

November 28, 2011

CAW  TCA
LOCAL 2200

NEWSLETTER
NOVEMBER
2011

Local 2200 Executive Board

President
Joe Elworthy

Financial Sec.
Al Fotheringham

Vice President
Mike Smith

Recording Sec
Travis Harrison

Trustee
Gord Robertson

Trustee
Rick Yelland

Trustee
Bruce Rhyness

Local 2200 Executive Council

Property Reps

BTC
Lorne Bertholm

HFM
Leanne Marsh
&
Dennis Mulder

NVTC
Paul Burritt

OTC
Gerry Grant &
Al Chitty

PTC
Garry Morrow

RTC
Art Froese

STC
Ian Morrison

TROLLEY OVERHEAD
Miles McClenaghan

FACILITIES MAINTENANCE
Steve Moon

SEABUS
Bruce Harding

CONTENTS

Pg.3... President's Report
Pg.12.. Skilled Trades Report
Pg.14.. Apprenticeship Report
Pg.15.. Seabus Improved Service
Pg.17.. Seabus Report
Pg.18.. Seabus H&S Report
Pg.19.. Annual Sign-Up Review
Pg.20.. WCB Report
Pg.21.. Wage Protection Plan
Pg.23.. Like Day & Night
Pg.24.. CMBC Facility Update
Pg.26.. Retired Members Get-Together Notice
Pg.27.. Christmas Get-Together Notice
Pg.28.. Calendar of Events
Pg.29.. Holiday Greeting



Chief Editor: Joe Elworthy
Editor: Travis Harrison
Editor and Production: Tim Snider

President's Report

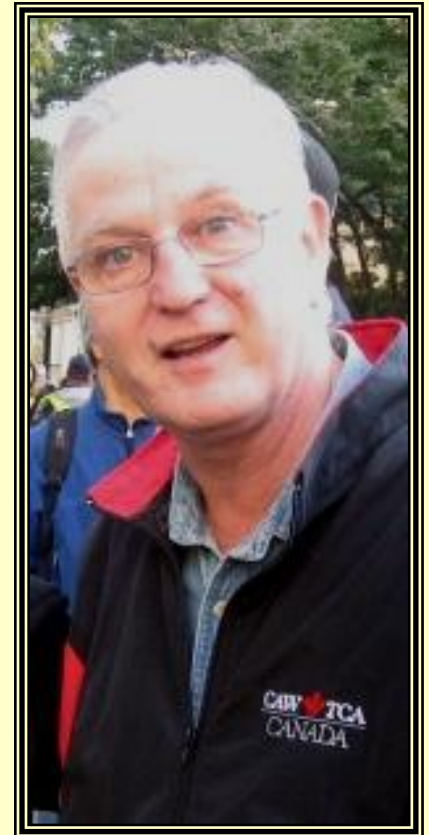
With an extension of the collective agreement now in place until March 31, 2012, the Annual Sign-Up behind us (change-over in January, as usual); our membership settling in to celebrating “the year that was” and pondering what the year 2012 “will bring”; it would seem like a good time to reflect and ponder, in the pages of this Christmas Edition of the CAW Local 2200 Newsletter, on the events of 2011 and forecast for 2012.

Membership Ratify Extension of Collective Agreement (by a close aggregate vote of 58%, combined Local 111 and 2200).

From the perspective of this writer (Joe Elworthy), the issue that predominated the year of 2011 was that of the Collective Bargaining Process, culminating in the ratification of the “extension” of the collective agreement for one year.

I have written extensively on the bargaining process and the reasoning behind the Memorandum of Agreement (Extension of the CA) in previous editions of our Newsletter so I will base my comments more on the decisions of the membership and reflections on what the future may hold as we enter into the next round of bargaining, early into the new year (January 2012).

The acceptance of the Memorandum of Agreement between CAW and CMBC by 58% of the membership (aggregate Local 111 and 2200 vote) was reported by many of our key pollsters as appearing to be a higher acceptance than they expected, as there was considerable disenchantment expressed at the information meetings and on the shop floor by the Local 2200 members during the ratification period. The Local 2200 bargaining committee was not surprised at the membership “mood” as we knew that none of our members find a “zero wage increase” easy to accept (a sentiment echoed by the Bargaining Committee and Executive). The decision to have a vote on this extension was a “strategic” decision by the Joint Bargaining Committee, supported unanimously by the Executive Boards of both Local Unions, realizing that there was no possibility of achieving a wage increase without the need for job action (likely a strike) and the timing for such action was not right, in the view of the Bargaining Committee (for all the reasons we reported).



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...

We hope that the majority of our membership who agreed with that decision will not be disappointed and the very large number of members who voted against it will, in time realize that it was the best decision under the circumstances. We could have chosen to delay the process, (similar to the BC Teachers Federation who started bargaining in August) but a one year delay seemed excessive.

The other components of the Memorandum of Agreement provides for the opportunity to meet and discuss a number of issues that will likely be contentious at the bargaining table in 2012, if we do not succeed in finding resolutions to them through the sub-committee discussions. This opportunity also provides for engaging many union officers (and subject matter experts), in the collective bargaining process, who are not members of the bargaining committee but who have a good working knowledge of these issues. Debating the issues in a manner that is less adversarial than that of the "in your face" bargaining approach may provide a better forum for resolution. The ability to address issues that affect smaller groups and be resolved by these smaller groups can often be the best means of resolving these issues. Remember, that Local 2200 is a smaller group (1100 members) within a bigger group (Local 111 with 3,500 members) and we all vote collectively on the final package that is agreed to by the Bargaining Committee and that can pose some difficulty in itself, as issues that affect smaller groups can get lost in the general package as bargaining approaches "end game".

Some of the bargaining sub-committees have been meeting, exploring possible resolutions and working on a better understanding of the issues, however, it will take some time to determine how successful this concept will be.

Many of these issues are very complex in nature, including the Attendance Management Program (involving Supreme Court and Human Rights decisions), Benefits Issues (multiple issues), Duty to Accommodate (cross-jurisdiction) and Harassment issues (language improvement, education and protocols).

Although these bargaining sub-committees have a time-line, until the end of December 2011, to arrive at resolutions, it is likely that they will need an extension of that time-line, given the late start to the discussions, the Christmas Break and the very busy schedules of everyone involved (including "yours truly"). More on this I will reference later.

Pool Employee Project (PEP) Formerly (SWT) LOU Rescinded.



One agreement (referenced in the extension MOA) was reached and ratified by the Local 2200 membership (at the October GM meeting) but the Company withdrew from the agreement at the last minute seeking further flexibility than was negotiated in the language of the agreement, as agreed to by the parties. The agreement was experimental so there seemed little point in insisting on implementation if the company wanted to "opt-out" even before implementation. Disappointing as this was, especially as it provided for better working conditions for the SWT members, the Annual Sign-Up proceeded by reverting to the SWT language and LOU. This was a source of great frustration for the committee members who had worked in good faith

on what was essentially a good agreement for both parties. It certainly does not bode well for the discussions that lie ahead with the Maintenance management bargaining team. The agreement would have allowed for the SWT workers to be assimilated into the regular workforce with specified flexibility to perform Project Work and Coverage (similar to the current LOU), yet be part of the workforce at the locations that they would sign into. We ask our members to show some understanding for the SWT workers on your properties, who will be disappointed with this turn of events and we will continue to work on improving their working conditions as we move forward.

Pres. Report Cont...

Given the approved implementation of the TransLink Supplemental Funding Plan and the resulting expected increase in service (and thus workforce size), it is not likely that the Company will want to talk more about this LOU until they know what their budget for manpower is, under the Supplemental Funding Plan (which I will discuss later in this article under TransLink Funding).

Early Annual Sign-Up Agreed To. (Change-over in January).

Following a rather bumpy start to the discussions on the early Annual Sign-Up, agreement was eventually reached that enabled the Sign-Up to proceed as planned, on the week of Nov 1st to 4th. The process worked well, as it usually does, with a few hiccups, with some members being unavailable for signing, due to short notice. Movement of employees between shifts and locations was reported to be “unremarkable” with little change from the previous sheets, in the number and types of shifts at all location and in all classifications.

Notwithstanding the decision by many to remain “put” in their locations and shifts, resulting in very limited bumping, our membership really value that ability to determine if they can change shifts and locations on an annual basis. The benefits of having the ability to change annually, by far out-way the inconveniences for all of the parties. Likely there is more change occurs through the internal posting system throughout the year than at the annual sign-up.



