



Local in Motion

ATU 569 Member News

Spring 2019



Mark Tettersington
President



It is with great sadness
to announce the passing of
ATU International President
Larry Hanley
on May 7, 2019

The Heroes Amongst Us

On February 19, I had the honour of joining various City staff to recognize and pay tribute to one of our Operators who rescued a homeless man who was unconscious and half frozen in a bus shelter.

As people came up to congratulate the Operator and thank him for a job well done, it made me think back about all of the other great deeds that our members do on a daily basis.

Everyday our members perform great acts of heroism. Whether it be assisting an elderly person with groceries on and off the bus or to help a young teenager who is being threatened by a group of bullies or just to ensure that our passengers safely arrive at their destinations on a cold snowy day, our Operators are heroes.

Several years ago, we had an operator who may have been instrumental in saving the lives of patrons on his bus. An armed man in the middle of the intersection of 50 Street and 137 Avenue was walking around with a rifle pointing it at cars and eventually, the bus.

The first action taken by the Operator was to ensure the safety of all of the patrons on his bus. He had them all lay down on the floor just in case the person with the gun took a shot and sure enough he took a shot at the bus. Because the patrons were down low on the floor the bullet missed them. Had the Operator not instructed them to get low to the floor things could have turned out much worse. On a daily basis our Transit Peace Officers intervene to help both our Operators and members of the public who are in danger of being assaulted or spit on.

Not only are they there to help as a situation is unfolding but they also are very instrumental in apprehending and charging the assailants who attack our members.

What about all of the DATS drivers who go above and beyond on a daily basis to ensure clients with severe physical and mental disabilities make it to their appointments with doctors or for cancer treatments or a dialysis appointment.

Our DATS Operators take pride and go above and beyond to ensure the clients they pick up are well cared for.

Finally, how about all of those people on the fleet side who are there to fix and repair the buses on a daily basis. The cleaners are there to ensure the buses and LRT cars are clean and presentable for the patrons who use Transit on a daily basis.

The service people are there to make sure the buses are fueled and topped up with antifreeze to ensure the drivers and the passengers have heat on the bus. The service van is there to meet you on the road if you ever need a top up of windshield wash on the sloppy spring days.

What about all of the mechanics, who work to make sure your bus has been inspected to ensure you have good brakes so if you ever need to make an emergency stop you can do so with the confidence of knowing the best people in the industry have worked on your bus.

So, kudos to all of you who help keep ETS running and ensuring all of the citizens of Edmonton can have the comfort of knowing that the members of ATU 569 are there for you.

Bargaining Update

We are happy to announce a new agreement has been ratified with Diversified Transportation, St. Albert Division and ATU Local 569.

It is a 4-year contract which includes the following:

- January 1, 2019 there is a zero percent increase, however, all members will receive a \$350.00 signing bonus and all full-time permanent employees will be entitled to one (1) paid sick day for 2019
- January 1, 2020 a 1.25% increase for all members plus all permanent full-time members will be entitled to two (2) paid sick days for 2020
- January 1, 2021 a 1.75% increase for all members plus all permanent full-time employees will be entitled to two

(2) paid sick days for 2021

- January 1, 2022 a 2.0% increase for all members plus all permanent full-time employees will be entitled to two (2) paid sick days for 2022

St. Albert members have never had paid sick days in the past, so overall, it's a pretty decent contract.



I would like to thank my bargaining team, Damir Begovic, Darlene Malayko and Gary Brown for their hard work.

The City of Edmonton "Main" and

"DATS" contracts are still in the early stages of bargaining and I anticipate it will take a little longer to come up with new contracts.

I will continue to update you throughout the process.

Red Deer Update

ATU Local 569 is very happy to announce we will be absorbing the members of ATU Red Deer who were formally part of Local 1374 Greyhound.

We look forward to assisting our new members in Red Deer and I am extremely pleased to welcome our new brothers and sisters to our local.

