that all Local Unions and councils commit to working to end poverty amongst the First Nations community”; on June 20th to 24th CAW Local 2200 members in BC joined with the Aboriginal Community in celebrating the culture and diversity of the Aboriginal peoples across Canada.

The CAW National Union was a major sponsor for this five-day outdoor public festival, held on the grounds of the Vancouver Art Gallery, where it is estimated that over 100,000 people attended throughout the course of the event. CAW Local 2200 also made a contribution, as a demonstration of our support for this community. In fact, the CAW was the only Union to sponsor the event.

The Celebrations Main Stage hosted over 300 contemporary and traditional Aboriginal performers and over 50 artists and vendors as well as children’s activities, story-tellers and face painters. The Celebration was also a time for us to reflect on the challenges Aboriginal people have had to overcome, following generations of systemic oppression, prejudice and racism.

Cheques in the amount of \$5,000 were publicly presented from the CAW National Union and Sister Leanne Marsh (BTC Partsperson) presented a cheque of \$500 on behalf of CAW Local 2200, to the National Aboriginal Day Celebration organizers. The donation was a gesture of the CAW commitment and continuing support and initiatives to help end the cycle of poverty in this community and especially in the Vancouver Downtown Eastside area.

Our CAW Local Union President, Joe Elworthy, addressed a number of large audiences and expressed our solidarity and support and friendship for the Aboriginal peoples, in the fight for their constitutional right to self-government and a return of their ancestral lands.

Submitted by: **Joe Elworthy, Local 2200 President**



Mandatory Retirement Ends for BC Workers.



Legislation introduced in the legislature on April 25th will bring an end to mandatory retirement in the province of British Columbia, effective January 1st 2008.

The legislation amends the mandatory retirement provisions of the B.C. Human Rights Code which authorises the current mandatory age of 65 years of age. The law will come into force on January 1st 2008 but, in the mean time, we are advised that CMBC will continue to apply the current “policy” of retirement at the age 65. Obviously this will no longer be legal following the January 1st implantation date of the legislation. In effect, any employee who wishes to work past the age of 65, after January the 1st must legally be allowed to do so. The Unions will be required to support any members who desire to remain employed with CMBC, according them full seniority protection, and we fully intend to uphold the rights accorded by the legislation.

Pension Plans and Disability Plans will still be able to differentiate on the basis of age. For example Pension Plans and LTD Plans can continue to set the age of 65, as to when someone can collect a pension or cease to be covered by a LTD Plan.

There will continue to be restriction on some employees working past 65 (and 60 in some cases). These restriction are referred to as “bona fide occupational requirements” and they are not expected to affect CAW members hired by CMBC.

The Union is unsure of what impact the changes will have on our workplace and membership demographics, as a result of the legislative changes. The impact will likely vary from “short term” to “longer term” and will likely very much depend on the years of service, health and wellness status, and job satisfaction experienced by our members who are reaching retirement age. The current trend has been for members who have reached the “no penalty” (85 points, age plus years of service) retirement age to head for the hills, the golf course or the fishing boat.

What is clear is that if more members decide (for whatever reason) to work past 65, seniority accrual and the benefits that come with it (work location selection and AV selection etc) will have some impact and adjustment, at a future date, may need to be considered, as pressure mounts. The impact it will have on the availability of skilled trades workers, who are in huge demand currently, is also an unknown quantity.

We will continue to monitor all of the data as the transition takes place but it will likely be many years into the future before the pressure to make collective agreement, union bylaws or policy adjustments are required.

Submitted By: Joe Elworthy

It appears another spring has come and gone, and as most of us find ourselves wading knee deep in conversations on the weather – wondering whether it actually is the end of June – the successes of another Annual Retirement Party and Golf Tournament are proof enough that summer is here.

Golf Tournament

Tall Timbers golf course was the backdrop for another Annual CAW Local 2200 Golf Tournament, and whether we chose the course, or the course chose us, I can't picture having as much fun anywhere else. Thank you to the organizers of tournament, Brother Bob Bedford, along with Geoff Agnew, who must now have the tournament down to a science, as it seems every year it all unfolds without a hitch, and this year was no exception. As for the golfers, well that's a whole other story.