LOU “J”: Maintenance Joint Committee Prepares For Meeting

As we go to press with this edition of the “Newsletter” the sub-committee established to address the issues referenced in LOU “J” of the MOA, are preparing their positions, arguments and proposals.

LOU “J”: Maintenance Joint Committee (states)

The parties agree to conduct joint discussions regarding the below issues. The discussions will commence between September and December 2011. Any agreements reached between the parties will be incorporated as “Housekeeping” in the next round of Collective Bargaining.

- 1) ***AV Signup***
- 2) ***Annual Sheet Signup***
- 3) ***ET and CT Work Processes***
- 4) ***SWT Pool Employees***
- 5) ***MAC Development***

We can always improve on the Annual Sign-Up process and we are open to discussing ways of doing so as part of the extension agreement mandated in the LOU relating to the Annual Sign-Up and AV Sign-Up as per above.

Work is in progress on the “3) ***ET and CT Work Processes***” and “5) ***MAC Development***” and good progress has been reported on both of these items.

Item #“4) ***SWT Pool Employees***” I have reported on and we will just have to see what unfolds with the budgets and expected size of the group going forward.

Pres. Report Cont...



TransLink Funding / Supplemental Plan

This is a topic that was in the media throughout the year that played a major role in the decision making of the Bargaining Committee throughout the process. Quite simply put, without funding and the political will to address Public Transit issues in the Metro Vancouver Area, any action taken by the Union would have had a major negative spin in the “court of public opinion”. Eventually, after the ratification of the extension of the collective agreement (although unlikely related), the Mayors Council approved the Supplemental Plan that provided for an increase in the gas tax by two (2) cents per liter to allow for some increase in service for both Bus and SeaBus service, as an interim measure, while a more sustainable funding formula can be explored. Municipal elections on the horizon made for an interesting political football for transit funding. Our Local Union (2200) along with Local 111 are part of a group of Unions representing workers at TransLink, CMBC, Skytrain, West Van Transit, HandiDart and other contracts, called Joint Union Committee (JUC). The JUC was successful in lobbying hard to get the funding passed by the Mayors Council. We see the Supplemental Funding as a “step in the right direction” but we are a long way from solving all of the issues impacting on the need to establish “sustainable funding” that allows for long term planning, improved service, publicly funded and run by public entities. No doubt this will be an issue into next year and many years thereafter but we need to keep pushing for the “good solutions” that we have with “good explanations” and knowledge that will position “sustainable funding” well into the future. (See Article on TransLink Funding Supplemental Plan

Pres. Report Cont...

The Union in Politics

Looking back over this year, there were a number of major political events at all levels of government that have (and will continue) impacted our members lives. The Federal Government Election has seen the return of the Steven Harper, Conservative government with a majority; the NDP became the official opposition for the first time with a huge number of MP's elected from Quebec; the Liberals were virtually wiped out; and then the unfortunate passing away of Jack Layton, a true representative of the ordinary Canadian and those less fortunate in our society.

On the Provincial Political Front, the world did not unfold as we had hoped for. We witnessed a leadership Convention for the Provincial NDP following the controversial resignation of Carol James, with the election of Adrian Dix as leader. All of this was happening pretty much on-the-heels' of the rise of Christy Clark as Premier of BC, replacing Gordon Campbell (and her subsequent close election in her riding). Many Union members (especially Public Sector) were hoping for a fall Provincial Election but following the staggering defeat of the HST tax, Miss Clark decided it would be best to run her term out in the hope of building her badly tarnished image. All of which means, that, contrary to what all Public Sector Unions had hoped for, with many of our agreements expiring in March 2012, we will likely be looking down the dark tunnel of the "Net Zero" wage controls imposed by the Liberal Government on all Public Sector Workers, one more time. We got the message clearly from our members that this is not acceptable and we will take on that fight, if required, in whatever manner is required.

On the Municipal side of the political spectrum, we have now seen most of the same faces returned as Mayors of the various municipalities (TransLink - Mayors Council), with stronger majorities, so the timing is right to establish a "sustainable" public Transit Funding Policy and Legislation. The JUC Unions will front and center lobbying the Mayors Council to address this hugely important issue.

Still On Transit Funding: Fare Increase Request Leads to TransLink Waste Probe and Independent Audit by Commissioner

As reported in the media, TransLink's "independent commissioner" is going on a hunt for waste and inefficiency in CMBC (and other Subs) to see if another fare increase slated for 2013 can be avoided. This audit of our systems results from an expected application by TransLink for a Fare Hike in 2012. The Commissioner appointed to oversee the audit is Martin Crilly.

The TransLink Commissioner's office is preparing to hire consultants to analyze TransLink's efficiency in delivering services and projects and compare its performance to industry norms in a search for potential savings.

Areas that will be reviewed relating to Bus Maintenance are:

- 1) Employee absenteeism and productivity
- 2) Whether transit vehicle maintenance and downtime costs TransLink more than the "industry standard" and whether buses are being replaced at the right pace.
- 3) "Are actual repair times monitored against standard times?"
- 4) Administrative overhead.



Pres. Report Cont...

The commissioner's office expects the consultants will be hired by January and would report back by the end of March 2012.

A more detailed review of the Maintenance related information and areas focused on, to the best of our knowledge, are as follows:

- a) Costs per kilometer meeting Industry Standards
- b) Are Maintenance hours within Industry Standards
- c) Comparison of Vehicle Failures (various types) with peer companies
- d) Current Servicing and Repair Times Compared to "Standards Times"
- e) Monitoring of Repair times comparing to "Standards Times"
- f) Comparing ratio of Maintenance hours/km to industry standards
- g) Are new vehicles reflecting lower maintenance costs.

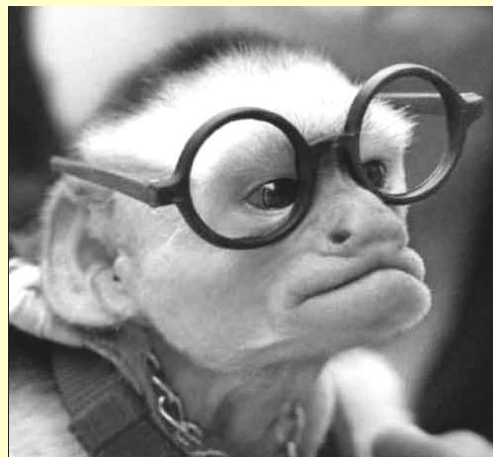
I think we can be thankful that we have had our "Coordinators" working for many years on developing and improving our workplace practices. Hopefully, this initiative ought to show why we are competitive in all of the above areas. I have said it many times to our executives and members that "we do not live in a bubble". TransLink and CMBC are members of a number of international Urban Transportation Organizations (such as CUTA) that regularly compare practices and processes, like any other major global corporations.

We ought not to be overly concerned with this audit, due to the fact that we have been implementing these standards for some time now. But don't expect that these reviews and audits will just come and go with no more being said or reported. These reviews and audits are clearly here to stay. Our job, as employees and union members is to ensure that we are competitive and can keep the work "IN-HOUSE" where "quality" work is performed. There is constant pressure to seek "cheaper alternatives" to performing our work and we need to be mindful of this. We all know that "cheaper" is not better, whether that be goods, services, benefits or other. Be wary of those who are seeking the "cheaper" and ignoring the "quality".

I encourage our members to work with the Union and Company to ensure that we can withstand any scrutiny by "Independent Auditors" and prove that "In-House" makes for the most effective, safe and reliable means of delivering these services.

You should talk this issue up with your Property Reps, Coordinators, Supervisors and Managers and prepare ourselves to show why we are the best choice and why we should continue to be so.

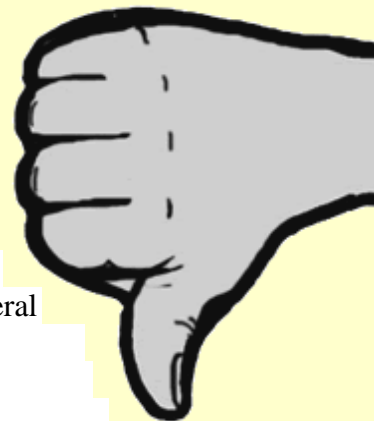
"Cheaper Isn't Always Better" "Pay Peanuts and You Get Monkeys"



Pres. Report Cont...

The Local 2200 Membership Reject Executive Board Recommendation And Votes NOT to Remove Dues Assessment, (been in place since 2001).