In Solidarity,

Mark Tetterington
President / Business Agent

Congratulations to the Following Retired Members Living the Dream

Frederick Alliston - May 31, 2019	Sandra Bachynski - July 20, 2018	Catherine Bonner - March 9, 2019
Rose-Marie Burnash - May 31, 2018	Howard Bye - February 28, 2019	Joe Calado - May 17, 2019
Dennis Chernichen - August 3, 2018	Lina Chernichen - November 21, 2018	Vittorio Chiarello - June 1, 2017
Darren Chow - September 30, 2018	Alana Coady - January 18, 2019	Barry Coates - November 11, 2018
Gary Courtemanche - July 3, 2019	James Couy - September 1, 2018	Sandro D'Amico - August 31, 2018
Gary Devries - February 23, 2019	Chris Duggan - January 6, 2019	Nazare Eiras - November 25, 2018
Marlena Elm - September 2, 2018	Brian Foran - January 4, 2019	Jagtar Gill - August 7, 2018
Robert Gillard - April 26, 2019	Rudy Goeree - April 28, 2019	Orville Gothard - February 2, 2019
Deborah Hackman - February 21, 2019	Karl Hager - March 31, 2019	Darren Hapke - September 1, 2019
Cyril Harry - April 6, 2019	David Head - July 1, 2018	Rose Henry - June 19, 2019
Judith Jackson - May 3, 2019	Badi Kiani - January 3, 2019	Dean Kostal - September 28, 2018
Szczepan Kozlowski - April 28, 2018	Roman Kupsta - April 2, 2019	Terry Lemiski - February 1, 2019
Roland Lepine - April 27, 2019	Kim MacKenzie - September 18, 2018	Roland Malo - September 19, 2019
Peter McDonald - January 1, 2019	James McGallan - March 13, 2019	Robert McHugh - October 6, 2018
Gary Miller - July 10, 2018	Milanka Mitchell - July 3, 2018	Muriel Oxner - February 9, 2019
Gurmail Pandher - May 1, 2019	Sardool Parmar - January 31, 2019	John Perreault - August 14, 2018
Donald Petrician - June 29, 2019	Sherry Prefontaine - February 20, 2019	Susan Reid - January 6, 2019
Garry Reinprecht - September 16, 2018	Don Robertson - June 30, 2019	Kelli Rogers - May 26, 2018
Sohan Sangra - January 12, 2019	Richard Santin - September 15, 2018	Leslie Scharf - September 22, 2018
Anne Lena Schendzielorz - September 30, 2018	Randy Schumacher - January 25, 2019	Terry Schumaker - July 14, 2018
Eddie Shiels - January 3, 2019	Daljit Sidhu - October 1, 2018	Jack Simpson - December 15, 2018
Bonnie Smythe - March 16, 2019	Bonnie Soldan - January 18, 2019	Richard St. Jean - July 13, 2018
David Stone - January 13, 2019	Jayantilal Tailor - September 30, 2018	Gary Yuckin - April 2, 2019



Daryll Miller
Financial Secretary
Treasurer

Harassment/Bullying in the Workplace

What is Harassment / Bullying?

"The OHS Act defines harassment as any single incident or repeated incidents of objectionable or unwelcome conduct, comment, bullying or action by a person that the person knows or ought to reasonably know will or would cause offence or humiliation to a worker, or adversely affects the worker's health and safety, and includes:

- ***Conduct, comments, bullying or actions because of race, religious beliefs, colour, physical disability, mental disability, age, ancestry, place of origin, marital status, source of income, family status, gender, gender identity, gender expression and sexual orientation, and sexual solicitation or advance."***

Employees of the City of Edmonton and specifically those of us at ETS are experiencing harassment regularly. The Employee Engagement report presented by the City of Edmonton showed 75% of members in our Maintenance areas experiencing harassment on the job. The Operations side shows 28.3% which is still incredibly high when you consider this is more than 1 in 4. And these numbers are

just what is being reported. Based on the many conversations I've had with our members these numbers are low as most don't report the Harassment for fear of increased amounts of abuse. These stats need to be a wake-up call to the City.

Harassment comes in many forms, but the largest forms reported were personal harassment and abuse of authority.



We all know it occurs, but how do we fight back against those that attempt to do it to us? First and foremost is to not keep quiet about it. By not reporting you are empowering the individual to continue to do it to you and potentially others.

Harassment can be an ATU Member on Member or Management on an ATU Member. For Member on Member issues, we recommend reporting this to us at the Union office first to see if mediation is an option. For Managers harassing Members we also recommend contacting the Union office as we might have more cases

of harassment ongoing. We can also assist you on the steps required to file a formal harassment complaint.

If enough reports are substantiated of this type of behavior in this manner it increases the chance of having something done to the Harasser.

I have seen first hand both positive and negative results from reporting harassment in the workplace. The positive I've seen, is a drastic change in the behavior of some. The negative I've seen, is retaliatory actions taken by others. For the latter, I want to make clear to our Members that no further discussion with this individual should occur without having a Union Rep with you that you trust. This behavior does not continue when there is a trusted 3rd party with you.

We have to be diligent ourselves of ensuring that we don't unintentionally act in this manner when we are having a bad day on the job. Sometimes when we are run down, or behind schedule, or see another co-worker doing something they shouldn't we can lose our temper and do or say something we wouldn't normally do that would be considered Harassment.