There were 52 golfers that teed off, while many others wished they were let the opportunity. But as always, the first to pay, play. Thanks to those that signed up and played, and also to those that were less fortunate. I know Bob and Geoff do their best to accommodate as many players as possible, but there must be a limit somewhere. It becomes pretty tough to accurately guess the number of lost balls at a certain point too...



GOLF TOURNAMENT 2007

Retirement Party

The Annual CAW Local 2200 Retirement Party may have been a few weeks later than usual this year, but that certainly didn't stop it from being another great success. Much thanks to the Committee, Brothers Bob Bedford, Bernie Leaker, and Paul Burritt, for organizing another wonderful party in honour of the members of Local 2200 who chose to put their working careers on hold and take some much deserved time to themselves. This year there were 12 members honoured at the head table as retirees, all of whom stood to give a few words in reflection of their years of dedication. Many of the retirees even, to the approval of some of members in attendance, chose to keep their speeches short and sweet and simply mingled with the crowd later instead. As always the event was highlighted by the beautifully catered meal, and with help from the staff at the bar, everyone was able to wash the fine meal down with a drink or two.

Thank you to those members that volunteered to drive the courtesy vans again this year. It's realized that this act of responsibility consumes a great deal of time, and even sometimes patience, but its worth is immeasurable and allows many a member to enjoy the evening knowing they will arrive home safe and sound.

Travis Harrison



Quality Assurance Program



The Quality Assurance Program, or Quality Audit as it's commonly referred to on the shop floor, is starting to pick just as we are heading into the vacation period for many of our members. Admittedly, it took longer than I thought to get this program off the ground. Obviously I, like many others involved in the program implementation, didn't realize the scope of this project, but it is now progressing smoothly and is being implemented at Surrey Transit Centre.

The fact that many of our CAW Local 2200 members now see the benefit of identifying all potential repairs required when performing an inspection on a bus, and the benefits of the system being created to track them so they don't disappear is very encouraging. It is now the time for everyone to work together to make this program a success and implement an inspection, diagnosis and repair system and procedure that will be standardized and one that we can be proud of.

The bottom line purpose of the Quality Audit is to raise the mechanical and safety condition of the fleet to a higher level, by creating a transparent inspection process where any member can access information on any bus at any time. Some of the areas we have been working in are:

- 1) Creating a fleet specific inspection sheet for all types of coach which can be changed at a moment's notice to add an item in any area that requires special attention during the inspection process.
- 2) Creating a deficiency sheet with a work order to be used for minor repairs found during the inspection that will be used in all locations, as we move through the system.

These two sheets will be given to the tradesperson to conduct an inspection along with the deficiency list from the last inspection and any outstanding work orders to help us raise the operating condition of the fleet and give our CAW members the confidence to perform the work, knowing repairs that are found will not be ignored.

One area we are still working on developing is the electronic tracking of the deficiency sheets, the Information Technology (IT) department are trying to figure the best way to store the information so it is easily retrievable.

We have been working at the STC location on creating the process we feel will work for that location, and once the system works out the inevitable start up kinks and stumbles, it will begin its move throughout the rest of the Transit Centres.

The program is now close to being able to move on to other locations and we have chosen PCTC as our first target, followed by RTC. As we go through the same process in PCTC and RTC we may feel we should make changes to the way we are doing things. We will take these changes back to STC and make these changes there also, as it is the intention to have all garages operate in the same consistent manner.

As this project unfolds and we move on throughout the system, we will be returning to garages we still have left to perform an audit on buses that have had a recent inspection, with the sole intention to identify the condition of the fleet and encourage our members to identify and record all repairs required between inspections. For example, if you feel the bus won't go 6000k on the brakes, then you should identify that condition and have the supervisor make up a work order, to be released on the date you determine. Or, for example, if the brake cams are worn and should be repaired at the next brake job, you should have a work order made up for that so when it gets "pinked" for brakes, the work order is already there for the cams.

QA Cont...

As this new Quality Assurance Program is in its preliminary stages, it will require a great deal of cooperation of our members, and as I said before in The Newsletter, this is an opportunity for all members to contribute and give us feedback of how you would like to make our working environment and conditions safer and more rewarding.

This new Process is one that all of us involved in the development of, feel will be a big asset to CMBC and the CAW members, and represents yet another opportunity to show that we are the best at what we do.