In a surprise decision (to some) the Notice of Motion (Submitted By the CAW Local 2200 Table Officers and endorsed by the Executive Board) *“That the current assessment of thirty minutes straight time, per member per month be discontinued for the year 2012.”* was voted down by the membership at the General Membership meeting held on November 24th.



The arguments that prevailed after a lengthy debate are as follows:

- 1) With collective bargaining about to begin again in January and the possibility of a looming strike on the horizon, the timing was wrong.
- 2) There is a need for a “second full-time officer” and that should be addressed first.
- 3) There are a number of arbitrations and legal actions that are looming that could prove to be very costly.
- 4) The difficulty in having an assessment revisited if required needed consideration.
- 5) There were a number of other reasons that led the membership to decide that this was not the right time to remove the assessment.

The Table Officers made it clear that they have no problem with the membership decision and that “due diligence” (adherence to the bylaws etc.) and education was the reasoning behind the posting of the Notice of Motion.

Of course this issue can be re-visited at any time by any member and the Officers felt that, as this is not a “political” period in our term, it made sense to put the question to the membership at the November General Membership meeting.

Many members spoke highly of the responsible financial manner in the way the Local Union has been operating over the years, especially the manner in which we maintain excellent representation with only “one” full-time officer and the value of the “Coordinators” to our Union. The one million dollars in the bank balance seemed reflective of this prudent financial accountability.

We will now proceed to move forward with our next phase of restructuring, seeking the membership support and input as we do so. To those members who show up to our General Membership Meetings, month after month we are deeply appreciative. To those who may complain but not show up to voice your complaints we encourage your participation.

***“To those members who show up to our
General Membership Meetings, month after
month, we are deeply appreciative. To those
who may complain but not show up to voice
your complaints we encourage your
participation.”***

Pres. Report Cont...



Conclusion of Year 2011 Reflection

This lengthy report concludes my reflection on the “Year That Was” and my comment on forecasting my expectations of the “Future” will be brief, though thoughtful, as I am only too well aware of the pitfalls of predictions that don’t come true.

On Future Forecasts - Optimism versus Pessimism. What The Year 2012 May Hold for the Local 2200 membership

The Bargaining Committee meetings to discuss the many issues arising out of the Extension of the Agreement (until March 31, 2012) will slow down over the Christmas break and I’ll take some time-off myself and enjoy the festivities, as will most of us.

Looking forward into the New Year, we will be back at the bargaining table and wondering if in fact we did extend the collective agreement - or did we just continue on bargaining. Certainly it appears to me (as is clear from my report above) that we just continued bargaining and slipped into a higher gear. But, in truth, bargaining is part of the every-day life of any Union Officer. We are constantly working on agreements of some sort or other, including agreements to have our own members seeking resolutions to conflicts and misunderstandings with each other.

To do this, on a daily basis, with any degree of success, one has to have an “optimistic” outlook on life. That is, an outlook that allows for the seeking of resolutions to problem and constantly developing your knowledge and information in the search for good resolutions. We have to constantly examine the many issues that revolve around any particular problem and look for “good explanations” that “justify” our resolutions. This often means taking risks, dispelling beliefs and rumors and testing our resolutions. This explains why many of the agreements we enter into often have an “experimental clause” or appendix. This is not for reasons that we are unsure of the resolutions that we have reached agreement upon - but more to do with the fact that every problem that is solved often creates a number of other problems that need resolving. Without this “rational optimistic” outlook on life (and all things related) as “humans”, we would never have achieved the advancements that we experience today. And that is also true of the advancements of our Union. That is why we demand an “optimistic” vision from our leaders and that should translate to the same vision from our members. However, this is not to be confused with “blind optimism” (the belief that everything will work out good because “we believe” in it).

“Optimism is essential to achievement and it is also the foundation of courage and true progress”

Nicholas Murray Butler

Pres. Report Cont...

On the other side of the coin, we have those who happily adopt the “pessimistic” view of life. These are people who are afraid to question and seek answers, for fear of the unknown. They want to take the “safe, precautionary” approach and have their resolutions tested and proven, before implementation. As we prepare to head to the Bargaining Table, we have to be hopeful that we are not faced with a Company Bargaining Team with a “pessimistic precautionary” management style and managers with the same outlook. That is, a management team that holds on to principles that they have accepted (almost blindly) and they will not stray from these beliefs. They do not take risks! They do not like to be questioned! They do not ask questions and they have superiors who demand that they adhere to this philosophy. Anyone who has given even the smallest amount of thought to the advancements that human beings have made (from as far back as we can trace) knows that these advancements would not have been made without “questioning”, “testing” and seeking “good explanations” (and to think that we may be just at “the beginning” of these advancements is difficult to comprehend).

So I am hopeful that this will not be the style of Collective Bargaining that we encounter next year. That we will truly encounter a progressive, optimistic team, who are prepared to work on good solutions that are progressive and forward thinking and are prepared to take risks in problem solving.

Although this digression may be a little bit deep (for many), it is my reflections on how we can surmount the many problems (challenges = corporate language) that we will face heading into another year of Collective Bargaining, that never seemed to stop - and never seemed to start.

I have confidence (not blind faith) in the membership to make the right decisions with the right knowledge and information. I have this confidence because I have witnessed it being “tested” on numerous occasions as a member of the Union and as a leader of the Union. There will be some difficult decisions required as we proceed through another bargaining year, where turmoil and pessimism may be plentiful, but I know that we will arrive at the right decisions as we work together on the resolutions to the problems that face us and we will continue to advance and grow as people and as a Union.

In closing: I wish all of our members and their families a Very Happy Christmas, Season’s Greetings and a Successful New Year.

Joe Elworthy, President.



OCCUPY VANCOUVER

CAW Skilled Trades Report



On Oct 20 2011 the CAW Vancouver and Area Skilled Trades Sub-Council held our tri-annual election of the Executive meeting. The elections were held according to the Bylaws and the below is the results of those elected for the term 2011-2014. .

President: Keith Poisson (Local 2200)

Vice President: Al Chitty (Local 2200)

Financial Secretary: Steve Chung (Local 4275 Vancouver Hotel)

Recording Secretary: Travis Harrison (Local 2200)

Trustee: Alan Funnel (Local 4001 VIA Rail)

Trustee: Preet Singh (Local 4001 VIA Rail)

Sergeant at Arms: Joe Elworthy (Local 2200)

Guide: Al Fotheringham (Local 2200)

Member at Large: Mike Smith (Local 2200)

I wish to congratulate everyone who was elected to their positions and thanks to those that served our VAST Sub-Council in the past.

As most of you know, the CAW-TCA Skilled Trades council conference scheduled to be held in Winnipeg in June 2011 was cancelled, due to an Air Canada strike and the need to support our Brothers and Sisters on strike in CAW Local 2002, which they very much appreciated. That left us with a big gap since our previous Conference in London Ontario in February.

For the past two years we have been planning the Conference in Vancouver. We needed to book the Fairmont Hotel Vancouver two years in advance and as they are a CAW certified hotel who are active in our Skilled Trades Council, there could be no question of an alternative.

On November 11th 2011 the National Skilled Trades came to Vancouver and your CAW Vancouver and Area Skilled Trades Sub-Council was the host of the Conference. Meaning that we are responsible for the Hospitality Banquet and other events that take place, including the Bob Chernecki Charity of Choice Donation of \$5,000 collected from the Sub Councils across the country and donated to the Mount Pleasant Neighbourhood House.

This was also our 10th year anniversary of joining the CAW-TCA (National) Skilled Trades Council and having the Skilled Trades Language negotiated into our Collective Agreement (2001, the year of the Great Strike). As stated above, the conference was held at the Hotel Vancouver, with employees being members of our Sub-council. They did an outstanding job of helping with meeting rooms, Banquet food and arrangements, Lunch Events and Guest Rooms (350 room nights) etc. for the 150 delegates and guests, from across the country, who attended the conference. Our own CAW Local 2200 member, Jamie Thompson (SP, BTC) and his family band, played for the Delegates and guests on Friday night at the hospitality evening and were the rave of the evening with their huge talent and entertaining abilities. They opened the conference with the "Oh Canada" followed by a minute of silence (Remembrance Day) and Jamie donned his First Nations Ceremonial outfit as a historic gesture - and the band let loose. The Delegates from across Canada told us that this was one of the best conferences they had ever attended.

The next CAW-TCA (National) Skilled Trades Council meeting will take place in Toronto for the Skilled Trades Collective Bargaining and New Technology Conference on February 22 -25 2012. One of the Presentations will be the Joint "CAW/CMBC Electronic Technician Trade Evolution and Future". The presentation is currently being jointly work on and shaping up very nicely. Again, thanks to those working on this project. It will dove-tail nicely with the "Commercial Transport Mechanic Evolution and Future", a presentation that is also in the planning stages.