Our jobs as ETS employees gets more difficult every day, and we have to make sure we are taking care of ourselves and our co-workers.

If you feel you are being harassed or bullied, please contact a Union Rep you feel comfortable with to report it so we can support you.

Stay Connected with ATU

Would you like to join our mass email list for occasional emails? Due to the sensitive nature of ATU emails, we would require you to provide your home email address.

Do we have your current home address? Please contact the Union office if you have a change of contact information including your email



address by calling 780-426-6136 or email: office@atu569.ca

Reminder to view our website for the latest news at: www.atu569.ca

Let us know if you would be interested in having the newsletter emailed to your home address instead of receiving a paper copy. Thank you.



Damir Begovic
Vice President
Operations

ATU CANADA LOBBY DAYS

Along with local leaders from across Canada, Executive Board members, Mike Trupish, Daryn Kreutzer and myself had the opportunity to engage in political action during ATU Canada Lobby Days on Parliament Hill in late November, 2018.

My team met with several influential Members of Parliament including Cheryl Hardcastle and Matt Jeneroux and asked for their commitment in supporting the ATU's National Transit Strategy for Dedicated Transit Funding.

Currently, federal transit funds only support capital projects, such as new subways, but does not support operating or maintenance costs. However, the average transit agency in Canada spends 80% of its budget covering operating and maintenance costs. As it stands now, federal funds only target a tiny portion of transit needs.

As public transit serves an essential purpose: to transport the working-class individuals, students, seniors and families to and from where they live and work, the federal investments in public transit need to occur on a dedicated, on-going basis and not just on a "project-by-project" basis.

Under the "Investing in Canada Plan," meant to guide federal infrastructure spending for the next 12 years, none of the \$180 billion pledged covers maintenance or operating costs. This type of funding is very inefficient as buying more buses without providing the funding to hire more drivers is



wasteful. Furthermore, large capital projects leave cities with massive operating costs that they cannot cover; often forcing them to raise property taxes or cut services.

The US, which has similar division

to that of a federal and provincial government, already directly funds the operating costs of many public systems. The government in the US spends \$6 billion funding local operating and maintenance costs through formula grants. This would represent a relative annual Canadian government investment of \$600 million (\$20 per capita) in operating investment in transit.

ATU Canada recommends that the Government of Canada creates a dedicated Federal Transit Operations fund to provide municipalities with ongoing matching support for their public transit operations and expansion investments. Furthermore, ATU Canada formally requests that the Government convene a National Transit Strategy Task Force comprised of representatives of all associated Federal Ministers, ATU Canada, Federation of Canadian Municipalities and other national leaders in the transit industry.

Overall, the Lobby Days were a great success for our team in regard to the engaging in political action on Parliament Hill; however, we must continue lobbying and engaging the citizens in our local communities in order to bring attention to the pressing public transit issues.

***This Year's Retirement Banquet is on September 14, 2019
Edmonton Expo Centre***



Please Wait for Invites Prior to Calling for your Tickets



Darlene Malayko
Operator Rep.
St. Albert Division

Speeding

So many cameras, so little time! As professional operators, we strive to do our very best. Trying to provide on-time service, maintaining schedules and keeping customers happy is part of our daily work. This can be challenging with tight schedules, traffic interruptions, detours, poorly timed

lights etc.

Not surprising, we are seeing an increase in the number of disciplines related to speeding and red-light camera infractions. While the new technology is hard to notice and more advanced, and in sneaky locations, it is still our responsibility to drive to posted speed limit and obey all the traffic signals.



Many of us have paid the “voluntary tax” and have been issued discipline as well. Fines and disciplines are given to change behaviour. We are conditioned to try to make the schedule, or make the connections. Operators often feel pressured to maintain the schedule and sometimes take unnecessary risks.

We pay a big price for taking these “risks.” Accidents, expensive fines and or demerits are just a few. Also there is almost always some form of discipline issued by the Employer as well. Suspensions and even job loss can be the result of these unnecessary risks. Please slow down and follow all speed limits and traffic signals!

Safe travels :)



Summer Family Social - World Water Park, WEM

Saturday, June 15, 2019

7:30 PM to 10:30 PM

Pick Up Tickets at the Waterpark Entrance

Free for members & their immediate family only

Limit of 5 tickets. If more tickets are required,
please bring proof & present Blue Cross Card



Denise Meyer
Shop Steward

Women's Caucus

On behalf of the ATU Local 569's Women's Caucus (W.C.) we would like to thank all the members for their help. The donations enable us to do our charitable work on behalf of the Local.