Please do not hesitate to contact myself, Gord Robertson, at Burnaby Transit Centre for further information or to ask questions.

Gord Robertson
Surrey Property Rep.
604-205-6217

THE PORT ELGIN EXPERIENCE

Port Elgin is a fascinating place, filled with many terrific people. The diversity shared with these people at the unofficial functions, as well as the official ones, was a tremendous learning experience.

Hearing the multitude of perspectives and arguments on all of the various topics at hand was invaluable. It broadened my perspective by forcing me to think outside of the box beyond the confines of the Local 2200 to a more encompassing perspective that is the CAW National with all of its members and various concerns in their workplaces.

The instructors were excellent, as was the classroom environment. Participation was not a problem for us, as the variety of personalities made for some colourful and quite humorous class time.

I can't forget the people I met and the shared great times with them. I found the experience quite educational as well as rewarding, and am grateful for the opportunity to attend such a fine establishment. I look forward to being more useful in the local with my new skills.

In Solidarity,
Jerry Watson





A Winning Ticket Women in trades in British Columbia and Yukon

Wondering where Rosie the Riveter has been for the past sixty-two years? Apparently she's been Quietly working. It seems apt that with the trades shortage we see Rosie the Riveter appear again in pop culture, only this time it's not the American Government telling women that it is their patriotic responsibility to enter the trades, but women telling women "we can do it".

Amy Steffen, Lenora Stenersen and I went to the Tradeswomen: A Winning Ticket! Conference held at SFU in April. This was a great opportunity to meet other tradeswomen, share stories, learn together, brainstorm and have fun.

The first night of the conference was an opportunity to meet the people who put it together and hear about the research they had done on women in trades and why they had studied the topic. One item that was discovered is that the tokenism of women in trades still exists and the magic number that will make acceptance easier is 15%, in BC we are currently between 1% and 3%. This was the main reason for the conference; to get the tradeswomen and those interested in getting involved in the trades together to discuss how to get the message out there that trades is a viable option for women. There was a presentation illustrating the number of women in or entering specific trades since the seventies. I was particularly surprised that although most of the numbers were in decline for twenty years they increased in metal fabricating trades and the motor vehicle and heavy equipment trades. We also heard from a panel of women who told their stories about how they entered (became interested in) the trades, how they were received and how things have changed for them.

The second day was for learning three workshops each. I took Alternatives to Grievances and Human Rights Complaints, a topic that interests me very much. This course was given by the author of the Velvet Hammer, Faith Baldwin, a great storyteller. The workshop mostly focused on her belief that woman and men are fundamentally different and that there is a specific way to deal with men: act like them. Although I don't agree with her belief I did walk out with some good information and ideas. My second course, Snappy Comebacks, was a fun preparation to be humorous even when work or situations get tough. This was a good one because I know from experience that when frustration creeps in injuries occur, so being able to joke about these things lightens the frustration and keeps us happy and healthy. Finally, my third course was not at all what I thought it would be. "Men Women and Tools" was the title of the course but also the title of a play that was created from interviews with tradesmen and a tradeswomen with all of the words coming directly from the interviews. The candid honesty of the "characters" gave some insight as to why men used to have difficulties with women in the trades. This opened up a great discussion about the changing attitudes and we found it hard to break it up at the end of our allotted time. In each of our courses we wrote down some of the ideas or points that had come up that we felt were important, these were all brought to the round table where we further discussed them. Then we voted on the ideas that we thought would most likely help with the goal of bringing more women into the trades. The underlying theme of the favourite ideas was information. A web site dedicated to women in trades where information on everything a woman might need to know about trades and training can be found. Getting tradeswomen into the elementary schools to introduce the idea at a formative age. Getting high school councilors on side offering trades as an option to all students.

Brothers and Sisters I'm proud to be part of a union that will send its Members to a conference of this sort, as it was only for women. I learned a lot and met some wonderful people and came away with some ideas about how I can encourage not just women but people to enter the trades, the more the merrier!

Peace, Marie Rondeau

Why a Women's Committee?

Most Unions have an active women's committee. These committees build solidarity, strengthen the collective voice of women, and ultimately serve to create a stronger Union. While Local 2200 has a relatively new committee, women's committees are not new to the labour movement. Since the founding of the Local 2200 women's committee in early 2007, it's members have already reached out to new women and increased their level of activism.