Skilled Trades Cont...

Back to our Vancouver Conference! This was an election year for the Table officers, Executive and Working Committees of the CAW-TCA Skilled Trades Council. Brother Joe Elworthy was once again acclaimed to the position of Financial Secretary on the National Skilled Trades Council Executive Board. Mike Smith was acclaimed to the Bylaws committee and was selected to be the Chairperson. Keith Poisson was acclaimed to the Apprentice committee and was also selected to be the Chairperson. This is great for the profile of our Vancouver and Area Sub-Council. It is an honour and a privilege to have this many of our Local 2200 Union officers elected to the CAW-TCA National Executive Board and National Working Committees. Congratulations to all and thanks for your support and the support of the Local Union, without which we could not participate as actively as we do on this hugely important skilled trade's related work for both our Local Union and our CAW National Union.

The Vancouver and Area ST Sub-Council submitted thirteen (13) Skilled Trades Journeyman Applications to the National Skilled Trades Department for the Electronic Technicians employed at Coast Mountain. All appear to be accepted and in keeping with the standards of the Policy. We will now proceed to sign-up the remaining ninety (90) or so of the ET's for their Journeyman Skilled Trades Journeyman Cards. This will help us in with our lobby with the Province of BC and the "ITA" as we push for a re-activation and review of this Red Sealed Trade that has been inactive for too many years. With so many tentacles in the Electronic Technicians field, there is a lot of work to be done to develop a "core" program with specialization in Ground, Aerospace, and Marine Transportation etc. I wish to thank all of the people involved for their efforts to make this happen, including Joe Elworthy and Colin Heslop who arranged the review - and Travis Harrison, Mike Melcher, and Bill Thurston who developed the log-book and program. And, of course, there were many others who also assisted that will be recognized in due course.

Ten Year Service Plaques Awarded at Conference

There were four (4) 10 Years of Continuous Service to the CAW-TCA Skilled Trades Council plaques, presented at this conference. The recipients were: Steve Chung Local 4275: Mike Smith Local 2200: Joe Elworthy Local 2200: and Keith Poisson Local 2200.

This signifies the recognition by the CAW-TCA National STC for the dedication of the Vancouver and Area ST Sub-Council and the Local 2200 Union, over the past ten years.



Skilled Trades Cont...

Vancouver Island VAST Sub-Council Affiliates

We also represent two Local Unions from Vancouver Island (Local 333 Victoria Transit, and 3019 Vancouver Island Mines). We had a meeting with the delegates from these locals relating to the difficulty they have in attending meetings in Metro Vancouver due to travel costs etc. We are planning to have our next meeting in April 2012 on Vancouver Island to include this group and address their issues. The best location and time will be determined in the near future.

The VAST Sub-Council has also been approached by the Transit system in Whistler (Local 114), to discuss matters relating to skilled trades language proposals for their next collective agreement and we will advise them of the process and offer assistance as required.

In Solidarity

Keith Poisson, President CAW Vancouver and Area Skilled Trades Council.

Local 2200 Apprentice Committee Update

The Joint Apprentice Committee has been very busy in the last few months. There have been fifteen (15) Pre-Apprentices hired since Sept. 2011. Three (3) of which have already started their CT Apprenticeships. Five (5) new CT Apprentices have started their Apprenticeships, three (3) of which I've spoken about above. Two (2) of them have been in the Pre-App Program for some time. There will be six (6) more CT Apprenticeships started before the end of the year. This will leave only six (6) Pre-apps. We have posted for three (3) more Pre-Apprentices and it looks like they may all come from internal applicants, at this stage. In the New Year, the company will start more interviews for Pre-Apps to replace those moving into the CT Apprentice Program.

Five (5) CT Apprentices have passed the Red Seal exams and will move to Journeyman Status on or about Dec 12, 2011. Congratulations to Darryl Power, Surjit Johal, Charran Kainth, Ryan Mino and Kia Erichsen on successfully completing their apprenticeship and passing their Red Seal exams.

The Electronic Technician (ET) Program has been equally busy with activity. We are in the process of hiring three (3) more ET Apprentices. These three (3) Apprentices will be the first to work with the new ET Apprentice Guide Book, which is ready to go into its trial project for analysis. ET Journeymen should check-out this guide book and provide constructive feedback as that would be much appreciated.

Two (2) Partsperson Apprentices, (Chelsea Padley and Jeremy Johnston), have also passed their Red Seal exams and are now completing their required hours. Congratulations to Chelsea and Jeremy!!

On behalf of the Joint Apprentice Committee, I would like to thank all of the Apprentice Mentors for their commitment and dedication to the training of these young persons and the support for our exceptional CAW/CMBC Apprentice Programs. Without you it would not be happening!!

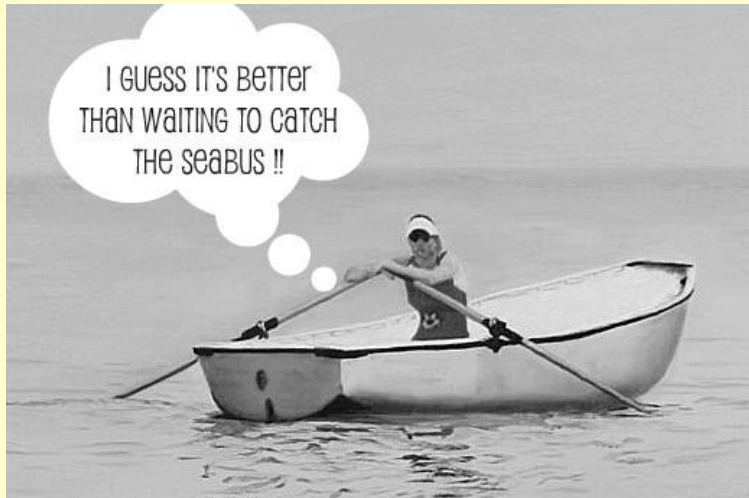
The Very Best of the Season to all of you and your families.

In Solidarity

Keith Poisson, Apprentice Coordinator



Improved Service is Coming to SeaBus!
Thanks go out to the Mayor's Council, Translink, CMBC and SeaBus for "Moving Forward"!!



After a lengthy lobbying process, starting in 2010, SeaBus was included in Translink's 2011 Supplemental Plan to receive increased SeaBus service in a two phase implementation beginning in 2012. After meeting with CMBC Planners on Nov. 2nd, 2011, "proposed" service improvements were put forward to SeaBus by CMBC from Translink. The "proposed" service improvements are said to begin near the start of 2012, according to CMBC.

Phase 1, of the two-phase proposal, suggests one hour of service added to rush hour, from 19:00 to 20:00, Monday-Friday (20:00-last sailing of the 2nd boat). This proposal suggests 5 hrs/wk of extra

service. Phase 1 also suggests improvements to Sunday and holiday service with the second boat starting in May of 2012 and running indefinitely. On May 21st, Victoria Day, 2012 two-boat service commences on Sundays & holidays, and will run from 10:00-19:00. This "proposed" change suggests one hour of extra service starting May 21, and 9 hrs of extra service starting in September. The most important thing to remember, here, is this is a CMBC "proposal". Meaning, the plan is not final and we have an opportunity to make some suggestions. We all know we need Sunday service desperately, so we will continue to lobby for a second boat on Sunday to start when the new, Phase 1, M-F, rush hour service commences.

Phase 2, as "proposed" by CMBC via Translink, suggests upgrades in 2013.

Phase 2 suggests:

1. M-F rush hour service will improve from 20:00 to 21:00.
2. Sat. 15-min. service improves from 07:00-10:00 and 19:00-21:00
3. Sun. service extends from 07:00-08:00, and 15-min. service improves from 08:00-10:00 and 19:00-21:00

Translink and the JUC (Joint Union Committee) met on Nov.21, 2011. Translink unveiled their "Moving Forward" 2012 Implementation Schedule to the JUC. Without going into Translink's entire schedule details, Translink's "SeaBus specific" plan makes improvements starting in April 2012. We all know this date....it's just in time for contract signing. Hmmm....

Translink calls this their "Quarter 1: Targeted Upgrades to reduce overcrowding and improve schedule reliability." *I believe this is where our 5 hours of extra service during rush hour is targeted for....April...contract time. "Quarter 2: Resources to reduce overcrowding and improve schedule reliability. SeaBus Frequency Improvements-Phase 1(exact timing to be determined)" *This is the Sunday & holiday service. Quarter 1 &2 are included in Phase 1 of the CMBC "proposal".