This year the drop boxes we set up in the divisions helped provide some of the personal items we needed for our back packs. The financial support provided by ATU 569 enabled us to provide 50 backpacks for Laurana Women's Shelter and 50 backpacks (25 boys & 25 girls) for Little Warriors. Little Warriors provides support to abused children.

We would also like to thank Raeann Sparks' mother for the 48 children's cardigans and Georgina Eccleston's church knitting group for knitting toques, mitts and scarves.

We also used some of our funds to charter 2 Community Service buses to be part of the Christmas with Style

program. This is where Beauty Salons donate services to women in Women's Shelters around the city. It was so heart warming to see how much better the women felt about themselves at the end of it.

The Christmas Light's Tour organized by the Edmonton & District Labour Council had W.C. members as host. Womens' Caucus members also staffed the Union Hall where Santa entertained the children and presents and goodies were handed out. Any items we had left over from the backpack campaign were given to those on the tours.

We look forward to your continued support in our charitable endeavours on behalf of ATU Local 569.



Clothing Drive

Womens' Caucus is starting a clothing

drive. New, lightly worn and CLEAN clothing for men, women and children. Please drop off at the Union office or bring to monthly meeting. You can also contact any of the Caucus members.

Christmas Personal Items

Womens' Caucus is starting to gather personal items for the backpack event. Items needed are shampoo, conditioner, soap, body lotion, toothbrush, toothpaste, dental floss, deodorant, feminine pads, socks, gloves, lip gloss etc...



PLEASE NO MOUTHWASH OR RAZORS OR FOOD ITEMS.

Please drop off at the Union office or bring to our monthly meeting. You can also contact any of the Caucus members.

Day of Mourning

On Sunday, April 28th, 2019 I attended the Edmonton District Labour Council Day of Mourning ceremony at the Workers Obelisk, in Grant Notley Park. The obelisk lists those workers killed on the job. Last year 162 workers were reported killed on the job. More were killed but not reported under WCB. Already this week a worker at Syncrude was killed. I attended as an EDLC Executive Board member and along with Joyce and Alex MacKenzie represented ATU Local 569. The wreath I laid on behalf of 569 was beautiful if anything like that can be.



The EDLC President outlined his injury on the job as a postal worker, that placed him in hospital for a month and

10 months of rehab. He reminded us all workers have the right to refuse unsafe work. He had reported the issue to 3 different supervisors and was told not to worry and that they could replace the van if it was damaged.

Many Unions were represented and placed wreaths to remember those killed and show their thoughts for their coworkers and families.

GONE BUT NOT FORGOTTEN!

My hope is that next year we can have a bigger representation from our Local on April 28, 2020.



Kelly Davis
Shop Steward

ATU 569 and Edmonton and District

Labour Council have joined forces to make real change in the communities that we both live and work in. Throughout the past 10 months, we have been involved in many activities starting when EDLC received two large donations of books from Hardisty School. My wife and I packed up our vehicle and delivered approximately 1000 children's books to families at O'Chiese First Nation. The second delivery brought the same number of books to a family support program at Alexander First Nation which, based on Jordan's principal, ensures that indigenous children receive medical care without delay due to government bureaucracy.

ATU 569 and EDLC flags hung proudly as EDLC's president Greg Mady, my wife and I, bbq'd hot dogs, served fresh fruit and cold drinks at the Mustard Seed Neighbour Centre on July 30th. Surprised and grateful guests learned that ATU 569 members were bus drivers and staff who cleaned and maintained the ETS Fleet. We encouraged all that asked to thank a bus driver for the delicious meal.

On September 3rd, the 29th annual Labour Day BBQ was held at Giovanni Caboto Park. Hot dogs, hamburgers, fresh fruit, milk and popsicles were served by the thousands. Thanks to ATU and many other unions, we were able to set up a booth for the sixth year in which we gave away over 1000 books, and handed out gift bags filled with toiletries, feminine

hygiene products, socks, clothes, etc. Diapers, wipes, and gift bags stuffed with baby necessities were distributed to families. Touching memories of a single father's tear-filled gratitude, and the strength of a grandmother raising her 5 grandchildren on her own are only two of the many reasons why unions reach out to communities. Those families were able to leave with enough necessities to last for quite some time and something extra to pamper themselves with. Wearing new shoes, a young man sought me out to shake my hand for gifting him new footwear.

Our local was key to making sure that EDLC had the funds to put together over 500 gift bags and purchase enough socks and supplies. Our local's generosity and dedication to making a difference in the lives of people in our community is stunning. An extra thank you goes out to, Sister Martha, Brothers Mark and Damir for volunteering as well as Brother Francis for the generous book donation.