Providing an environment for women to organize and engage with each other helps them identify their unique experiences as workers. An active committee offers space for women to support each other and raise awareness of equality issues.

Our women's committee aims to:

- build solidarity among women in our local
- provide support for the unique realities of women employees
- foster a welcoming environment for new women members
- encourage leadership and activist development

We appreciate all the support from Local 2200, the Executive Board and the General Membership. Watch for upcoming events that serve to further develop and strengthen this new committee! In the future, we aim to align ourselves with other local women's committees to further our mandate and support our common goals.

If you are interested in being involved in the women's committee, please contact Sister Amy Steffen – steffen7@telus.net.

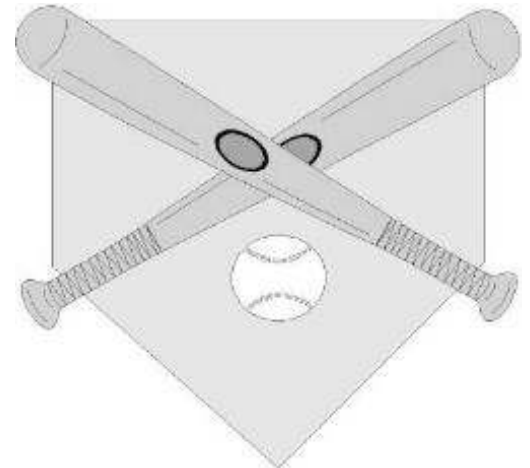
In Solidarity, Amy Steffen

Steve Sherwood Memorial Softball Tournament

The 2nd Annual Steve Sherwood Memorial Softball Tournament (CAW Local 2200) was held this past weekend on June 23rd at Coquitlam's Mundy Park. A day of rain, wind and some sun didn't deter from a monstrous turn out or dampen the spirits of all that attended. Judging by the haunting chant of..."Aaaammmyyy" all day I would say that we could have been involved in a hurricane and still had a fantastic time.

A great deal of hard work, fund raising and organizing went into this initiative run by the Local 2200 Youth Committee. Many thanks to all of you who worked so hard to make this a success. A special "thanks" goes out to all the companies that donated raffle prizes for the event as well as Don Turchin (RTC Mechanic) who made a personal donation to the raffle. All moneys raised at the Tournament will be donated to the Canadian Heart and Stroke Foundation in the name of Steve Sherwood, CAW Local 2200.

Congratulations to team "Last Minute" who beat team "Stores 60" in the final game to win the Tournament. We'll getcha next year!!!!



Tourney Cont...

On behalf of all the members and guests who attended and the Local Union Executive Board, I would like to extend the warmest thanks to everyone who worked so hard to make this event a great success. For me, it has been a great pleasure being a part of this very special annual event that has been named in honour of the late Brother Steve Sherwood (FOH Prop Rep. for many years and fondly remembered and loved by all who knew him).

After seeing, first hand, how everyone pulled together, member, families and friends, to make this happen, I have no doubts that this event will become an even more popular celebration for our CAW Local 2200 members, their families and guests for years to come. There were many positive comments and a lot of suggestions that ,next year, we incorporate the Tournament with a CAW Local 2200 Family Picnic / BBQ.

I'm sure, from knowing Steve personally, that he will look down and smile on us all as we remember him for his dedication, achievements, love of baseball and of course his unique wit that continues to be the source of so many stories told by those who knew him.

In Solidarity**Tim Snider****Editor's Note**

I would like to personally thank all the people that were involved in helping to make a large job a smaller one. This couldn't have been done without all your help.

Travis Harrison**Doug Macdonald****Bill Shannon****Lenora Stenersen**



The Melo's



Big Sis Melo



Please call my ticket



I Won!!!!



Just in case there wasn't enough beverages



"Crazy Legs" Lorne



"WAKE UP DON"!!!!!!



Leonna Stenersen and Tim Snider



Team RTC



Tom and Joe→

DRAFT CLAIM FORM**DO NOT COMPLETE**

Recently the Trustees of the Transit Employees' Health and Benefit Trust learned that between 1989 and 2005 some members of CAW Local 2200 (formerly ICTU Local 2) paid more to be covered under the Long Term Disability Plan (**LTD Plan**) than they should have because they worked fewer hours per week than a standard work week of 37.5 hours per week.