Improved Service Cont...

Here's where things get interesting... Translink then goes on to say, "Continue implementing remaining initiatives if affordable within available resources". So, funding is obviously still an issue...AND there seems to be an avenue for exit. Translink goes on to say their "Implementation Process" will be Progressive implementation of initiatives through 2012, managing financial capacity to deliver." My understanding, here, is that Translink intends on "moving forward" with their plan in 2012, as long as the funding and ability to deliver the service is there.

Phase 2 may be another story. Translink suggests, "Quarters 1-4 (April to December) 2013 – Pending Activation of New Funding Source SeaBus Frequency Improvements – Phase 2 (exact timing to be determined)". Translink overviewed "Risks and Opportunities", and the only SeaBus related item was, "Timing of SeaBus Service Improvements". Funding and timing of improvements seem to be Translink's hurdles. If SeaBus could jump, it would have gotten over these hurdles long ago.

As you all know, we, at SeaBus, put a comprehensive schedule/proposal together incorporating all our individual experience and professional knowledge. This schedule speaks to all aspects, from engineering to Masters, Mates, Attendants, Coordinators and Management positions, and focuses on the very important details of running SeaBus responsibly, efficiently and fiscally within the parameters of the public's true service needs. At this point, I believe both CMBC and Translink have this information. My hope is that Translink and CMBC are willing to work together with SeaBus to achieve the best possible outcome for the SeaBus ridership.

Three other very important points –

1. To change SeaBus's current formula for running service would pose a risk. As a MARINE transportation system that boasts 99% reliability with no safety concerns for 34 years straight, it would be a mistake to run an untested, alternative formula. The system works; it just needs more hours of service to serve the public, and to remedy the hour shortfall for SeaBus employees who work less than the hours they are paid within their 2-week pay period.
2. What is really needed, but not in the CMBC and Translink "proposals", is earlier and later service; and an exploration of where the extra service can best serve the ridership. This is of vital importance to a growing transit corridor which connects with Canada Line to the airport, Skytrain, West Coast Express and Vancouver's downtown core.
3. Ridership is continually growing. We were up 9% in ridership after the Olympics. Densification of North Vancouver, especially along the Lonsdale corridor and area, is creating the potential for huge population growth. The announcement of Seaspan being awarded an \$8-billion contract from the federal government will have over 3,200 shipyard workers traveling to North Vancouver. These workers, and their families, will be moving and traveling through-out the region, which will put greater pressure on our bridges, roads and...yes, SeaBus.

Opportunity is at hand for SeaBus, CMBC and Translink and the communities on either side of the water. We are working toward a positive outcome. The process is time-consuming and political, but in the long run will benefit everyone if we work together toward the best outcome for ALL. SeaBus will continue servicing the public every day, as always. Once this service arrives, Translink, CMBC and SeaBus will be able to offer more up to date hours of operation to the public on the most efficient and reliable marine rapid transit system in Canada, if not the world. Thanks to everyone for all their hard work to make this happen. And thanks to the taxpayers and ridership. We couldn't do it without you ☺

Submitted by Gina Chapin *Feel free to offer comments or suggestions: ginachapin@hotmail.com

SeaBus Report

There is a lot happening as usual at the SeaBus Unit with the Extension of the Collective Agreement calling for a SeaBus Committee to resolve the numerous complex issues that CMBC have listed. We will need to get that committee in place very soon. The Committee should be representative of various groups and we can use members with expertise when required. The book-off for this committee will be paid for by CMBC.

Gina has written an extensive article on the "TransLink Supplemental Funding Plan" and the increase in service at SeaBus, so that will cover-off, in this Newsletter, that hugely important area

for SeaBus members, as we work towards achieving a 75 hour Pay Period for Pensionable Service. Thanks Gina, for the great work you have done in this area and good luck with the lobbying going forward. We are all behind you!

I can report that we have approved plans for the next "New Boat" which is expected to be going out for "Request for Proposals" (bids) soon. Hopefully, it will be procured in keeping with our CAW "Made In Canada Matters" policy. It is expected to be delivered by end of 2013, in time for the extra service referenced in Gina's Report. This extra service ought to get us up to the 1956 hours per year (pensionable service). However, the short-fall may still be an issue as we prepare for our AV sign-up which is scheduled to take place on December 7th. It is my view that with a little "warm massaging" by both sides, we ought to be able to make adjustments to the "small changes" in the service, with "no negative changes" to the schedule that we have been working here at Seabus for over 30 yrs.

SeaBus Advisory Committee (SAC) meeting are again back up and running and appear to be a bit more effective this time around. We had a good SAC meeting recently but this was the first one this year. We need to try to keep meeting more regularly, but I expect that the Bargaining Sub-Committee meetings may have an impact on us achieving this.

I am planning to call a SeaBus Unit Meeting very soon (maybe Dec 6th, to be determined) and hopefully we will have a good turn out to discuss the many important issues that we face.

In Closing I would like to wish all of our Sisters and Brothers at SeaBus and throughout the Local 2200 Union a Merry Christmas and a Happy New Year.

Bruce Harding, SeaBus Representative



SeaBus Unit Health and Safety Report

On Nov. 24th 2011, we had our Health and Safety Meeting at the SeaBus Unit. A major issue that has recently occurred with the “Clear Procedures for checking Fares” resulted in the attendance of a WorkSafe BC guest at our meeting, Mr. Dave Scott. Mr. Scott was in attendance to address agenda item on “Clear Procedures for checking Fares”.

The Company has a “Policy” for checking fares but no clear “Procedures” for checking fares. Work Safe BC, requested that the “Employer” (CMBC SeaBus) does a “Risk Assessment” under Occupational Health and Safety Regulation, Policies Part 4 - Violence in the Workplace (section 4.28 to 4.31). This section requires a risk assessment to be performed where the **“risk of violence arising out of the employment may be present”**. It lists specific procedures that must be included in any such assessment. This assessment should involve the Joint Health and Safety committee as part of the process. To minimize the risk of violence against our Brothers and Sisters in our work place, the SeaBus Health and Safety Committee, with the support from our CAW Local 2200 Union, will need to ensure the Company performs the risk assessment to our satisfaction. As employees (and union members) we all need to do our part and log all of the incidents that occur, that includes: Assault; Fares Disputes; and/or Problem Passenger.

The Company has a basic principle of Safety and Health that requires the expectation of workers to report unsafe conditions and point out unsafe behaviour. We all need to do our part in this expectation. We also need to make sure that the Company do their part and are held accountable to maintain the standards which are required to meet these basic principles and provide us with a safe workplace.

Have a Safe Day.

Regards, Brother Larry Mac Donald
Health and Safety



CARTOON BY MICHAEL MITTAG, WWW.COOLRISK.COM

Annual Sign-Up Process Reviewed: Gord Robertson, Committee Chair:



Prior to me taking annual vacation I was advised of the request from management that we negotiate an early sign-up. So, on my return from summer vacation, I assumed that the process would be well underway and we would be working towards an early sign-up in October this year. This was not the case resulting in much work to be done for sign-up to proceed.

The reasoning behind the request by management for this early sign-up was to “facilitate training” of members changing locations and familiarization of work practices in new locations prior to change-over taking place.

Also, negotiations were underway to make changes to the SWT language that would affect the working conditions of members signing SWT, allowing them to sign-in to a home location at designated properties.

Sign-up is normally held in December with change-over in January; there is no fixed date for Sign-Up to happen specified in the collective agreement, therefore, it can be held at any time of the year, although it is traditionally held in early December. However, there have been a few occasions that sign-up has been held twice the same year to accommodate significant re-deployment of the workforce, such as, new locations or complete new shifts.

As stated, Management wanted the date moved up early, so that they can train tradespersons before they move to their new locations with different working practices. In the many years that I have worked here I have never witnessed training before moving to a new location, however, I am happy to report that there is training for specific duties for workers to familiarize them with duties they may not have performed before, prior to them changing location on January 9th 2012 (Change-over day).

The negotiations for the Pool Employees Project (PEP), more commonly known as the SWT program, seemed to be going well and the Union thought we had a deal, until the last moment when things seriously went off-track, resulting with sign-up going ahead under the SWT rules. This was most unfortunate, as the Pool Employees Project (PEP), as we had agreed to in principal, was a very good agreement for both the union and management. It resolved many of the daily issues and frustrations that we both faced throughout the past number of years under the SWT agreement.