The happiness and smiles of students being able to partake in Halloween activities was the reason why my wife and I spent hours shopping for costumes, makeup and accessories. The need of the families at Sweetgrass elementary school encouraged us to deliver 40 costumes for students.

The All Is Bright Festival on 124 Street brought huge crowds and long line ups on the mild November 10th night. ATU 569 and EDLC once again joined forces to provide a station where children of all ages decorated Christmas cookies with sprinkles and candy. Being given a prime location, our flags were displayed for all to see.

What may become an annual event, ATU, EDLC and CUPE 3550 hosted a family Christmas lights tour on December 8th. Volunteer drivers and

hosts picked up over 100 people from St. Teresa's school for a drive through the city and candy cane lane before stopping at the union office. Each child received a gift from Santa (thank you Brother Lester) and everyone enjoyed treats. A quick drive through the legislative grounds and the evening ended with each family receiving a gift card from Superstore.

Generous donations from several unions, allowed EDLC's community connections committee to support 4 families during the holiday season. A single mom on AISH raising three boys, a new to Canada family, a single father of twin boys, and an out of work oilfield dad of 2 all received three \$50 gift cards from Canadian Tire, Superstore and Chapters as well as presents for their children. This profoundly memorable connection reminds us how fortunate we are to have union support.

The Mustard Seed's annual Coldest Night of the Year fundraiser successfully raised over \$50,000.00 for the southside Neighbour Centre and ATU and EDLC was fortunate to be a part of it. Providing buns for the chili station and setting up the half way point warming station for participants to enjoy hot chocolate with marshmallows and pastries allowed them to significantly reduce their costs.

My pride in being able to represent ATU 569 by creating meaningful connections to our communities is enormous and hope that I can continue to represent this union in a positive and significant manner.

In Solidarity,

Your friendly neighbourhood shop steward

This Newsletter can be accessed on our website: atu569.ca

Upcoming Events

Regular Membership Meetings

May 28, 2019 10:00 am & 7:00 pm

Union Hall 10540 - 108 Street

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### **Local Authorities Pension Plan (LAPP) Seminar**

**Wednesday June 12, 2019**

**1:30 pm**

**Approximately 2.5 hours in length**

**Union Hall 10540 - 108 Street**

**To Register sign up  
through ATU 569 website  
or call the Union Office 780-426-6136  
or email: [office@atu569.ca](mailto:office@atu569.ca)**

**Spouses or Partners are welcomed  
In order to proceed we need a minimum  
of 20 attendees for this session**

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Women's Caucus Meeting

June 6, 2019 - 19:00

Union Hall 10540 - 108 Street

ECECAF - Bursary Applications

Are available at the Union Office or visit the
ECECAF website: ececaf.ca/forms for the
guidelines and application forms.

Fall (September) term applications are to be
submitted between receiving marks in
December and March 31

Winter (January) term applications are to be
submitted after receiving marks in
April and by July 31

In Remembrance of Deceased Members

Rommel Alvarez - Dec. 5, 2018
Lynn Ayre - Sept. 27, 2018
Wallace Bevan - Nov. 26, 2018
Clarence Brecht - Dec. 16, 2018
Steve Broda - June 12, 2018
Dave Chorney - April 18, 2019
Mark Chorney - June 6, 2018
Ross Daniel - Oct. 23, 2018
Ruby Danney - Nov. 28, 2018
Theodore DeGraaff - Jan. 15, 2019
John Guay - July 20, 2018
Richard Harbottle - June 9, 2018
John Harboway - Oct. 22, 2018
Joseph Klimosko - Oct. 16, 2018
John Klos - Nov. 25, 2018
Sarbjit Mann - Sept. 18, 2018
Darcy Matier - March 20, 2019
Donald McConnell - April 23, 2019
Alexander McLaren - May 5, 2018
Walter Mikitka - Oct. 21, 2018
Gary Miller - Sept. 29, 2018
Daniel Morrison - July 13, 2018
Leo Nault - May 11, 2018
Arthur Neufeld - Nov. 29, 2018
Frederick Prunkl - Sept. 13, 2018
Peter Robak - Nov. 1, 2018
Kenneth Rowland - May 16, 2018
Peter Rubuliak - April 30, 2018
Donald Schultz - February 27, 2019
Marjorie Schurman - June 7, 2018
Wilbert Smoker - Dec. 6, 2018
Amarjit Sra - Sept. 19, 2018
Murray Swanson - May 3, 2019
Larry Taitinger - June 6, 2018
Lynn Turner - Dec. 20, 2018
Louise Van Camp - August 10, 2018
Donald Woodrow - March 22, 2019