The Trustees obtained an Order from the Supreme Court of British Columbia to ensure that the monies were repaid in a way that is fair and efficient. People who may have paid more to be covered under the LTD Plan are able to make a claim for a repayment using this Claim Form which the Court approved. A portion of any repayment you receive will be interest, and that interest amount will be taxable.

You may request a repayment if at any time between 1989 and 2005 you were a member of CAW Local 2200 (formerly ICTU Local 2) who was employed by BC Transit or Coast Mountain Bus Company (CMBC), who worked a modified work schedule and who made contributions to the LTD Plan. Note that members who received LTD benefits did not make contributions while receiving benefits and cannot claim a refund for that period. If you meet these requirements and want to claim a refund you must:

- A) complete Section 1.0 (Personal Declaration) of this Claim Form;
- B) enclose proof of your residence with this Claim Form (preferably a copy of your driver's license with the address you set out in Section 1.0 or a copy of a piece of mail addressed to you that shows the address you set out in Section 1.0);
- C) send the Claim Form and your proof of residence to the following address:
Transit Employees' Health and Benefit Trust c/o Mercer Human Resource Consulting

Once the Claim Form and proof of residence are sent to the above noted address, Coast Mountain Bus Company will review your employment records and complete Section 2.0 of this Claim Form. If your claim for repayment is accepted a cheque will be sent to you to cover the amount you over-contributed for LTD Plan coverage, plus interest.

Please note that **benefits** paid from the LTD Plan to individuals who worked modified work schedules were calculated and paid correctly. The only correction is to the contributions that were paid for the coverage.

In order to process any claim for a repayment, a claimant's personal information must be shared among the claimant, Coast Mountain Bus Company, the Trustees of the Transit Employees' Health and Benefit Trust and their agents (including Mercer Human Resource Consulting). Personal information of a claimant will only be used and disclosed in accordance with the *Personal Information Protection Act* which binds the Trustees.

The Court ordered that the Trustees will only consider Claim Forms that they receive by the end of the claim period.

(PLEASE COMPLETE SECTION 1.0 "PERSONAL DECLARATION" ...)

If you have any questions about the process, please contact Mercer Human Resource Consulting, at (604)

xxx--xxxx.

1.0 PERSONAL DECLARATION

In the space provided below list the positions you held between 1989 and 2005 **if**:

- A)** you were a member of CAW Local 2200 (formerly ICTU Local 2) and employed by either BC Transit or Coast Mountain Bus Company when you held the position;
- B)** you worked a modified work week when you held the position, being something other than the standard 37.5 hours per week; and
- C)** you made contributions to the LTD Plan when you held the position (note that members do not contribute to the LTD Plan when in receipt of LTD benefits).

Please be as specific as possible, providing the start date and end date for each of the listed positions and the name of the position you held.

Start of position (day/month/year)	End of position (day/month/year)	Position you held with the employer	Location

I, _____ (print name) declare that I worked in the positions identified above, for the employers identified above, for the periods of time identified above. I hereby agree Coast Mountain Bus Company and the Trustees of the Transit Employees' Health and Benefit Trust (and their agents) may collect, use and exchange personal information in their possession and the personal information on this Claim Form as is necessary to process my claim for a repayment.

 Claimant's Mailing Address: (Apt. No. – Street No. Street Name, PO Box, City, Province/Territory, Postal Code)

 Claimant's Employee Identification Number

 Telephone Number

 Claimant's Signature

 Date

 Claimant's Social Insurance Number (legally required for tax purposes)

2.0 EMPLOYER CONFIRMATION

SECTION 2.0 TO BE COMPLETED BY COAST MOUNTAIN BUS COMPANY

Claimant's Name

Claimant's Employee Identification Number

List all positions held by the employee identified above for the period between 1989 and 2005, **if the employee worked a modified work schedule in that position.**

Start of position (day/month/year)	End of position (day/month/year)	Position held by employee	Location

According to the records maintained by Coast Mountain Bus Company I hereby confirm that the information set out in this Section 2.0 is correct and accurate to the best of my knowledge.

Name

Signature

Date

Title: _____