The main issue that we faced in negotiating the sign-up sheets this year were the removal of four (4) CT Positions from Fleet Overhaul and dispersing them throughout the system on afternoon and graveyard shifts. Having said that, as there were no other major issues we proceeded to recommend to the membership at the October General Membership Meeting that we proceed with the Annual Sign-Up, rushed as it was, PEP agreed to by the Union as it was, rescinded by the Company as it was, and sign-up proceeded without a hitch on November 2nd – 4th. Thanks to all of you for your understanding and cooperation.

Respectfully submitted by: Gord Robertson

W.C.B. What Are My Options?



Have you ever gotten hurt at work? You file your claim with Worksafe B.C. thinking that in a few weeks you will be receiving your cheque for your lost time. The letter arrives in the mail and you quickly open it thinking that finally that cheque has arrived. But the joy is shortly lived because inside the envelope is not a cheque, but a denial letter. Gone are the days of “if I get hurt at work I am automatically going to get paid by WCB”. Your claim has been rejected and you do not know what to do. Exactly, what do you do?

Available to all of our members is a service that the union offers. The union will take over your claim right from the Review Board all the way to WCAT. All it takes is to give me a phone call at 604-319-6356 or 604-520-1122. All I need is for you to sign an authorization form so that I have access to all of the correspondence that Worksafe has on your claim.

Now you do not have to stress about filling out

forms and writing out explanations regarding your injury. I take of all of that for you. I have been doing this for two years now. In those two years I have dealt with approximately 20 claims. Some successful. Others not. But more are successful than not. So if you have gotten injured at work feel free to contact me and I can help you with your claim. Work safe.

In Solidarity, Michael Melo
CAW Local 2200 WorkSafe Rep

NVTC Report

It has been some time since I have written an article for the Local 2200 Newsletter. There are two reasons for this: Firstly I have been lacking inspiration on anything to write about. Secondly and more recently I have returned to work after a lengthy absence due to a serious illness. Being off sick unable to do much of anything gave me a lot of time to contemplate numerous issues that I hope to share in future issues of this newsletter.

Before I get on to the actual NVTC report I would like to take the opportunity to thank Brother Billy Wilson for all his hard work and dedication in covering the Property Rep duties at NVTC during my absence. By all reports he did an excellent job and I know the members at NVTC and the Union Executive greatly appreciate this.

Things don't change much at North Van Transit Centre and thus upon returning to work after being off for more than a year I surprisingly can report that I had a couple of big changes to get used to.



NVTC Report Cont...

Firstly, all of the high floor buses were retired and replaced with 1995 Low Floor Flyers (this is equipment we have never had at NVTC before and I have not worked on in 10 years). The second big change is that the parts room has been totally reorganized. Having spent 13 of my 19 transit years at NVTC I am used to being able to find parts fairly easily and now it is a daunting task to find things. Smaller changes that have happened include our supervisors switching from the 5 day week (afternoons and graveyard) to 12 hour shifts and having coolant on tap in the shop (goodbye cans, buckets and barrels).

One potentially huge change has been brought to our attention in the last while. We are told that Translink intends to close NVTC in 2015. I am aware of no fewer than three other plans to close NVTC since the 1970's and thus will have to take the old attitude that I will believe it when I see it.

Finally I would like to thank all my brothers and sisters both at NVTC and the executive for all your kind words, cards, gifts, and offers of assistance while I was off sick. Also I would like to thank my co-workers who were most kind and helpful during my gradual return to work.

**In Solidarity,
Paul Burritt. Property Rep. NVTC**

The Benefit of a Good Disability, Wage Protection Plan

As we often hear negative reports about experiences with our Disability Plans (STD and LTD), I would like to relay to the membership my personal experiences with our Sick Plans and the Great West Life (GWL) administration that has a bit of the "negative side" and a lot of the "positive side".

In July of 2010, I was involved in a misadventure at home where I slipped, had a major fall and dislocated my shoulder. I was taken to hospital by ambulance to have it "reset" or "reduced", as they called it. Yes, as anyone who has experienced this injury knows, it was a very painful procedure, that took three (3) attempts and six (6) hours of hospital staff time (reasonably estimated) with lots of morphine (T.G.). So I finally had it "reduced" and thought that things will now return to normal!

The Disability Claims Forms were all completed and in order. At first, Great West Life "GWL" were very good with me, as I was attending regular physiotherapy and making some progress (reasonable and customary, as required by the Plans). But then I reached a point where it was becoming clear that I was not making any improvements with my rehabilitation. This dragged on for a bit and as weeks turned into months, my calms manager at "GWL" appeared to getting a bit "pushy" inquiring why it was taking so long with my recovery. I wished that I could have answered the question but it was the same question that I had of my Attending Practitioners.



Benefit Cont...

This is area that we (the Union reps) have constantly told the membership be cautious of, that is, “Self Diagnosis”. I was doing all that I could to speed up my rehab, with physio. and home exercises etc. Unfortunately, after about three months, neither I, nor my doctor, were aware of the extent of the significant damage that had occurred to my shoulder, as a result of the fall.

Then, came another problem that many of us face with the shortage of physicians and my regular doctor not being available in a timely manner when GWL requested forms to be completed.

Once again, I was facing a conflict with GWL that seemed not to be of my making. I was facing a benefit cut-off - in no condition to return to work - and unable to get my doctor to complete the new forms, within the GWL expected timeframe. The prospect of being terminated from benefits was daunting, based on the fact that the benefits negotiated into our collective agreement was to cover exactly the sort of disability I was experiencing. And the language has been improved upon over many years of bargaining.

Eventually the situation was resolved, as it usually is, based on the information that I have and the reports that I get from the Health & Trust on a regularly basis. I was transferred up the ladder of the rehabilitation program and my benefits fully restored, expeditiously, once the forms were in the hands of GWL. At this point I was changing over to the Long Term Disability Plan and my case was forwarded to the GWL Rehabilitation Consultant.

At the time I transferred over to LTD, my GP had requested an MRI from the surgeon who had “reduced” my shoulder; I received a date for an MRI very quickly, as I was pushing to have a full recovery as soon as possible. Surprisingly, I was also required to have an x-ray of my eyes, as being a tradesperson I may have had metal in them, unknown to me. After I left the MRI department in Peace Arch Hospital I requested to be put on the cancelation list and I received a call 2 days later offering me an MRI.

The following week I received my results showing a massive torn rotator cuff tear, requiring surgery. I contacted my “GWL Rrehab Consultant” and, with the approval of the “Trust”, she had the surgery expedited with-in two weeks.

GWL Rehab were excellent to work with and very supportive. It is a credit to us all the work that the Union has done in negotiating the benefit package that provides disability benefits and wage protection for our membership, even if at times, if it can be frustrating having to keep on top of the process and the number of people involved and things that can go wrong .

I am now gladly back to work fulltime, although continuing with rehab and strengthening conditioning. One issue I'd like to mention, in closing, and that is the much discussed topic of eligibility for non-PharmaCare drugs! There is a common misconception regarding these benefits and that is, that if Pacific Blue Cross (PBC) rejects a claim there is nothing you can do about it. This is certainly not true, as many of our member are now experiencing. Every denied claim is appealable and most times the problems are rectified. Having your doctor fill out a note informing PBC that the drug named on the prescription “is required” (No Substitute) for your condition being treated is mostly what the problems are caused by and we have had a huge number of these issues resolved and are improving on the communication to ensure it is clear .

If you are having difficulty with a claim from PBC or GWL then you should contact Joe Elworthy who is our Trustee and benefits Coordinator and has expertise in all of our hard fought for benefits in the collective agreement. Some may not know this but the benefit package, with the pension included equates to over 30% of our compensation package. Keep that in mind when you hear people talking about benefits and make sure they know what they are talking about.

Gord Robertson, Local 2200 Executive Board Member

Like Night and Day



This is a little bit odd for me. I'm usually one of the people behind the scenes, when it comes to the Local 2200 Newsletter, and now I find myself coming up with an article. I know that it seems when we produce a Newsletter, we inundate everyone with facts, figures, numbers and formulas. Although this information is necessary and very important to keep all the members informed of the goings on in our Local, it can sometimes be a bit monotonous to read. So this will be my feeble attempt to submit an article that has a personal side to it as well as I positive spin (hopefully).

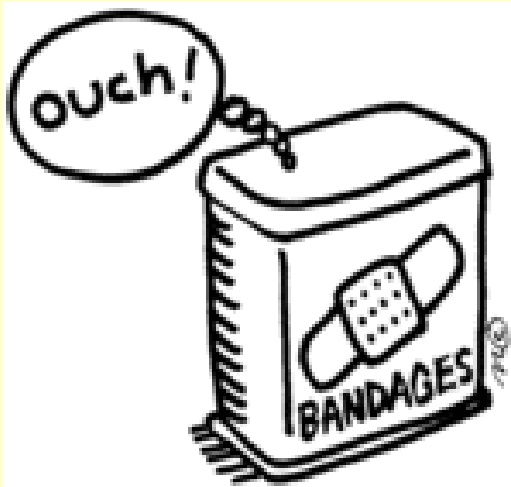
As Chief Job Steward at RTC, I have heard plenty of grumbling from Members when it comes to WCB and GWL. Members have come to me with concerns ranging from WCB

claims being denied left, right, and centre to GWL cheques not being sent in a timely manner. Believe me I've been there as well and understand the level of frustration!!

In July of 2009, I was injured at work while kneeling down checking to see that my bus was lined up correctly on the hoist saddles. I felt a "pop" in my right knee that sent the stars whirling through my head and when I stood up my knee locked in place and I couldn't walk on it. I gave it a few minutes and the stiffness subsided and went directly to first aid. After all was said and done, I went back to work and finished my day thinking that I would be fine and I just needed to walk it off....apparently my own medical opinion was WRONG !! Fast forward a few months....after seeing countless Doctors and Specialists as well as MRI's at UBC the prognosis was that I had a slight radial tear in my medial meniscus.....terrific!!! I managed to rehab it without surgery and was back at work a few months later. Then the dreaded letter from WorkSafe came in the mail....Claim Denied. Needless to say I was chocked and got hold of Mike Smith and we started the Worksafe appeal process. Thanks to Mike's hard work and tenacity, we ended up going all the way to an oral appeal hearing and to both of our surprise it was denied for the final time. I could go on chapter and verse on WCB but I will spare everyone the diatribe. The point I'm making is that I do relate with the frustration of the Worksafe claims, appeals and denial process.

Now the positive bit (sorta). The last weekend in March my Girlfriend and I went on a weekend trip, which she had won, to Tunkwa Lake Resort. The morning of our last day there I got up early and decided to go for a walk. The sun was out and it was cold which made everything nice and icy...I think you know where this might be going. After a bit of a walk I started to head back to our cabin, which was up the top of a hill. In my infinite wisdom I decided to take the "short cut" up the hill and not pay attention to the ice and snow on the path. Half way up the hill I clued in and thought "Hmmm...This could be potentially dangerous" and proceeded to head back down the hill. As I turned, I started to slide uncontrollably on the ice and went down in a heap to the unmistakable sound of "SNAP". When I composed myself and looked down, there was the sole of my left foot facing me.....yep she's broken!!! Off we went to Merritt Hospital to find out that the Emergency Department doesn't have a full time Doctor....Thanks Gordon Campbell!!! Down the Coquihalla we went me ready to explode and my Girlfriend driving like Mario Andretti through a rain/snow storm. Long story short, get to Richmond Hospital and get put in overnight and have 900 pounds of hardware installed in my ankle the next morning.

Night & Day Cont...



The next day I called into work and informed my Shift Supervisor that I had broken my ankle and would be off until July tentatively. The company wasted no time and had all my GWL forms set up and ready to go. At this point my brain went into the “Great, how many hoops is GWL going to make me jump through??” I have to admit I was completely wrong in that thought process. I received a call from GWL two days after submitting my claim and spoke to my case manager. We went through the whole story of what had happened and he told me....”No problems Tim, your claim is accepted and we’ll get in touch with your Doctor”. WHAT!?!?....I couldn’t believe it!!! GWL got hold of my Doctor and I didn’t have to do a thing. All the extra forms that needed to be filled out were faxed and billed directly to the Doctor. All updates on my condition were handled directly between GWL and the Surgeon and my disability payments started

almost immediately. All I had to do was rest and heal, which was a load off my mind. When the time came to rehab my ankle, GWL, My Surgeon, Occupational Health all worked together to help me get started (at no cost to me). I worked with an incredible Physiotherapist and had nothing but support from every direction. In all honesty I was ready to go back to work before anyone of them would let me. So on July 11 I was given the green light and haven’t looked back.

I would really like to express my sincere gratitude to all the people that were involved in my recovery as well as all the phone calls I received from the Brothers and Sisters and members of the Executive Board. If we didn’t have this Disability Plan I’m not sure where I would be today. We all have our horror stories when it comes to the experiences we’ve had with WCB and GWL. I just figured that it would be a change to hear a positive story for once.

In Solidarity: Tim Snider

CMBC FACILITY DEVELOPMENT UPDATE

by Mark Johnstone, BAsC, MBA, PEng, Director, Infrastructure Engineering & Environment, Coast Mountain
Bus Company

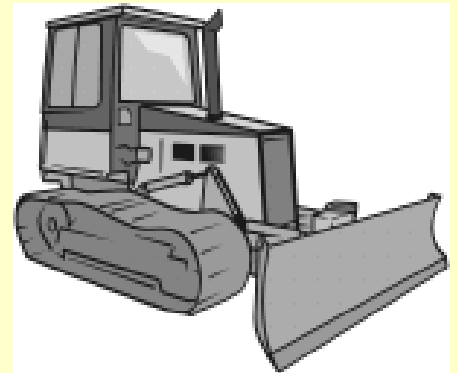
First off, I’d like to thank your President, Joe Elworthy, for the opportunity to contribute to the CAW2200 newsletter and pass along important Coast Mountain Bus Company (CMBC) facility information that will affect all employees over the next few years. It’s important everyone is cognizant of future development plans so they can contemplate their own work-place situation and how these plans will impact them personally (eg. sign-up, location preferences, travel time, etc). Also, it provides awareness to the workforce as the CMBC Infrastructure Engineering & Environment (IE&E) Department garners feedback from the Union throughout the impending design process so as to ensure the best and most efficient facility is built. You, the CAW2200 membership, are the eyes and ears of front-line operations who have valuable insight and opinions on what works well and what doesn’t. We value your feedback in designing and building the best we can! So, I provide a brief update as follows:

Development Cont...



Hamilton Transit Centre (HTC) – Located south of the Fraser River at the northwest intersection of Westminster Hwy & Boundary Road in Richmond (just north of the Queensborough Connector and west of the Starlight Casino), HTC is an expansion transit centre that will sit on 18A of land and have an approximate capacity of ~300 FFE (60 Artics + 210 Stds) with a rough floor area of ~120K square feet. HTC is named after the neighbourhood sub-area in which it resides. On a comparative floor area basis: VTC (~225K for 455 FFE); BTCS (~195K for 171 FFE + FOH); PCTC (~71K for 193 FFE); STC (~95K for 300 FFE); RTC (~89K for 297 FFE). The initial site concept / building footprint is complete and the preliminary design stage is now being entered. Approval-in-Principle (AiP) of capital construction funding in the amount of \$110M is expected from the TransLink Board of Directors in December 2011. At present, the layout is comprised of two (2) separate buildings consisting of an Administration Building and Garage. The garage design has used 70% of the Richmond Transit Centre (RTC) “DNA” so-to-speak given this is a model transit centre that seems to work well. Endeavors are being made to ensure this new transit centre is not an “industrial shoebox” and will have some architectural appeal to the best extent possible as well as being designed and built to the highest sustainability standards! At present, it’s scheduled to be commissioned and come on-line in around Q1 2015. Hire-up in anticipation of HTC opening would occur throughout 2014. Strategically, the opening of HTC will allow a decision to be made on whether the aging North Vancouver Transit Centre (NVTC) will be closed given it’s at the end of its expected service-life. If NVTC closes when HTC capacity comes on-line, buses would cascade from NVTC to BTC to HTC. While deadhead implications to the North Shore from BTC may seem large at first glance, there are actually economies that can be realized by closing NVTC that offset deadheading. A final decision on the closing of NVTC in Q1 2015 is expected from CMBC and TransLink Executive in the Fall of 2011.

Marpole Maintenance Centre (MMC) – Located approximately 800M east of Vancouver Transit Centre (VTC), the 21A of land earmarked for construction of MMC lies south of Kent Avenue directly adjacent to the west side of the Canada Line Bridge. It was formerly the home of the Silvertree Mill and is currently under a purchase and sale agreement between TransLink and Concert Properties as part of a land swap for the old False Creek Transit Centre (FCTC) at Quebec & 1st Avenue in Vancouver beside the 2010 Winter Olympic Village. MMC is named after the neighbourhood sub-area in which it resides. The sale of the Silvertree site to TransLink/CMBC is subject to receipt of a Certificate of Compliance (CoC) for FCTC from the BC Provincial Ministry of Environment. This expected by December 2011. At that time, the land sale will complete and environmental remediation of the Silvertree site will begin with facility design to accommodate the following: all functions currently residing at Oakridge Transit Centre (OTC) (Community Shuttle, Trolley Overhead, NRV Maintenance); IE&E Functions & Trades @ BTCN; IE&E Functions @ Champlain Heights; HandyDART (Access Transit) Operations @ Laurel St; HandyDART (Access Transit) Call Center @ Cloverdale; Security Offices @ STC; and Road Services @ BTCS. The system efficiencies realized by amalgamation of these disparate functions on one site will be substantial and will allow the sale and development of the 13.7A OTC site. MMC currently has AiP for \$50M in construction funding (excluding land). While timelines are very tentative at present, MMC expected to come on-line by late 2015.





Date: November 17, 2011

707-12th Street

New Westminster,

BC Canada V3M 4J7

Phone: (604) 520-1122

Fax: (604) 520-1443

caw2200@telus.net

ATTENTION ALL MEMBERS **RETIRED MEMBERS GET-TOGETHER**

DATE: "Friday" DECEMBER 9, 2011

TIME: 12 pm to 3 p.m. (Approximately)

PLACE: 707 - 12th Street, New Westminster (UNION HALL)

The CAW Local 2200 will have a meeting of the Retired Members Chapter, as per above.

All retired members and guests are invited to drop by and partake in this social event. A light lunch and refreshments will be served.

If you are in touch with any of our Local 2200 retired members, please notify them of this event, as many of these members are not on our mailing list and security makes it difficult for them to enter many properties, especially VTC.

The Local Open House Christmas get-together is also scheduled for this day. This way we can meet with any of the retired members who will stick around and we hope there will be many, just like last year.

As we are unable to determine the number of members who will show up, we will order in food as needed.

Contact Bob Bedford, as per below or the Union office at: 604/ 520-1122.

In Solidarity,
Bob Bedford
Cell: 778/ 837-5551



Date: November 17, 2011

707-12th Street
New Westminster,
BC Canada V3M 4J7

Phone: (604) 520-1122
Fax: (604) 520-1443
caw2200@telus.net

ATTENTION ALL MEMBERS **CHRISTMAS GET-TOGETHER**

DATE: "Friday" DECEMBER 9, 2011

TIME: 3 pm to 10 p.m. (approximately)

PLACE: 707 - 12th Street, New Westminster (UNION HALL)

The local union will be hosting our annual open house Christmas celebration on Friday, December 9, 3pm to 10pm.

We look forward to seeing as many members as possible throughout this evening of celebration. Food and refreshments will be served.

****Vans to transit locations will be provided if required to ensure people get home safe****

In Solidarity,

Joe Elworthy, President

Calendar of Events / December - June 2012

(Note: Bargaining Schedules May Pre-empt some of the below scheduled dates)

December 2011

- Dec 1st – 4th CAW Council / Toronto
- Dec 5th ITA Summit / BC Fed & TransCDA Invited
- Dec 9th Retired Members and Christmas Party
- Dec 13th Health & Benefit Trust Meeting
- Dec 14th TransCDA Board Meeting
- Dec 15th Local 2200 Executive Board and Council Meeting and Lunch

January 2012

- January 2nd – 5th CAW-TCA Skilled Trades Conference Planning Committee / Toronto
- January 19th Executive Board and Council Meeting
- January 26th General Membership Meeting

February 2012

- February 9th Executive Board Meeting
- February 16th Executive Council Meeting
- February 22nd – 26th CAW Skilled Trades Collective Barg. and New Tech Con. /Toronto
- March 1st - February General Membership Meeting *Conflict due to above Conference*

March 2012

- March 1st – February General Membership Meeting
- March 15th Executive Board Meeting
- March 22nd Executive Council Meeting
- March 29th General Membership Meeting
- March 31st Collective Agreement Expiry Date**

April 2012

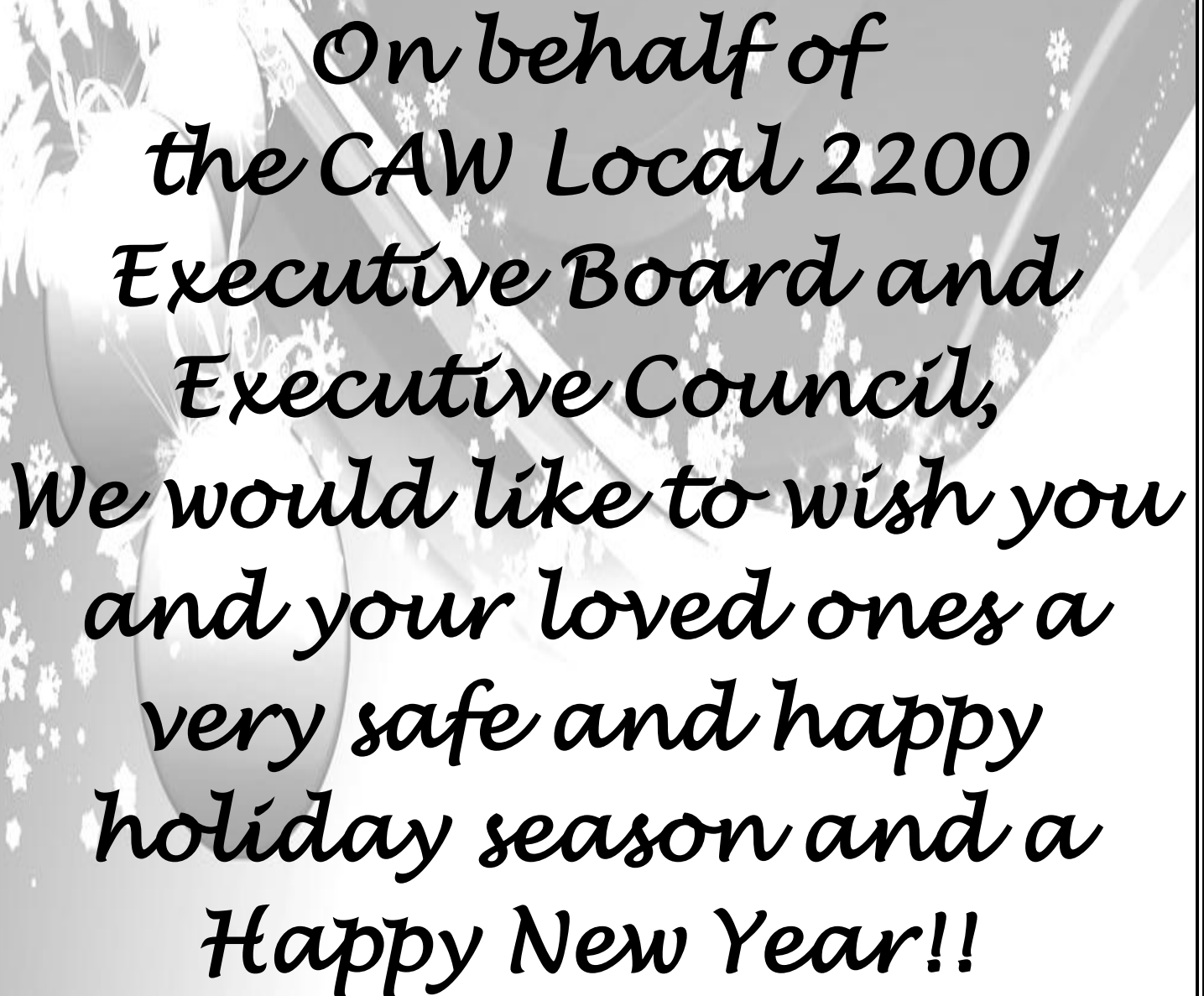
- April 12th Executive Board Meeting
- April 19th Executive Council Meeting
- April 26th General Membership Meeting

May

- May 17th Executive Board Meeting
- May 24th Executive Council Meeting
- May 31st General Membership Meeting

June 2012

- June 1st -3rd Skilled Trades Conference / Winnipeg
- June 3rd – 6th – Canadian Apprenticeship Forum / Regina
- June 14th Executive Board Meeting
- June 21st Executive Council Meeting



*On behalf of
the CAW Local 2200
Executive Board and
Executive Council,
We would like to wish you
and your loved ones a
very safe and happy
holiday season and a
Happy New Year!!*